

EEO Public File Report

Montgomery Broadcasting L.L.C.

A. Employment Unit Covered

KFBC-AM, Cheyenne, WY
KOLT-FM, Warren AFB, WY (LMA)

B. Reporting Period

June 1, 2015 to May 31, 2016

C. Full-Time Vacancies Filled During Reporting Period

<u>Job Title</u>	<u>Date Filled</u>	<u>Positions</u>
Salesperson	11/4/15	1

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Job Title</u>	<u>Date Filled</u>	<u>Hire Source</u>	<u>Recruitment Sources</u>
Salesperson	11/10/14	Radio Advertising	Radio Advertising Cheyenne Newspaper Station Web-sites

Total number of persons interviewed for all full-time vacancies filled during the reporting period: 6

Total number of interviewees for all full-time vacancies filled during reporting period per recruitment/referral sources:

<u>Recruitment source</u>	<u>Number of interviewees referred</u>
Employee referral	0
Internet/website	2
Walk-in/self referral	0
Newspaper	4
University (specify)	0
Trade papers (specify)	0

Department of Workforce Services	0
Promotion from within	0
Radio Ads	2

D. Self Assessment

1. On May 27, 2016 Montgomery Broadcasting management conducted a review of compensation packages for all employees to insure that Montgomery Broadcasting was not discriminating in its compensation to employees and insure equal pay for equal work. This review revealed no discrimination.
2. At the same time Montgomery Broadcasting reviewed all of its promotions over the reporting period to ensure they are in accordance with FCC guidelines. There was one promotion during the reporting period.

Montgomery Broadcasting L.L.C

EEO Outreach Activities

June 1, 2013 to May 31, 2014

During the reporting period Montgomery Broadcasting L.L.C. filled one full time position. The person hired responded to the specific newspaper advertising. Montgomery Broadcasting advertises job openings in the local newspaper, on air and on its two internet web-sites. Job announcements are also sent to all community groups who have requested such announcements.

Montgomery, during the past year, has set up a comprehensive outreach and recruitment program designed to widely disseminate information regarding full-time job opportunities at its stations. Every six months, the unit mails a public notice to interested community groups asking if they would like to be notified regarding full-time positions at the unit. During the reporting period **no** community group responded positively.

Summary Description of Supplemental Outreach Initiatives

The unit has selected the following outreach initiatives.

1. #10 – Participate in at least four events or programs related to career opportunities in broadcasting sponsored by educational institutions.
2. #14 – Provide training to management level personnel as to methods of ensuring equal employment opportunities and preventing discrimination.
3. #16 – Participate in other activities than the ones listed that the licensee has designated to further the goal of disseminating information about employment opportunities.

1. On October 28, 2015 the staff of Montgomery Broadcasting, including senior management, participated in a career fair sponsored by Wyoming Workforce Services. Montgomery Broadcasting's participation in the event was specifically designed to familiarize area residents, including minorities and especially veterans with career opportunities in the broadcast industry.
2. On April 20, 2016 Montgomery Broadcasting played host at it's studios to the Cheyenne East High School Mass Media class, consisting of approximately 15 high school students. The purpose of this event was to have the students tour the radio station and familiarize them with the operations of a commercial radio station. It was also designed to educate them as to the career opportunities available in commercial radio. The event was hosted by Montgomery Broadcasting personnel including senior management.