

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

Montgomery Broadcasting, LLC

1806 Capitol Avenue
Cheyenne, WY 82001
(307) 634-4461
Fax: (307) 632-8586

February 24, 2021

“Addressee”

Montgomery Broadcasting operator of KFBC-AM in keeping with the rules and regulations of the Federal Communications Commission is seeking to involve qualified community groups in the dissemination of all job vacancy information at KFBC. If you are qualified community group or government bureau and would like to be kept informed of all full-time job openings at KFBC-AM and simply contact General Manager Dave Montgomery at 1806 Capital Avenue, Cheyenne, Wyoming, 82001. KFBC will place your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KFBC.

Thank you for your time and consideration.

David H. Montgomery
Owner and General Manager



Kfbcradio.com
Cowboystatenews.com



Community Organizations

Family Services Department
State of Wyoming
1511 East Pershing Blvd.
Cheyenne, WY 82001
777-7921

Laramie County Department of Family Services
1510 East Pershing Blvd.
Cheyenne, WY 82001
777-7921

Wyoming Equality
Sara Burlingame
1601 Capital Avenue
Cheyenne, WY 82001
778-7645

NAACP #4108
Pastor Stephan Lathan
PO Box 21028
Cheyenne WY 82003

Hispanic Organization for Progress and Education
P.O. Box 3194
Rachel Martinez
760-6542

Wyoming Latina Youth Conference
Isabel Perez
1400 East College Drive
Cheyenne, WY 82007
778-5222

Wyoming Senior Citizens, Inc.
Nita Stephenson
3120 Old Faithful Road, Suite 200
Cheyenne, WY 82001
634-1010

First Nations Development Institute
Michael Roberts, President
2432 Main Street, Second Floor
Longmont, CO 80501
303-774-7836

Goodwill Industries
Jana Conine
612 West 17th Street
Cheyenne, WY 82001
459-6464

Cheyenne Special Friends, Inc.
Nicole Perez
1328 Talbot Court
Cheyenne, WY 82001
637-6480

Office of Work Force Services
State of Wyoming
Robin Sessions Cooley
5221 Yellowstone Road
Cheyenne, WY 82002
777-8650

Comea Shelter
Don Calvert
1504 Stinson
Cheyenne, WY 82001
632-3174

United Way of Laramie, Co.
Executive Director (Open)
1007 East Lincolnway
Cheyenne, WY 82001
638-8904

Community Action of Laramie County
Tim Ernst
1920 Evans Avenue
Cheyenne, WY 82001
635-9291

Wyoming Coalition for the Homeless
Mary Lee Dixon
907 Campbell Avenue
Cheyenne, WY 82001
634-8499

CASA of Laramie County
Sarah Urbanek
1616 East 19th Street, Suite #4
Cheyenne, WY 82009
222-1902

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Montgomery Broadcasting, LLC

1806 Capitol Avenue
Cheyenne, WY 82001
(307) 634-4461
Fax: (307) 632-8586

August 27, 2020

“Addressee”

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 4-14-21

KFBC
Spot Tracking Report

Line#	Page	Advertiser	Dates Ordered From	Run Times Thru	Run Times or Daypart	Length	Spot#	Status	Date	Time	Dt billed	Stn
278	1	MONTGOMERY BROADCASTING,	4/15/21	4/19/21	06 -19	0:30	1	scheduled	4/15/21	10:19:00		1
							2	scheduled	4/15/21	10:58:15		1
							3	scheduled	4/15/21	12:58:45		1
							4	scheduled	4/15/21	13:58:15		1
							5	scheduled	4/15/21	15:58:15		1
							6	scheduled	4/15/21	14:56:45		1
							7	scheduled	4/19/21	09:17:00		1
							8	scheduled	4/19/21	10:19:00		1
							9	scheduled	4/19/21	13:58:45		1
							10	scheduled	4/19/21	14:58:15		1
							11	scheduled	4/19/21	16:26:00		1
							12	scheduled	4/19/21	16:06:30		1

End of report; 12 records printed.

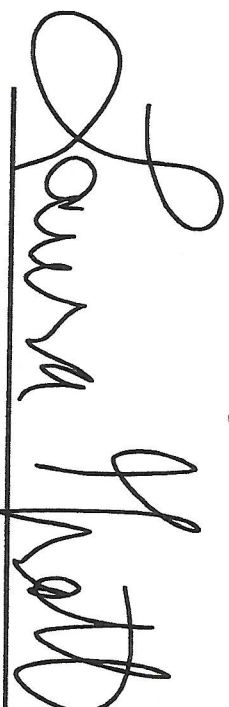
Initiatives

This Certificate Acknowledges that

KFBC RADIO

Participated in the *Wyoming Association of Broadcasters*

Staying on Top of Your Broadcast FCC EEO Obligations



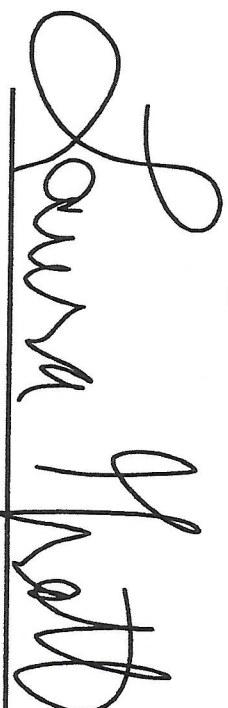
Laura Grott
WAB President



This Certificate Acknowledges that

KFBC RADIO

Participated in the *Wyoming Association of Broadcasters*
Broadcast Scholarship for 2021.
-1 EEO Credit for full participation



Laura Grott
WAB President

