

Equal Employment Opportunity Statement

KXLO/KLCM radio in Lewistown, Montana, has a standing policy of equal employment regardless of age, sex, nationality, sexual orientation, or any other defining factor of the human race.

KXLO/KLCM has a policy of hiring on qualification, potential, drive and professionalism. KXLO/KLCM actively seeks and widely distributes any job opening available. KXLO/KLCM strive to go beyond the printed EEO standard regulations governed by the FCC.

If you have any questions about the subject please feel free to contact KXLO/KLCM EEO representative Phyllis Hall (406) 535-3441.

2012 Annual Public Inspection File EEO Report submitted 11-30-2012

Hiring

KXLO/KLCM currently has five full time employees and five part time employees.

In the last year, KXLO/KLCM for the first time hired a fifth full-time employee. It has not since filled any position at a point in time at which it had five full-time employees.

It currently has an opening to hire a sixth full-time employee, and will report on its outreach efforts in connection with that position next year once it has been filled.

Non-vacancy specific outreach efforts

KXLO/KLMC participated in the following non-vacancy specific outreach efforts:

- We air announcements for the Montana Broadcasters Association scholarship regularly.
- KXLO and KLCM contributes financially to the MBA Scholarship fund on a yearly basis.
- We have used the Montana Job Service to search for new employees
- We provide training to employees to develop skills through Montana Broadcaster training seminars, including the MBA Sales Seminar, Billings MT October 4th.
- In November we had the Beaver Creek Community Club tour the station to promote awareness of our function in the community.
- We give tours and information on broadcasting to anyone who requests it.
- Station manager Phyllis Hall had management training on employment issues by attending ABC Clinic through Lewistown Job Service, receiving information on Unemployment Insurance Tax and Benefits, Dept. of Revenue State Withholding, Dept. of Justice Embezzlement, Wage and Hour Laws, Dept. of Transportation, Human Rights and Workers Compensation Bureau.
- KXLO and KLCM had an intern from Dec 23, 2011 thru Jan 10, 2012. He experienced all aspects of Radio Station operation, from Sales to On-Air personality.