

MSU of Bozeman, CA Department		
Little Big Horn College		
Dull Knife Memorial College		
Bureau of Indian Affairs		
YMCA Women's Center		
Ohio Center for Broadcasting		
MT Broadcasters Assoc		
New Northwest Broadcasters, LLC Employee Rel	5	4

*See Attached List of Recruitment Sources for Contact Information

Information Regarding Recruitment Sources Contacted for Full Time Vacancies

Number	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	MSU of Billings, Career Services 204 McMullen Hall 1500 North 30th Billings, MT 59101	Kim Tracy 406-657-2168 ktracy@msubillings.edu		N
2	Rocky Mountain College Career Planning 1511 Poly Drive Billings, MT 59102	Bonnie Knapp 406-657-1039 knappb@rocky.edu		N
3	University of Montana Career Services Missoula, MT 59812	Suzanne Thompson 406-243-2022 suzanne.thompson@msu.umt.edu		N
4	MSU of Bozeman CA Department Bozeman, MT 59717	Alyce Maas 406-994-4353 amaas@montana.edu		N
5	Little Big Horn College Box 370 Crow Agency, MT 59022	406-638-3104 comments@main.lbhc.cc.mt.us		N
6	Dull Knife Memorial College Box 98 Lame Deer, MT 59043	406-477-6218 bmadsen@cdkc.edu		N
7	Bureau of Indian Affairs 316 N 26th St, Federal Building Billings, MT 59101	Fax #: 406-247-7902		N
8	YMCA Women's Center 909 Wyoming Avenue Billings, MT 59102	Fax #: 406-245-7867		N
9	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	Gary James, Nat'l Dir of Placement 216-447-9117 gary@beonair.com		N
10	Montana Broadcasters Association HC 70 Bonner, MT 59823			N
11	New Northwest Broadcasters, LLC 222 N 32nd Street, 10th Fl Billings, MT 59101	General Manager 406-238-1000 Employee Referrals On-Air Announcements	10	N

12	billingshelpwanted.com	billingshelpwanted.com	5	N
13	allaccess.com (All Access Job Board)	allaccess.com Free Registration/Click to post job		N
14	Billings Gazette 401 N 28th Street Billings, MT 59101	406-657-1212 classinfo@billingsgazette.com Online-Big Sky Work For You		N
15	NNB Radio Web Site	www.nnbradio.com Brian Ma, NNB IT, Seattle, WA 206-204-0213 Ext 204		N
16	Monster.com			N
17	Agri News P.O. Box 30755 Billings, MT 59107	406-259-5406		N
18	Other Referral	(Walk In)		N

**Prong 3 Longer-Term Recruitment Initiatives
Implemented During Previous Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	1/1/08-9/30/08	Media Staffing	Training on Hiring, Retention, Recruitment, Compensation, etc. Participated in on going coaching and training for staffing hiring processes, strategies and sourcing from Media Staffing. (An out sorced company)	Bi-weekly Conference Calls	All NNB Market Managers, Corporate Controller/HR Manager
2	6/30/2008	Career Fair	New Northwest Broadcasters participated in the Conclave Career Fair held at Brown College, Mendota Minnesota.	NNB participated in a Career Outreach role.	Tom Oakes - VP of Programming
3	11/6/2008	Manager Training	New Northwest Broadcasters held a General Managers "Employment and Hiring" training in Portland, OR, facilitated by Executive Vice President, Trila Bumstead.	Manager Training	George Feola, General Manager, Kyle Clardy, Operations Mgr
4	9/27/2008	MT Broadcasters Sales Seminar	During this event, New Northwest Broadcasters account executives took part in an in depth sales training initiative, facilitated by nationally renowned sales trainer, Paul Wayland	Sales Seminar	Karen Black, GSM, Sina Kingstad, Nicole Lohof, Megan Joyce, Theresa Holsinger, Sandy Thayer, AE's

5	10/13/2008	Broad Outreach	New Northwest Broadcasters held a general recruitment "Open House" at our facilities (222 N 32nd Street, 10th Fl, Billings, MT). Two separate sessions were held for community participation. One session was held from 11am until 1pm. One session was held from 5pm until 7pm. Food and beverages were offered. Job descriptions and applications were made available to any and all participants.	Recruitment "Open House"	George Feola, GM, Karen Shrum, Asst Copntroller, Kyle Clardy, Ops Mgr, Casey Stephan, Prg Dir, Nick Degel, Prg Dir.
6	8/8-8/9/08	Broad Outreach	NNB participated in the Montana Fair, an annual general admission event held in Billings, MT. During this event, NNB hosted a booth encouraging application and inquires into job descriptions available for all positions in the radio stations.	Recruitment	Management participation: George Feola, GM, Karen Black, GSM, Kyle Clardy, Ops Mgr.