

## **Annual EEO Public File Report**

The purpose of the 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, 2008 to and including November 30, 2009.

### **Section I – Job Vacancy Information**

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

Covering the period from December 1, 2008 to November 30, 2009.

**There were no full time 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, 2008 to November 30, 2009.

Montana Job Service Division  
74 4<sup>th</sup> Street North  
Glasgow, MT 59230  
406-228-9369  
Lee Erickson

Glasgow High School  
Box 28  
Glasgow, MT 59230  
406-228-2485  
Ms. Marj Markle – Principle  
Mr. Bob Rennick – Counselor

Montana Broadcasters Assoc.  
HC 70 Box 98  
Bonner, MT 59823  
406-244-4622  
Greg McDonald  
[www.mtbroadcasters.org](http://www.mtbroadcasters.org)

KLTZ-AM & KLAN-FM website  
[www.kltz.com](http://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 Girl 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 it's 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.