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**KSVI**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

Nexstar is an equal opportunity employer and considers applicants for all positions without regard to race, color, gender, national origin, age, religious creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law.

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Broadcast Digital Media Strategist	1-3, 5-16	11
Digital Content Writer	1-3, 5-16	10
Executive Administrative Assistant	1-16	4
Sales Manager	1-3, 5-16	11
Creative Services Assistant	1-16	4
Account Executive	1-3, 5-16	7
Administrative Assistant	1, 3, 6-11, 13, 15	11

exstar did not actively distribute job vacancy notices to LinkedIn or Indeed.com. However, said sources reposted some but not all of the Station's www.Nexstar.tv b vacancy notices without contacting or corresponding with Nexstar.

ww.mediagignow.com is a paid recruiting source and is used only to post specialized positions.

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## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Billings Chamber of Commerce 815 S 27th St Billings, Montana 59101 Phone : 406-869-3738 Rene Beyl Manual Posting	N	0
2	Bureau of Indian Affairs 2021 4th Ave N Billings, Montana 59101 Phone : 406-247-7943 Email : Shannon.winchell@bia.gov Shannon Winchell	N	0
3	Handshake 225 Bush Street San Francisco , California 94104 Phone : 415-554-2625 Garrett Lord Manual Posting	N	0
4	Indeed 7501 N Capital of Texas Hwy Austin , Texas 78731 Job Opening Manual Posting	N	2
5	Job Connection 2070 Overland Avenue Billings, Montana 59102 Phone : 406-245-6323 Email : jcoles@jobconnection.org Jduy Coles	N	0
6	Job Service 2121 Rosebud Billings, Montana 59102 Phone : 406-655-6081 Trisha Glen Manual Posting	N	0
7	KSVI/KHMT Job Find 445 S 24th St W Billings, Montana 59102 Phone : 406-652-4743 Patricia King Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	KSVI/KHMT Posting 445 S 24th St W Billings, Montana 59102 Phone : 406-652-4743 Patricia King Manual Posting	N	0
9	Montana Broadcasters Association 3914 Rainbow Bend Drive Bonner, Montana 59823 Phone : 406-244-4622 Dewey Bruce Manual Posting	N	0
10	Montana State Univ-Billings 1500 University Dr Billings, Montana 59101 Phone : 406-657-2168 Sarah Williams Manual Posting	N	1
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	26
12	Northwest College 231 W 6th St Powell, Wyoming 82435 Phone : 307-754-6124 Email : kelly.mcardle@nwc.edu Kelly Mcardle	N	0
13	Rocky Mountain College 1511 Poly Dr Billings, Montana 59102 Phone : 406-657-1039 Lisa Wallace Manual Posting	N	0

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14	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
15	YourBigSky.com 445 S 24th St W Billings, Montana 59102 Phone : 406-652-4743 Neil Wagner Manual Posting	N	0
16	YWCA 909 Wyoming Billings, Montana 59101 Phone : 406-252-6303 Email : services@ywcabillings.org Debbie Thomas	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>30</b>



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## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in events or programs sponsored by educational institutions	The Station participates as a Platinum Partner with the MSU Billings Career services office in job fairs, staff information booths and assists with resume and interview workshops throughout the year.	2	VP/GM HR Manager
2	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions to the Billings Chamber of Commerce and the Montana Broadcasters Association and general job bank organizations that include the participation of women and minorities	1	HR Manager
3	2/22/2023	Participation in Job Fairs	The Station participated in the MSU Billings Virtual Career Fair. Station personnel were able to meet with potential job applicants and discuss vacancies at the Station and in the broadcasting industry.	2	VP/GM HR Manager
4	2/23/2023	Participation in Job Fairs	The Station participated in the MSU Billings Virtual Career Fair. Station personnel were able to meet with potential job applicants and discuss vacancies at the Station and in the broadcasting industry.	2	VP/GM HR Manager
5	3/15/2023	Participation in Job Fairs	The Station participated in the Billings Jobs Service Jobs Jamboree. Station personnel were able to meet with individuals from the community and discuss vacancies at the station and in the broadcasting industry.	4	VP/GM HR Manager Sales Manager Promotions Assistant
6	11/1/2023	Participation in events or programs sponsored by educational institutions	The Station participated in the Jobs & Java event at the City College. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry	2	HR Manager HR Assistant
7	11/13/2023	Provision of training to management	Provision of Regional EEO training session to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	7	VP/GM HR/BA Sales Manager Creative Services Director