

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, 2015 to and including November 30, 2016.

Section I – Job Vacancy Information

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

Covering the Period from December 1, 2015 to November 30, 2016.

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, 2015 to November 30, 2016.

Glasgow Job Service Workforce Center
74 4th Street North
Glasgow, MT 59230
406-228-9369
Shawn Andersyn

Glasgow High School
Box 28
Glasgow, MT 59230
406-228-2485
Mr. Brett Huntsman – Principle
Mr. Linda Sutton – 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 11th – April 13th, 2016, 4 students from Glasgow High School came to the studios and were assisted in recording for the Voice of Democracy Scholarship Program.

- On May 3rd, 4th and 5th, 2016, Stan Ozark-News Director, Haylie Shipp-Sales Manager, Tim Phillips-Operations Director and Annette Vegge-Office Manager attended a Job Fair at Glasgow High School from 11:00AM-12:30PM each day. The job fair was for Juniors and Seniors in high school and we provided information on careers in every aspect of radio and broadcasting.
- On November 9th, 2016, there was a district FCCLA, (Family, Career and Community Leaders of America) conference in Glasgow for high school students. Haylie Shipp, Sales Manager, hosted a workshop for students in which she discussed radio with the group and addressed individual leadership roles in a group dynamic.