

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 Fred Lark (406) 535-3441.

2010 Annual EEO Report submitted 11-30-2010

KXLO/KLCM currently has five full time employees and four part time employees. There are four owners.

There have been 0 job openings, part or full-time.

Other Items of interest

- We participated in the local high school "Career Day" on April 14th, with visiting students getting a tour, a synopsis of what this industry entails, where it can lead, and gave each student live on air for a song introduction opportunity. We also make each student aware of our Intern Program.
- We air announcements for the Montana Broadcasters Association scholarship regularly.
- KXLO and KLCM contribute 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 MAB FCC EEO Webinar on May 11th.
- On February 8th had had the Lewistown Chamber Of Commerce "Ladies Night Out" tour the station to promote awareness of our function in the community.
- We give tours and information on broadcasting to anyone who requests it.

Interns: Jacob Singley interned over the summer months with us when time allowed in his schedule. He was a student in April who visited for 'Carreer Day', and really showed an interest. He learned all fecaets of modern radio, by shadowing most of the employees here for one of their shifts. He also was a semi-regular co-host on KLCM's afternoon live request show with Jesse Jensen.