

**KCTR-FM, KKBR, KMHK, KBBB & KBUL  
GAP Broadcasting Billings License, LLC  
EEO PUBLIC FILE REPORT  
December 1, 2008-November 30, 2009**

**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>
Operations Manager Hired 4/20/09	1,2,4-9,11,19-20,25-27	25
Digital Marketing Specialist Hired 3/16/2009	2-24,26,27,28	4
Director of Sales Hired 8/3/09	2,3,9-24,26,27	26
Digital Marketing Specialist Hired 9/1/09	2-10,12,14-18,21-24,26,28	26
Account Executive Hired 5/1/09	1-24,26-28	9
Account Executive Hired 6/30/09	2-24,26-28	2
Account Executive Hired 9/21/09	2-10,13-18,21-23,26,28	4
Market Manager Hired 06/22/09	29	29

## KCTR-FM, KKBR, KMHK, KBBB & KBUL

### 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	Media Staffing Network, Inc. 150 E. Huron St., Ste. 1305 Chicago, IL 60611  Dawn Tartaglia, 630-863-7124.  <a href="http://www.mediastaffingnetwork.com">http://www.mediastaffingnetwork.com</a> <a href="mailto:onlineinfo@mediastaffingnetwork.com">onlineinfo@mediastaffingnetwork.com</a>	N	0
2	Billings Help Wanted. Com RegionalHelpWanted.com, Inc. 9100 East Panorama Drive Suite 250 Englewood, CO 80112 Tammy Santos 800-365-8630 Ext. 581 <a href="http://billingshelpwanted.com">http://billingshelpwanted.com</a>	N	1
3	Job Service of Montana 2121 B Rosebud Drive Billings, MT 59102 406-652-3080 Attn: John Harper	N	2
4	Gap Broadcasting Billings LLC 27Nth 27 <sup>th</sup> Street 23 <sup>rd</sup> Floor Billings MT 59101 406-248-7827 Heather Marxer <a href="http://kctr.com">http://kctr.com</a>	N	2
5	Gap Broadcasting Billings LLC 27Nth 27 <sup>th</sup> Street 23 <sup>rd</sup> Floor Billings MT 59101 406-248-7827 Heather Marxer <a href="http://www.bee104.com">http://www.bee104.com</a>	N	1
6	Gap Broadcasting Billings LLC 27Nth 27 <sup>th</sup> Street 23 <sup>rd</sup> Floor Billings MT 59101	N	0

	406-248-7827 Heather Marxer <a href="http://www.newsradio970.com">http://www.newsradio970.com</a>		
7	Gap Broadcasting Billings LLC 27Nth 27 <sup>th</sup> Street 23 <sup>rd</sup> Floor Billings MT 59101 406-248-7827 Heather Marxer <a href="http://www.kbear.com">http://www.kbear.com</a>	N	0
8	Gap Broadcasting Billings LLC 27Nth 27 <sup>th</sup> Street 23 <sup>rd</sup> Floor Billings MT 59101 406-248-7827 Heather Marxer <a href="http://www.kmhk.com">http://www.kmhk.com</a>	N	0
9	Call In/Walk In/Employee Referrals	N	6
10	YWCA/Displaced Homemakers 909 Wyoming Ave Billings, MT 59101 406-252-6303 Attn: Jennie Hagen	N	0
11	Montana State University-Billings 1500 N 30 <sup>th</sup> ST Billings, MT 59101 <a href="http://www.msubillings.edu/careers">http://www.msubillings.edu/careers</a> <a href="mailto:aweimer@msubillings.ed">aweimer@msubillings.ed</a>	N	0
12	Billings Job Service 2121 Rosebud Drive Stop B Billings, MT 59102-6274 Phone: (406) 652-3080 Fax: (406) 652-0444  <a href="http://wsd.dli.mt.gov/local/billings">http://wsd.dli.mt.gov/local/billings</a>	N	0
13	Workforce Services Division,  P.O. Box 1728,  Helena MT 59624-1728  406-444-4100  <a href="https://jobs.mt.gov/jobs">https://jobs.mt.gov/jobs</a>	N	0
14	MONTANA Migrant Council	N	0

