

Mountain Lakes Broadcasting Corp.

January 1, 2022 – December 27, 2022

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, 2022* through *December 27, 2022* (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 2022 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, 2022

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 May 24th, 2022

General Manager	Heather Loftis
Station/Sales Manager	Danny Ward
Corporate Sales Manager	Heather Loftis
Assistant Sales Manager	Robin Hawkins
#2 Sales Position	Linda Knight
#3 Sales Position	Brandy Jordan
Operations Manager, News	Brad Haworth
News	Dakota Flores
News	Phillip Launius

Production Manager	Brad Haworth
Sports Director	Matt Sharp
Talk of the Town, On-air talent	MJ Haworth
Office Manager	Heather Loftis
Traffic Director	Dakota Flores
Receptionist/Copywriter	Morgan Neal

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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

In the latest filing period January 1 – December 27, 2022

KTLO-AM, KTLO-FM, KCTT-FM and KBOD-FM – 0

www.ktlo.com – 1

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 – 1

Indeed.com – 0

Total Received: 2

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 (Heather Loftis)

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)

2021 HIRES

In 2021, we filled 3 positions 5 different times.

1. In Programming, Sonny Elliot left the company for a different job. Kenny was then hired to do production.
2. In News, Karen Hopper was rehired.
3. In Sales, Connie Cohen left to be home with her family. Brandy Jordan was hired to replace her position.
4. The receptionist employee (Patty Sindlinger) retired and was replaced by Dakota Flores. The other receptionist employee (Amy Huseby) left and was replaced by MJ Haworth.

2022 HIRES

In 2022, we filled 3 positions 4 different times.

1. In Programming, Kenny left the company for a different job. MJ Haworth was transferred from the receptionist position to production.
2. In News, Karen Hopper retired again. Dakota Flores took over evening news responsibilities, as well as 5 pm new updates. Mike Landon was hired to write news during the day; he heard about the position from ktlo.com and emailed his resume.
3. The receptionist employee (Dakota Flores) was promoted to also do news. The other receptionist employee (MJ Haworth) was transferred to a different department. Morgan Neal was hired to replace her position. She heard about the upcoming position by word of mouth.