

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, 2021 to and including November 30, 2022.

Section I – Job Vacancy Information

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

Covering the Period from December 1, 2021 to November 30, 2022.

There were no full-time positions filled during this reporting period.

Note: We did have a full-time vacancy in August, 2022 upon the resignation of our Assistant / Sales Manager. The position was posted with Montana job service, announced on the air, on the station website, and posted on social media. Tim also contacted two people who had reached out for possible positions over the past 2 years. He did a phone interview with one female candidate but she declined the job offer. The second person he talked to declined to do an interview.

The full-time position was also offered to two current part-time employees. Both declined the opportunity. The sales accounts needed to be handled and thus were split between the current full-time employees.

Tim did hire two part-time employees. Both were found through his connection as head coach for Glasgow School's track & field program.

Section II – Recruitment Source Information

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

Covering the Period from December 1, 2021 to November 30, 2022.

Glasgow High School

Box 28, Glasgow, MT 59230

406-228-2485

Mr. Brett Huntsman – Principal

Social Media – Facebook, Twitter

Online Employment Resources

US National Labor Exchange

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, Caring Hands of Glasgow, 4-H Clubs of Valley County, Glasgow Ministerial Association, and the Valley County Combined Campaign.
- During the reporting period of December, 2021 – November, 2022, KLTZ/Mix-93 invited local, regional and statewide political candidates to be guests on our "Live Under the Big Sky" program to share information with our listenership. 4/19/22 – School Board candidates Lorraine Eiland and Stan Ozark; 4/26/22 – School Board candidates Erin Aune and Donald Pansegrau; 9/13/22 and 10/25/22 – Valley County Commissioner candidates Jerry Davenport and John Fahlgren; 11/1/22 – Montana Congressional candidate Gary Buchanan.
- 11/2/2022 – Valley County Election Administrator Marie Pippin was a guest on our "Live Under the Big Sky Program" to discuss election procedures.
- Throughout the year, KLTZ/Mix-93 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. 1/11/22 – Jewel Etherington discussed her position as the Glasgow Police Department's Victim Specialist; 3/16/22 – Elissa Erickson discussed youth mental health and resources available; 10/13/22 – Teri Meche from the Valley County Health Department discussed vaping specifically in relation to teens and shared available resources to help people quit tobacco and vaping products.
- During the reporting period, Assistant Manager Haylie Shipp represented KLTZ/Mix-93 each month through July, 2022 at the Valley County Fair Commission meetings, answering any outreach/marketing questions they have.

- August 3-5, 2022, Station Manager Tim Phillips was present during the Northeast Montana Fair held at the Valley County Fairgrounds. Tim interviewed 4-H participants, fair entrants, commercial businesses, event participants and fair goers. The interviews aired throughout the day. He promoted our coverage and presence at the fair intermittently throughout the days and encouraged listeners to take part in all the festivities.
- As a result of COVID-19 restrictions beginning in 2019, KLTZ/Mix-93 annually airs the community Veteran's Day Program. On November 11th, 2022, KLTZ-AM played host to the virtual event with guests Scott Runningen and Jason Myers from our local VFW. Showcasing the flexibility and availability of local radio, it allowed for community-wide listenership on the holiday. The program aired without sponsorship or any cost to the community.
- 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. (4-H, FFA, Masonic Lodge, Knights of Columbus, Caring Hands, Valley County Combined Campaign.)
- During the reporting period, 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.
- During the reporting period of December, 2021 – November, 2022, KLTZ featured several state officials on our "Live Under the Big Sky" program: 2/16/22 – Glasgow Mayor Rod Karst; 1/13/22, 2/3/22, 3/10/22, 4/7/22, 5/12/22, 6/8/22, 7/14/22, & 9/21/22 – Montana State Senator Jon Tester; 2/10/22 & 9/1/22 – Montana Attorney General Austin Knudsen; 3/10/22 & 8/11/22 – Montana State Governor Greg Gianforte.
- Quarterly during the reporting period of December, 2021 – July, 2022, 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.
- Beginning January, 2022 KLTZ / Mix-93 News and Sports Director Stan Ozark has served as President of Frances Mahon Deaconess Hospital's Board of Directors and the President of Glasgow's City Council. Additionally, Stan was elected to the Glasgow School's Board of Directors in May of 2022. Stan regularly attends meetings for the three organizations as a representative of KLTZ / Mix-93 and frequently advocates the use of radio to share information and educate our community. ***10/18/22 through 10/31/22, KLTZ / Mix-93 aired public service announcements re: the school district's desperate need for bus drivers.***