	3318 3rd Ave north Billings, MT 59101 406-248-3149 Attn: Maria Stevens		
15	Rural Employment Opportunities Box 831 Helena MT 59624 406-256-1140 Attn: Bruce Day	N	0
16	Women Infants and Children Box 35033 Billings, MT 59107 406-247-3370 Attn: Doris <a href="mailto:DorrisB@ycchd.org">DorrisB@ycchd.org</a>	N	0
17	Indian Health Board 1127 Alderson Ave Billings, MT 59102 406-245-7318 Attn: Nicole Leahy	N	0
18	Rocky Mountain College Career Planning 1511 Poly Drive Billings, MT 59102 406-657-1039 Attn: Bonnie Knapp <a href="mailto:knappb@rocky.edu">knappb@rocky.edu</a>	N	0
19	Montana State University CA Department Bozeman, MT 59717 406-994-4353 <a href="http://www.mycatcareers.biz">http://www.mycatcareers.biz</a>	N	0
20	University of Montana Career Services Missoula, MT 59812 406-243-2022 <a href="https://www.myinterfase.com/montana/job">https://www.myinterfase.com/montana/job</a> Attn: Suzanne Thompson <a href="mailto:Suzanne.Thompson@mso.umt.edu">Suzanne.Thompson@mso.umt.edu</a>	N	0
21	Little Big Horn College Box 370 Crow Agency, MT 59022 406-638-3104	N	0

	Attn: Roberta Walks <a href="mailto:comments@main.lbhc.cc.mt.us">comments@main.lbhc.cc.mt.us</a>		
22	Dull Knife Memorial College Box 98 Lame Deer, MT 59043 406-477-6218	N	0
23	Bureau of Indian Affairs Federal Building 316 N 26 <sup>th</sup> St Billings, MT 59101 406-247-7902	N	0
24	Academy of TV Arts and Sciences 5220 Landershim Blvd N Hollywood CA 91601 Attn: Carlos	N	0
25	AllAccess.com 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA. 90265 310-457-6616 <a href="http://www1.allaccess.com">http://www1.allaccess.com</a>	N	1
26	In House Promotion	N	2
27	Montana Broadcasters Association HC 70 Box 90 Bonner, MT 59823 Phone: 406-244-4622 Fax: 406-244-5518 <a href="http://www.mtbroadcasters.org">http://www.mtbroadcasters.org</a>	N	0
28	TDGA-Traffic Dir Guild of America 26000 Avehida Aeropuerto San Juan Capistrano CA 92675 Attn Carol Anderson	N	0
29	Internal/Exigent Circumstances	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>15</b>

**GAP Broadcasting Billings License, LLC  
KCTR-FM, KKBR, KMHK, KBBB & KBUL**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Co-Sponsor—Job Fair	<p>On March 24, 2009, the stations co-sponsored the Job Service of Montana’s annual Jobs Jamboree in Billings, MT. Station personnel operated a booth at this event, recruiting for positions at GAPWEST-Billings and providing information concerning the broadcast industry at-large. Additionally, we promoted this event by airing liners on each of the stations within this station employment unit.</p> <p>Participants included the stations’ Business Manager, Director of Sales, General Manager and the Promotion Director.</p>
2	Programs Designed to Inform Members of the Public About Opportunities in the Broadcasting Industry	<p>Provided training and job shadowing for students wishing to learn more about broadcasting. One students from Lavina Public Schools job shadowed station personnel on November 4 from 5am until 2pm. She worked with air talent on how to operate boards and do a live broadcast. She also learned how to voice track a show and prepare for on air breaks.</p>
3	Career Fairs	<p>Participated in Student Job Fair at Rocky Mountain College On August 27, 2009 and Bridger High School Career Fair on November 18, 2009. Students were taught how to apply for all the different jobs in Radio. Scholarship applications were giving to those interested in Radio.</p> <p>Participants included Business Manager, General Manager, DOS and Promotions Director.</p>