

ANNUAL EEO PUBLIC FILE REPORT
KSVI
December 1, 2014 – November 30, 2015

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KSVI

The information contained in this Report covers the time period beginning December 1, 2014 to and including November 30, 2015 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from December 1, 2014 – November 30, 2015

Station(s) Comprising the Station Employment Unit: KSVI

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Account Executive	12/29/14	F	4	A, C-F, I, K-Q, S-T, V-SS, UU-WW
2	Account Executive	5/4/15	B	2	B, E-G, I-Q, S-T, V-SS, UU, BBB-DDD
3	General Manager	9/8/15	A	4	A, E-G, I-Q, S-WW, BBB-DDD
4	Local Sales Manager	10/19/15	F	2	A, F-Q, S-T, V-SS, UU-WW, BBB-CCC
5	Receptionist/Assistant	10/26	F	6	A, C, E-G, I-Q, S-T, V-SS, UU-WW
6	Master Control Operator	11/5/15	F	1	A,C, K-Q, S-T, V-SS, UU-WW

Total Number of Persons Interviewed During Applicable Period: 19

Appendix 2 to Annual EEO Public File Report

Covering the Period from December 1, 2014 – November 30, 2015

Station(s) Comprising the Station Employment Unit: KSVI

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Corporate Web Site	None	www.nexstar.tv	972-373-8800	N	2
B	Job Fair	Sharon Michael	2121 Rosebud Drive Billings, MT 59102	406-655-6058	N	1
C	Job Find	Pat King	445 S 24 th St W Billings, MT 59102	406-652-4743	N	2
D	MBA	Greg McDonald	3914 Rainbow Bend Drive Bonner, MT 59823	406-244-4622	N	0
E	Internal Station Posting	Pat King	445 S 24 th St W Billings, MT 59102	406-652-4743	N	5
F	Referrals	Pat King	445 S 24 th St W Billings, MT 59102	406-652-4743	N	8
G	TVJobs.Com	None	Tvjobs.com	n/a	N	0
H	Walk In Applicant	Pat King	445 S 24 th St W Billings, MT 59102	406-652-4743	N	0

I	YourBigSky.com	Pat King	445 S 24 th St W Billings, MT 59102	406-652- 4743	N	0
J	A.w.a.r.e, Inc.	Tim Pray	1050 South 25 th Street W Ste 2 Billings, MT 59102	406-563- 8117	N	0
K	A.w.a.r.e., Inc.	Vicki Deboer	420 West Mendenhall Bozeman, MT 59715	406-587- 1181	N	0
L	Associated Employers of MT	Diane Ruff	2910 3 rd Avenue N PO Box 1301 Billings, MT 59103	406-248- 6178	N	0
M	Big Horn County Library	Becky Hawkins	430 West C Street Basin, WY 82410	307-568- 2388	N	0
N	Billings Job Service Workforce Center	Loretta Williams	2121 Rosebud Drive, Stop B Billings, MT 59102	406-655- 6070	N	1
O	Career Transitions One-Stop Center	Darla Joyner	PO Box 145 Belgrade, MT 59714	406-388- 6701	N	0
P	Catholic Social Serv of MT	Becky Hubbert	1048 North 30 th Street Billings, MT 59101	406-252- 3399	N	0
Q	Center Pole Foundation	Peggy White Well Known Buffalo	Crow Tribe of MT Garyowen, MT 59031	406-638- 2820	N	0
R	Removed from list by request: College-Chief Dull Knife	Angela Spotted Elk	Box 98 Lame Deer, MT 59043	406-477- 6218	N	0
S	Deleted from list by request: College-Little Big Horn College	Mandy Plainfeather	Box 370 Crow Agency, MT 59022	406-368- 3104	N	0
T	College-MT State Univ–College of Technology Career Services	Lisa Wallace	3803 Central Avenue Billings, MT 59102	406-247- 3006	N	0

U	College-Northwest College Cody Center	Nancy Gilmore	1501 Stampede Ave Cody, WY 82414	307-587-3776	N	0
V	College-Northwest College Powell Valley Community Education	Ingrid Eickstedt	231 W 6 th St Powell, WY 82435	307-754-6469	N	0
W	College-Northwest College	Ronda Peer	231 W 6 th St Powell, WY 82435	307-754-7820	N	0
X	College-Rocky Mountain College	Lisa Wallace	1511 Poly Drive Billings, MT 59102	406-657-1039	N	0
Y	College-Sheridan College	Amber Weiss	3059 Coffeen Ave Sheridan, WY 82801	307-674-6446	N	0
Z	CORE Enterprises	Leigh-Ann Olsen	200 South 24 th Street Billings, MT 59101	406-248-9115	N	0
AA	Dept of Work Force Services	Diane Dijenno	N Beckman and 7 th St Powell, WY 82435	307-754-6436	N	0
BB	Dept of Work Force Services	Diane Dijenno	1026 Blackburn St Cody, WY 82414	307-587-7174	N	0
CC	Job Service Workforce Center	None	2201 White Blvd Butte, MT 59701	406-494-000	N	0
DD	Job Service Workforce Center	Lewistown Ward Jones	300 1 st Ave N Lewistown, MT 59457	406-538-8702	N	0
EE	Job Service Workforce Center	Livingston L. Maurillo	220 E Park St Box 1199 Livingston, MT 59047	406-222-0520	N	0
FF	Job Service Workforce Center	Mike Pennington	121 N Wilson Ave Bozeman, MT 59715	406-582-9200	N	0
GG	Johnson County Library	Cynthia Twing	171 N Adams Ave Buffalo, WY 82834	307-684-5546	N	0

