

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, 2020 to and including November 30, 2021.

Section I – Job Vacancy Information

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

Covering the Period from December 1, 2020 to November 30, 2021.

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, 2020 to November 30, 2021.

Glasgow High School

Box 28

Glasgow, MT 59230

406-228-2485

Mr. Brett Huntsman – Principal

Social Media – Facebook, Twitter

Montana Department of Labor & Industry

201 Main Street

Wolf Point, MT 59201

406-653-1720

www.wolfpointjsc@mt.gov

Traci Ost / Mike Carney

Montana Broadcasters Association

18 Ruby Mountain Road

Clancy, MT 59634

406-431-2139

Dewey Bruce

www.mtbroadcasters.org

KLTZ-AM & KLAN-FM on-air mentions and job-specific ads

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 station's facilities to any group or organization requesting one (i.e. Girl Scouts, Boy Scouts, 4-H Clubs, Grade Schools, Middle Schools, 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, high school sports and other extra-curricular groups, Glasgow Kiwanis Club, Soroptimist International of Glasgow, 4-H Clubs of Valley County, Glasgow Ministerial Association, and the Valley County Combined Campaign.
- Annually during the reporting period of January 2021 – November 2021, Assistant Manager Haylie Shipp served as Chairperson of the Glasgow Downtown Association and Northeast Montana Fair Concert Committee as a representative of KLTZ/Mix-93.

- Throughout the year, KLTZ/Mix93 partnered with the Valley Care Coalition to highlight available resources for mental health, substance use, and physical wellness with a mission to improve the quality of life in Northeast Montana. Several speakers appeared as guests on our “Live Under the Big Sky” program to present information on the air. 6/24/21 – Katrena Palmer presented the PAX Good Behavior Game; 9/16/21 – Connie Wethern provided information re: “Community-Integrated Health Grants.”; 10/13/21 – Kim Martens and Katrena Palmer shared their knowledge about the Stepping Up Initiative; 10/27/20 – Alissa Kuka presented information about QPR Training.
- Assistant Manager Haylie Shipp represented KLTZ/Mix93 each month during the reporting period at the Valley County Fair Commission meetings, answering any outreach/marketing questions they have.
- August 3-8, 2021, Assistant Manager 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 October 12, 2021, KLTZ Assistant Manager Haylie Shipp Attended LBS Marketing Webinar.
- On November 16th, 2021, Assistant Manager Haylie Shipp emceed the Glasgow Chamber of Commerce’s New Trends in Agriculture Seminar representing KLTZ/Mix-93.
- On November 11th, 2021, with COVID restrictions affecting the Veterans Day program traditionally held at the Civic Center, “Live Under the Big Sky” (KLTZ-AM) played host to the virtual event. Showcasing the flexibility and availability of local radio, it allowed for community-wide listenership on the holiday.
- On Nov 18th, 2021, Station Manager Tim Phillips, Assistant Manager Haylie Shipp, Office Manager Georgie Kulczyk and Traffic Manager participated in an on-line webinar "Everything Political: Preparing Broadcasters for 2022". The webinar was 60 minutes in length.
- Throughout the year, KLTZ/Mix93 regularly invites school and community groups to present information on the air during our “Live Under the Big Sky” program, which gives them an opportunity to learn about our industry and specific tasks.
- Due to COVID-19 restrictions, there were no job/career fairs (virtual or in-person) held in our area or region. We have inquired about online job fairs with the local school counselor.

- Quarterly during the reporting period of January 2021 – November 2021, Assistant Manager Haylie Shipp attended Two Rivers Economic Growth meetings representing KLTZ/Mix93. Haylie utilized the time to network with community leaders and held discussions regarding the importance of promoting local business through radio advertising.
- Throughout the 2021 COVID pandemic, KLTZ/KLAN Stations have utilized our “Live Under the Big Sky” program to educate the community about COVID-19 vaccination opportunities via the Valley County Health Department and Frances Mahon Deaconess Hospital. Valley County Health Department Director Lynn Miller appeared on the show Jan. 13th, Mar. 18th, Sept. 8th and Nov. 17th. FMDH provider Dr. Anne Millard appeared on the program twice – June 23rd and Oct. 21st.