

Mountain Lakes Broadcasting Corp.

January 1, 2025 – December 31, 2025

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, 2025* through *December 31, 2025* (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 2024 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 31, 2025

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 February 29, 2024

General Manager	Heather Loftis
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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	Brandy Jordan
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#4 Sales Position

Operations Manager, News	Sammy Raycraft
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News	Phillip Launius
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News/Programming	Jesse Zurcher
News/Programming	Adam Rogers
Talk of the Town, On-air talent	Adam Rogers
Office Manager	Rebecca Zurcher
Traffic Director/Front Office Coordinator	Rebecca Zurcher

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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. Arkansas Broadcasters Association
4. Missouri Broadcasters Association
5. Indeed.com
6. Mountain Home Chamber of Commerce

In the latest filing period January 1 – December 27, 2024

KTLO-AM, KTLO-FM, KCTT-FM and KBOD-FM – ongoing throughout the year

www.ktlo.com – 18

Arkansas Broadcasters Association – 1

Arkansas State University Mtn. Home -- 2

Mtn. Home Area Chamber of Commerce – 2

Mtn. Home Senior Center – 1

Word of Mouth – 7

Indeed.com – 91

Total Received: 116

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 6 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 + September – Training for all management-level personnel to ensure equal employment opportunities and prevent discrimination (Heather Loftis)

March – Arkansas State University Job Fair

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

Ongoing – hosted school classes and student organizations for tours and recording sessions

2024 HIRES

In 2024, we filled 2 positions 4 times.

1. Saige Webster was hired for a sales associate position.
2. Saige Webster left for a different job.
3. In news, Jude Dillon was hired as a part-time journalist.
4. Misty Cottingim was hired to replace Dakota Flores as Office Manager.
 5. Dakota Flores left for a different job.
6. Misty Cottingim left the position for another job and Rebecca Zurcher was hired to fill the front office manager position.
 7. Corey Creighton left the part-time production position to attend college.
8. Jude Dillion, already employed, accepted the additional role to fill the production vacancy left by Corey Creighton.
9. Rebecca Zurcher was promoted to sales associate position and Raychel Miller was hired to fill the front office manager position.
10. Raychel Miller left the position and Rebecca Zurcher returned to the front office manager position while continuing her sales position.

2025 HIRES

1. Matt Sharp left for a different opportunity
2. Jesse Zurcher was hired as News/ Sports Programming
3. Michael Lee left to the The Army National Guard
4. Adam Rogers was hired as News/ Sports Programming