HH	Management and Training Corp	Marcella Buster	2830 North Ramshorn Drive Laurel, MT 59044	406-628-7850	N	0
II	Removed from list by request: MT – Wyoming Tribal Leaders Council	Gordon Belcourt	207 N Broadway Suite BR 2 Billings, MT 59102	406-252-2550	N	0
JJ	Living Independent for Today and Tomorrow	Joel Burst	101 Grand Ave Ste 1 Billings, MT 59102	406-259-5181	N	0
KK	MT Migrant Council	Claudia Stephens	1148 1 st Avenue North Suite 210 Billings, MT 59101	406-248-3149	N	0
LL	MT Veterans Affairs Division	Lee Ann Hall	1234 Avenue C Billings, MT 59102	406-248-8579	N	0
MM	Parents Lets Unite for Kids (PLUK)	Bobbie Thurston	516 North 32 nd Street Billings, MT 59101	406-255-0540	N	0
NN	Rural Employment Opportunities	Maggie Sampsel	1739 Grand Ave. Billings, MT 59102	406-256-1140	N	0
OO	Salvation Army - Bozeman Corps	Major Aalders Hendrick	32 South Rouse Avenue, PO Box 1307 Bozeman, MT 59771	406-586-5813	N	0
PP	Salvation Army Ministry Corps Community Center	Duke Markham	2100 6 th Avenue North, PO Box 1903 Billings, MT 59101	406-245-4659	N	0
QQ	Univ of MT Lommasson Center	Mike Heuring	154 Univ of MT Missoula, MT 59812	406-243-2022	N	0
RR	Univ-Mon State Univ – Media & Theater Arts	Vicki Miller	PO 173350 Bozeman, MT 59717	406-994-2484	N	0
SS	Univ-MT State Univ– Career Serv	Alyce Mass	125 Strand Union Building MSU	406-994-4353	N	0

			Bozeman, MT 59717			
TT	Univ-MT State Univ–Center for Native American Studies	Jim Burns	Wilson Hall Rm1 Bozeman, MT 59717	406-994- 4880	N	0
UU	Univ-MT State Univ-Career Services	Lisa Wallace	1500 University Dr. Billings, MT 59101	406-657- 2168	N	0
VV	Univ-Univ of MT School of Journalism	Wanda LaCroix	32 Campus Dr Missoula, MT 59812	406-243- 4081	N	0
WW	YWCA–Women’s Center	Sandy Feralio	909 Wyoming Billings, MT 59102	406-252- 6303	N	0
XX	Billings Chamber of Commerce	Alex Tyson	815 South 27 th St, Billings, MT 59101	406-869- 3726	N	0
YY	Monster.com	None	www.monster.co m	n/a	N	0
ZZ	LinkedIn.com	None	www.linkedin.co m	n/a	N	0
AAA	Other-Applicant does not identify source or identifies source unused					
BBB	Craig’s List	Dan Biehl	445 S 24 th St W Billings, MT 59102	406-652- 4743	N	0
CCC	Facebook	Dan Biehl	445 S 24 th St W Billings, MT 59102	406-652- 4743	N	0
DDD	TVNews Check	Terri Bush	545 E. John Carpenter Freeway Ste 700 Irving, TX 75062	972-373- 8800	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from December 1, 2014 – November 30, 2015

Station(s) Comprising the Station Employment Unit: KSVI

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KSVI

	Recruitment Initiative	Description
1	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	January 27, 2015 Ask An Employer 11A-1P Tim White
2	Co-sponsoring a job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities	The station co-sponsored the Jobs Jamboree Career Fair on February 12, 2015 with Billings Jobs Service, ESGR and the US Chamber of Commerce. In addition, the station's Program Director, Production Manager, and General Manager attended the fair and promoted the fair extensively.
3	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	February 23, 2015 Ask An Employer 11A-1P Scott Smith
4	Co-sponsoring a job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities	The station co-sponsored the Jobs Jamboree Career Fair on March 18, 2015 with Billings Jobs Service, ESGR and the US Chamber of Commerce. In addition, the station's Program Director and Sales Manager attended the fair and promoted the fair extensively.

5	Training Webinar for EEO David Oxenford	October 14, 2015. Webinar-Navigating the FCC's EEO Rules and Public File Requirements by David Oxenford, Wilkinson Barker Knauer LLP. Session included a primer on the FCC's Equal Employment Opportunity rules, including the outreach required for the opening of jobs at the stations, the non-vacancy related activities that stations should be engaging in, and the recordkeeping requirements to make sure you keep all the necessary documents to support what the station did.
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