

**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, 2018 to and including November 30, 2019.

**Section I – Job Vacancy Information**

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

Covering the Period from December 1, 2018 to November 30, 2019.

There was one full time position filled during this reporting period.

<b><u>Job Title</u></b>	<b><u>Recruitment Sources</u></b>
Office Manager	Referrals Montana Department of Labor & Industry KLTZ/KLAN Radio and website

**Total Number of Interviewees from Sources for this Position -** Two

**Section II – Recruitment Source Information**

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

Covering the Period from December 1, 2018 to November 30, 2019.

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

Montana Department of Labor & Industry  
201 Main Street  
Wolf Point, MT 59201  
406-653-1720  
[www.wolfpointjsc@mt.gov](mailto:www.wolfpointjsc@mt.gov)  
Traci Ost / Mike Carney

Montana Broadcasters Assoc.  
18 Ruby Mountain Road  
Clancy, MT 59634  
406-431-2139  
Dewey Bruce  
[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 station's 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 May 29<sup>th</sup>, 2019, Office Manager Annette Vegge participated in an on-line webinar “Best Practices to Keep Employees Engaged and Energized”. The webinar was 90 minutes in length.
- July 31<sup>st</sup> – August 3<sup>th</sup>, 2019, 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.
- On September 10<sup>th</sup>, 2019, KLTZ/KLAN was recognized as a “WRN Ambassador of Excellence” by NOAA for our continued efforts and partnership with the National Weather Service to keep people informed about weather and its impacts.
- On October 1<sup>st</sup>, 2019, Haylie Shipp took part in a “Wildfire Roundtable” at the invite of Valley County Disaster and Emergency Services Coordinator, Rick Seiler. The event included professional from the Valley County Long Run Fire Department, Glasgow Fire Department, Valley County Sheriff’s Department, Glasgow Police Department, National Weather Service, local utilities, local media, Frances Mahon Deaconess Hospital and each of the communities assisted living facilities. The importance of radio as a means of emergency communication was exemplified.
- On October 8<sup>th</sup>, 2019, Haylie Shipp gave a 25-minute presentation at the “Money Matters for Women” event at the Cottonwood Inn in Glasgow. Hosted by Montana’s Commission of Securities and Insurance, the goal of the conference was bringing Montana women together to think and talk about money, business opportunities and investing. Haylie’s discussion focused on the creation of small businesses and included suggestions for utilizing radio marketing.
- On November 21<sup>st</sup>, 2019, Haylie Shipp attended the annual meeting of our local Chamber of Commerce. Haylie utilized the time to network with community leaders and held discussions regarding the importance of promoting local business through radio advertising.