

Mountain Lakes Broadcasting Corp.
January 1, 2019 – December 27, 2019

EEO PUBLIC FILE REPORT

The purpose of this Annual EEO Public File Report for Broadcast Stations (this “Report”) is to comply with Section 73.2080(c)(6) of the Commission’s EEO Rules.

This report has been prepared on behalf of the station employment unit (the “Station Employment Unit”) which is comprised of the following broadcast stations: KTLO-AM, KTLO-FM, KCTT-FM, and KBOD-FM (the “Reporting Station”) is intended to be placed in the public inspection files, and on the website, of any of the Reporting Station by the applicable Commission deadline.

The information contained in this report covers the time period from *January 1, 2019* through *December 27, 2019* (the “Reporting Period”). The Commission’s EEO Rules require that this Report contain the following additional information:

A list of all full-time vacancies filled by the Reporting Station during the Reporting Period, identified by job title;

For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the Commission’s EEO rules, which should be separately identified), identified by name, address, contact person and telephone number;

Data reflecting the total number of persons interviewed during the preceding year;
The recruitment source that referred the potential employee for each full-time vacancy during the Reporting Period;

Data reflecting the total number of persons interviewed for full-time vacancies during the Reporting Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;

A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the Commission’s EEO Rules during the Reporting Period.

Attached are Mountain Lakes Broadcasting Corp’s 2019 EEO Public File reports.

Mountain Lakes Broadcasting owns KTLO-AM, KTLO-FM, KCTT-FM and KBOD-FM.

KTLO-AM and KTLO-FM were purchased in April, 1994; KCTT-FM was purchased in June, 1998; and KBOD-FM was purchased in September, 2012.

All stations are in the same location in Mountain Home, Arkansas.

EMPLOYMENT INFORMATION FOR KTLO-AM, KTLO-FM, KCTT-FM, and KBOD-FM

We are dedicated to providing a broad outreach regarding job vacancies at our stations. Community organizations that wish to receive our vacancy information should contact Heather Loftis at 870-425-3101. In addition, all listeners are encouraged to visit ktlo.com for an online listing of job openings at all KTLO/Mountain Home Broadcasting stations.

KTLO-AM, KTLO-FM, KCTT-FM, and KBOD-FM are equal opportunity employers. Women and minorities are encouraged to apply.

KTLO LLC

EEO/January 1 – December 27, 2019

Radio stations involved in the EEO plan:

KTLO-AM / Facility ID #35671

KTLO-FM / Facility ID #35672

KCTT-FM / Facility ID #178

KBOD-FM / Facility ID #14066

Fulltime employees

updated December 27, 2019

General Manager	Bob Knight
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Station/Sales Manager	Danny Ward
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Corporate Sales Manager	Heather Loftis
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Assistant Sales Manager	Robin Hawkins
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#2 Sales Position	Linda Knight
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#3 Sales Position	Connie Koenen
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Operations Manager, News	Brad Haworth
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News	Karen Hopper
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News	Phillip Launius
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AM Morning Man	Monte
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Manchester

Production Manager Sonny Elliott

Sports Director Matt Sharp

Talk of the Town, On-air
talent Kim Szesci

Office Manager Sue Knight

Traffic Director Patty Sindlinger

Receptionist/Copywriter Amy Huseby

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Mountain Lakes Broadcasting utilizes the following for job openings:

1. KTLO-AM, KTLO-FM, KCTT-FM and KBOD-FM
2. www.ktlo.com/jobs
3. Mtn. Home Area Chamber of Commerce
4. Mtn. Home Senior Center
5. Arkansas State University Mountain Home
6. Arkansas Broadcasters Association
7. Indeed.com

In the latest filing period January 1 – December 27, 2019

KTLO-AM, KTLO-FM, KCTT-FM and KBOD-FM – 4

www.ktlo.com – 4

Arkansas Broadcasters Association – 0

Arkansas State University Mtn. Home -- 0

Mtn. Home Area Chamber of Commerce – 0

Mtn. Home Senior Center – 0

Word of Mouth – 6

Indeed.com -- 75

Total Received: 89

EEO MENU OPTIONS

Mountain Lakes Broadcasting Corp participates in an Intern Program with Mtn. Home High School and Baxter County Alternative School. During the reporting period, we have hosted 0 student interns, instructing them in radio station operations and putting them on the air. These students receive instruction from all station employees in the various components of the radio business. (Staff)

January – Training for all management-level personnel to ensure equal employment opportunities and prevent discrimination (Bob Knight)

January – Chamber Adult Leadership Class – Discussed careers in broadcasting (Staff)

March – Arkansas State University Job Fair

November – Rotary Youth Leadership Group – Discussed careers in broadcasting (Staff)

Seven Months of Staff Development – Inspire Me with Kim Worlow, Leadership Development Coach

2019 HIRES

In 2019, we filled three positions twice.

1. In programming our first hire left after a month by finding a better position for more money. We then hired Sonny Elliott for the position. Using the same procedure, Sonny applied after hearing the position would be available.
2. In Sales the first hire left due to health. Connie Cohen was hired. She heard about the position by word of mouth.
3. The receptionist employee left and was replaced by Amy Huseby. She found the job on KTLO.com.