

Glasgow Broadcasting Corporation

Annual EEO Public File Report

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

KLTZ-AM – Glasgow Montana
KLAN- FM – Glasgow Montana

and is required to be placed in the public inspection files of the above listed stations, and posted on their websites.

The information contained in this Report covers the time period beginning December 1, 2017 to and including November 30, 2018.

Section I – Job Vacancy Information

Stations comprising Station Employment Unit: KLTZ-AM, KLAN-FM.

Covering the Period from December 1, 2017 to November 30, 2018.

There were no fulltime positions filled during this reporting period.

Section II – Recruitment Source Information

Stations Comprising Station Employment Unit: KLTZ-AM, KLAN-FM

Covering the Period from December 1, 2017 to November 30, 2018.

Glasgow High School
Box 28
Glasgow, MT 59230
406-228-2485
Mr. Brett Huntsman – Principal
Ms. Amy Capdeville – Counselor

Montana Broadcasters Assoc.
18 Ruby Mountain Road
Clancy, MT 59634
406-431-2139
Dewey Bruce
www.mtbroadcasters.org

KLTZ-AM & KLAN-FM website
www.kltz.com

Section III – Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by: KLTZ-AM and KLAN-FM

- Glasgow Broadcasting Corporation DBA KLTZ-AM and KLAN-FM works with local and state internship programs. Interns have been brought in to assist the on-air staff and to learn all the general aspects of radio broadcasting. The Stations also participate in local grade, middle and high school job shadow programs.
- The General Manager, Sales Manager and Business Manager Review company policies and current EEO laws to see that everything is in compliance.
- Glasgow Broadcasting Corporation DBA KLTZ-AM and KLAN-FM provides tours of the stations facilities to any group or organization requesting one (i.e. The Girls Scouts, The Boy Scouts, 4-H Clubs, Grade Schools, Middle Schools and High Schools, and other clubs and organizations.)
- Glasgow Broadcasting Corporation DBA KLTZ-AM and KLAN-FM looks forward to participating in job fairs, and through membership in the Montana Broadcaster's Association, have access to an active job bank, which contains minority and female job candidates.
- Glasgow Broadcasting Corporation DBA KLTZ-AM and KLAN-FM management and its employees have regular and extensive contact with a broad cross-section of community groups. Examples of such local civic groups/churches include: Glasgow Area Chamber of Commerce and Agriculture, Glasgow Kiwanis Club, Soroptimist International of Glasgow, 4-H Clubs of Valley County, Glasgow Ministerial Association, and the Valley County Combined Campaign.
- On April 30th, 2018, Stan Ozark-News Director, spoke to the Hinsdale Middle School Grade 7 JMG class. Mr. Ozark spoke to the class about careers in radio and explained the different duties that are performed at a radio station. Many questions were asked including wages, hours worked, benefits and work environment. The presentation to the class was approx. 50 minutes long.
- On May 2ⁿ, 2018, Haylie Shipp-Sales Manager and Annette Vegge-Office Manager attended a Job Fair at Glasgow High School from 2:00-3:30P.M. The job fair was for Juniors and Seniors in high school and we provided information on careers in every aspect of radio and broadcasting.
- August 1st – August 4th, 2018, Haylie Shipp was present during the Northeast Montana Fair held at the Valley County Fairgrounds. Haylie interviewed Fair

Board members, fair entrants, commercial businesses, event participants and fair goers and the interviews aired throughout the day. She promoted our coverage and presence at the fair intermittently throughout the days and encouraged listeners to take part in all the festivities.

- November 14, 2018, Office Manager Annette Vegge participated in the webinar, “Tips on How to Attract New Employees”, sponsored by the Montana Broadcasters Assoc. Media Staffing Network presented the hourlong webinar.