

EEO PUBLIC FILE REPORT

New Northwest Broadcasters; Billings, MT
 KGHL-AM KGHL-FM KRSQ-FM KQBL-FM KZRV-FM
 December 1, 2005 - November 30,2006

Full Time Positions Filled

Full Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Account Executive	12/1/2005	2/6/2006	BillingsHelpWanted.com	5	2
1	Account Executive	12/1/2005	6/26/2006	New Northwest Broadcasters, On-Air Announcement		
1	Account Executive	12/1/2005	6/26/2006	NNB Radio.com	1	0
1	Account Executive	12/1/2005	7/3/2006	New Northwest Broadcasters, LLC Employee Referral	3	3
1	Account Executive	12/1/2005	8/1/2006	Other Referral	1	1
1	Account Executive	12/1/2005	10/30/2006			
1	Admin Asst/Front Desk	4/20/2006	5/15/2006	BillingsHelpWanted.com Billings Gazette (on Line,Work for you, Yellowstone St 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	5	1
1	On Air Personality	3/1/2006	3/13/2006	New Northwest Broadcasters, LLC Employee Referral This position involved extenuating circumstances in light of station specific needs. (Hired from competitor for the new Morning Show)	1	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	General Manager 406-238-1000 Employee Referrals	4	N

	Billings, MT 59101	On-Air Announcements		
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	5	N
15	NNB Radio Web Site	www.nnradio.com Brian Ma, NNB IT, Seattle, WA 206-204-0213 Ext 204	1	N
16	Other Referral	(Walk In)	1	N

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

Number	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	8/15/2006	BCFM - Distance Learning Telephone Seminar	Immigration Issues - Avoiding Discriminatory Practices in Interviewing & Hiring	General Manager & Accounting Manager attendance required	Joe Benedetti, GM & Karen Shrum, AM
2	9/13/06 - 9/14/06	NNB Training	NNB-Annual Accounting Managers/General Managers Meetings	Corporate Training of Human Resources/EEO Policies & Procedures	General Managers & Accounting Managers-Joe Benedetti, GM & Karen Shrum, AM
3	11/1/2006	Broadcast Career Job Shadow	Broadcast Career Job Shadow offers High School Student the opportunity to learn all aspects of the broadcast industry. (On-Air, Programming, Production, Sales, Marketing, Office.) 16 Hours required. Student: Antwain Seott, Joliet High School.	Student spends time shadowing PD's, Production, Ops Mgr, Traffic	Jeff Howell, Ops Mgr, Casey Paul, Prod Dir, Scott Steinke, DOS, Tracey McCarthy, Traffic