

1	On-Air Personality	4/21/2007	5/24/2007	Allaccess.com (All Access Job Board) MSU of Billings, Career Services Rocky Mountain College, Career Planning University of MT Career Services 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	4	1
1	Admin Asst/Front Desk	8/28/2007	10/2/2007	BillingsHelpWanted.com Billings Gazette (on Line,Work for you, Yellow: MSU of Billings, Career Services Rocky Mountain College, Career Planning University of MT Career Services 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 NNB Radio Web Site	2 2	1 0
1	Traffic	9/28/2007	10/11/2007	BillingsHelpWanted.com Billings Gazette (on Line,Work for you, Yellow: MSU of Billings, Career Services Rocky Mountain College, Career Planning University of MT Career Services 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 NNB Radio Web Site	2 1	1 0
1	Account Executive	12/1/2006	12/15/2006	NNB Radio Web Site BillingsHelpWanted.com On Air Announcements	3	1
1	Account Executive	3/1/2007	3/31/2007	NNB Radio Web Site BillingsHelpWanted.com On Air Announcements	4	1
3	Account Executive	4/25/2007	6/25/2007	NNB Radio Web Site		

				BillingsHelpWanted.com	2	
				On Air Announcements		
				Agri News	2	
				Billings Gazette (On Line, Work for You, Yellow	5	3
1	Account Executive	9/10/2007	10/11/2007	NNB Radio Web Site		
				BillingsHelpWanted.com	3	1
1	Internet Manager	5/1/2007	5/31/2007	NNB Radio Web Site		
				BillingsHelpWanted.com	3	1
				Monster.com	1	

*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, N at'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	5	N

12	billingshelpwanted.com	billingshelpwanted.com	16	N
13	allaccess.com (All Access Job Board)	allaccess.com Free Registration/Click to post job	7	N
14	Billings Gazette 401 N 28th Street Billings, MT 59101	406-657-1212 classinfo@billingsgazette.com Online-Big Sky Work For You	11	N
15	NNB Radio Web Site	www.nnbradio.com Brian Ma, NNB IT, Seattle, WA 206-204-0213 Ext 204		N
16	Monster.com		1	N
17	Agri News P.O. Box 30755 Billings, MT 59107	406-259-5406	2	N
18	Other Referral	(Walk In)		N

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

Total Number of Fulltime Employees: 20-25

Required Number of Recruitment Initiatives Per 2 Year Period: 2

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	9/10-9/12/07	NNB Training	NNB-Annual Accounting Managers/General Managers Meetings	Corporate Training of Human Resources/EEO Policies & Procedures	Joe Benedetti, GM, Karen Shrum, AM, & Michelle Gretzinger AM
2	9/10/2007	MT Broadcasters-Sales Seminar	Tommy Teepell & "The Big Bubba School of Selling Lots of Advertising"	Account Executives Sales Seminar presented by MT Broadcasters Association	Vivian Neumann, Tina Downing, Gina Kingstad, Sara Taylor, & Tommy Ehrman