

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

* See Attached List of Recruitment Sources for Contact Information

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Montana Job Service - Billings	Trisha Glen	0	No
	2121 Rosebud Dr, Ste B, Billings, MT 59102	(406) 652-3080		
2	Rocky Mountain College Career Services	Lisa Wallace	0	Yes
	1511 Poly Drive, Billings MT 59102	(406) 657-1039		
3	Montana State University (Billings) Career Services	Kirsten Barnhart	0	Yes
	1500 University Drive, Billings, MT 59101	(406) 657-2240		
4	University of Montana School of Journalism	Cameron Bucheit	0	No
	Don Anderson Hall, 2017 Missoula, MT 59812	(406) 243-4001		
5	Montana State University (Bozeman) Film Department	Victoria Miller	0	No
	211 Montana Hall Bozeman, MT 59717	vmiller@montana.edu (406) 994-2484		
6	TVJobs.com		1	No
	PO Box 4116 Oceanside, CA 92052	(760) 754-8177		
7	Media Recruiter	Art Scott	0	No
	9457 So University Blvd #303 Highlands Ranch, CO 80126	art@mediarecruiter.com (303) 400-5150		
8	Indeed, Inc		23	No
	6433 Champion Grandview Way, Building 1, Austin, TX 78750	(800) 462-5842		
9	www.ktvq.com – Station Website/ Q2 Facebook page		5	No

10	www.cordillera.tv – Parent Company’s website		0	No
11	Employee/Former Employee Referral		12	No
12	Radio Television Digital News Association 529 14th Street, NW Suite 1240, Washington D.C. 20045		0	No

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

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	3/21/2018	MT Job Service - Jobs Jamboree	Job Fair to recruit applicants	Co-sponsored and had a booth	Shawn Wilcox, General Manager Lynise Pollock, Business Manager Steve Eaton, General Sales Manager Jon Stepanek, News Director Pam Hofferber, Program Director Kendra Fike, Digital Director Crystal Meeks, Creative Services Manager
2	Ongoing	Job Shadow	Expose high school and college students to broadcasting careers	Allow Students to “Shadow” an employee in the broadcasting career they are interested in.	Jon Stepanek, News Director various news personnel and Crystal Meeks Creative Services Director and various commercial production personnel
3	March 2018	Employee Advancement	Dan Dragan trained to be a newscast technical director	Dan was fully trained to direct any newscast using the Overdrive system.	Dan Dragan, Justin Hosa and Rob Monaco
4	June 2018	Employee Advancement	Zach Schellin trained to produce a newscast	Zach was fully trained to produce the statewide newscast using the Overdrive system.	Zach Schellin, Jon Stepanek, Jeanelle Slade and Cat Hill