

EEO Public File Report

Montgomery Broadcasting, L.L.C.

A. Employment Unit Covered

KFBC-AM, Cheyenne, WY

B. Reporting Period

June 1, 2019 to May 31, 2020

C. Full-Time Vacancies Filled During Reporting Period

There were no full-time positions filled during the reporting period.

D. Self Assessment

1. On May 15, 2020, Montgomery Broadcasting, LLC management conducted a review of compensation packages for all employees to insure that Montgomery Broadcasting, LLC 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, LLC reviewed promotions made during the reporting period to ensure they were in accordance with FCC guidelines. There were no promotions made during the reporting period.

Montgomery Broadcasting, L.L.C

EEO Outreach Activities

June 1, 2019 to May 31, 2020

During the reporting period, Montgomery Broadcasting L.L.C. filled no full-time positions. When necessary, job announcements are advertised on air on KFBC, on the KFBC website, on selected national internet job sites and in the local newspaper. Job announcements are sent to all community groups who have requested such announcements.

Montgomery Broadcasting, LLC has a comprehensive outreach and recruitment program designed to widely disseminate information regarding full-time job opportunities at its station. 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 groups 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 activities other than the ones listed that the licensee has designated to further the goal of disseminating information about employment opportunities.

The week of June 10, 2019, KFBC participated in a virtual job fair sponsored by The Wyoming Association of Broadcasters.

The week of December 9, 2019, KFBC participated in a virtual job fair sponsored by The Wyoming Association of Broadcasters.

Each year, in the month of April, KFBC hosts the East High School Media Class taught by Mr. Dan Morris. Unfortunately, due to the pandemic and the closure of all schools in the Cheyenne area, we could not host that activity this year.