

EEO PUBLIC FILE REPORT

Montgomery Broadcasting, LLC

A. Employment Unit Covered:

KFBC – Cheyenne, Wyoming

B. Reporting Period:

June 1, 2020 to May 31, 2021

C. Full-Time Vacancies Filled During Reporting Period:

Job Title	Date Filled	Positions
Office Manager	7/14/20	1

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy:

	Date Filled	Hire Source	Recruitment Source
Office Manager	7/14/20	Word of Mouth	Word of Mouth

E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: 2

F. Total Number of Interviewees for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources: 2

Recruitment Source	Number of Interviewees Referred
KFBC Radio Ads	0
Daily Newspaper	0
Referral/Internal/Promotion	2
Mail Campaign	0
Job Fair	0
Cable TV – On Media	0
Walk-in	0
Lakejobs.com	0
Allaccess.com	0
Walk-in	

During the period, the Unit hired 1 full-time person, an office manager for KFBC. Due to the pandemic, the unit did not recruit widely for this position and restricted the number of people it interviewed. The unit was very hesitant to interview multiple candidates because of the possibility of infection. The office manager is not a supervisory position. When the Covid crisis subsides, the unit will resume its normal, thorough recruiting for each new full-time position.

OUTREACH ACTIVITIES

June 1, 2020 through May 31, 2021

The unit has selected the following outreach initiatives:

- 1. Participate in other activities than the ones listed that the licensee has designed to further the goal of disseminating information about employment opportunities.**

Beginning later this year, provided the pandemic has passed, KFBC will conduct an “Open House” program whereby it will invite members of the community to visit the stations on Open House Day, twice each year, to see the facilities, talk with management, owners and talent and to discuss careers with the staff. This new feature was added to the Unit’s initiatives as a result of Unit self-assessing its outreach activities.

For at least the last ten years, the Unit has actively participated in the Wyoming Broadcasters Association's Broadcast Scholarship Program where, each year, five scholarships are granted to students seeking a career in broadcasting. The next students will be selected, this coming June. David Montgomery, the managing member of Montgomery Broadcasting, is on the selection committee and actively reviews applications and makes recommendations.

2. Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

During this past year, the management of Montgomery Broadcasting, LLC. began training management personnel by studying the book, EEO Law and Personnel Practices by Arthur Gutman. David Montgomery, the managing member of Montgomery Broadcasting studied "Discrimination Based on Race and color: Protected Classes". This new feature was added to the Unit's Outreach Initiatives as a result of the Unit's EEO self-assessment.

In March, 2021, Montgomery Broadcasting, LLC participated in an educational Webinar regarding EEO/FCC compliance. This webinar was sponsored by the Wyoming Broadcaster's Association.

3. In addition to these outreach initiatives, the unit also mailed or emailed Public Notice Press Releases to each of the community groups on its list. These notices were mailed twice during the year to notify the public that the station seeks involvement from community groups regarding its recruitment efforts. To date, no group has requested to be placed on a mailing list./

Public Notice Press Releases and Mailings

Initiatives