

EEO Public File Report

Montgomery Broadcasting, LLC

Stations Included In KFBC AM, Cheyenne, Wyoming

Employment Unit:

Reporting Period June 1, 2025 – May 31, 2026

Full-Time Vacancies Filled During This Reporting Period: One

Total Number of Interviewees for all Full-time Vacancies Filled: 5

Job Title	Date Filled	Positions
Video Producer	5/20/2026	One

Recruitment and Referral Sources

KFBC Radio's Website

KFBC TV Website

Cowboy State News Network Website

Linked-in

Employee Referrals

Recruitment Source Summary

Recruitment Source	Number of Interviewees Referred
Employee Referrals	1
Internet/website	16
Walk-in	0

Newspaper	0
Trade Publications	0
Radio	0
TV/Cable	0
Promotion from Within	0

Montgomery Broadcasting, LLC

EEO Outreach Activities

June 1, 2025-May 31, 2026

Montgomery Broadcasting LLC (“Montgomery”) has initiated a comprehensive outreach and recruitment program designed to widely disseminate information regarding full-time job opportunities at its station.

Once a year station airs a Public Notice Press Release inviting community groups, minority organizations and interested civic organizations to notify station management if their group would like to be notified regarding each new, full-time job opening. KFBC, every six months, also sends the same press release to local community groups seeking their involvement as part of the licensee’s recruitment efforts. To date, no local groups have expressed any interest in receiving information regarding any job openings. The licensee plans to continue its advertising efforts with the hope that local groups might soon be interested in receiving such information.

KFBC advertises all of its job openings in a variety of media.

Montgomery has selected the following menu options:

Participate in other activities than the ones listed that the Licensee has designed to further the goal of disseminating information about employment opportunities,

Provide training to management level personnel as to Methods of ensuring equal employment opportunity and Prevent discrimination.

KFBC conducted two Open House events whereby it invited members of the community to visit the station to see the facilities, talk with management and ownership, and discuss career opportunities with staff. The Open House events were held on May 4th and May 22nd, 2026. The events were supported with on air announcements, No one attended either Open House.

For the 15th year, the Unit participated in the Wyoming Association of Broadcasters Scholarship Program where, each year, five scholarships are offered to students seeking a career in broadcasting or related fields. The application deadline is June 1, each year, and students are then selected later in June. David Montgomery, the managing member of Montgomery Broadcasting,

is on the selection committee and actively reviews applications and makes recommendations. The program is supported with on air announcements and distribution of applications.

During the recent reporting period, David Montgomery, the managing member of the unit, continued training by studying Arthur Gutman's book, EEO Law and Personnel Practices and focusing on Age Discrimination in Employment Act. He also requested that senior members of management read the material.

Public Notice Press Releases and Mailings

April 10, 2026

“Addressee”

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 AM. Ifv your qualified community group or government bureau would like to be kept informed of all full time job openings at KFBC AM simply contact David Montgomery, General Mamager, at dmontgomery@kfbcradio.com. KFBC will put your group or organization on a list of qualified community groups which will automatically receive notification of all future full time job vacancies at KFBC.

Thank you,

David Montgomery
Owner and General Manager

December 15, 2025

“Addressee”

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 AM. Ifv your qualified community group or government bureau would like to be kept informed of all full time job openings at KFBC AM simply contact David Montgomery, General Mamager, at dmontgomery@kfbcradio.com. KFBC will put your group or organization on a list of qualified community groups which will automatically receive notification of all future full time job vacancies at KFBC.

Thank you,

David Montgomery
Owner and General Manager

I N V O I C E

Date: 05/31/26

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EFFECTIVE FEBRUARY 1, 2025, WE WILL
ACCESS AN ADMIN FEE OF 3% FOR ALL
CLIENTS WHO PAY BY CREDIT CARD ONLY.

Please MONTGOMERY BROADCASTING, L.L.C.
Remit To: dba KFBC
1806 CAPITOL AVE
CHEYENNE, WY 82001
(307) 634-4461

Inv#/Cont#: 10835 / 15604

Order Dates: 05/15/26- 05/21/26

Billing Dates: 05/01/26- 05/31/26

Descr: FCC ANNOUCEMENT

Cust Ord No:

To: (2357)
KFBC/VARIOUS PROMOS

WY

Advertiser: (2357) KFBC/VARIOUS PROMOS

Terms: DUE UPON RECEIPT

Acct Exec: (N/A)

Run Date	Time	Description	Stn.	Ref	Length	Rate	Qty	Amount
05/15/26	9:56:50a		KFBC	1	1:00	0.00		
05/16/26	11:17:00a		KFBC	1	1:00	0.00		
05/17/26	6:17:00p		KFBC	1	1:00	0.00		
05/18/26	6:01:00a		KFBC	1	1:00	0.00		
05/19/26	2:17:30p		KFBC	1	1:00	0.00		
05/20/26	9:55:50a		KFBC	1	1:00	0.00		
05/21/26	11:55:50a		KFBC	1	1:00	0.00		

7 0.00

Total Amount Due: 0.00

CLIENT:
PRODUCT

RUN DATES

0-	KFBC AM IN KEEPING WITH THE RULES AND REGULATIONS OF THE FEDERAL COMMISSION IS SEEKING TO INVOLVE QUALIFIED COMMUNITY GROUPS IN THE DESSEMINATION OF ALL JOB VACANCY INFORMATION AT KFBC AM. IF YOUR QUALIFIED COMMUNITY GROUP OR GOVERNMENT BUREAU WOULD LIKE TO BE KEPT INFORMED OF ALL FULL TIME JOB OPENINGS AT KFBC SIMPLY CONTACT DAVID MONTGOMERY AT DMONTGOMERY@KFBCRADIO.COM . KFBC WILL PUT YOIUR GROUP ON A LIST OF QUALIFIED COMMUNITY GROUPS WHICH WILL AUTOMATICALLY RECEIVE NOTIFICATION OF ALL FUTURE FULL TIME JOB VACANCIES AT KFBC
-	
-	
:10	
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:20	
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:50	
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-	
:60	

COPY AFFIDAVIT

This announcement was broadcast _____ times as entered into the station's program log. The times this announcement was broadcast were billed to this station's client on invoice # _____ dated _____ at its earned rate of \$ _____.
\$ _____ each for _____ announcements for a total of \$ _____.

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

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

Initiatives

CLIENT: Station Open House
PRODUCT

RUN DATES 4/27-5/24 ^{5/22}

0- ON MONDAY MAY 4th AND AGAIN ON MONDAY MAY 22nd
-
- KFBC WILL BE HOLDING OPEN HOUSES FROM 11:00AM TO
:10 1:00 PM AT OUR STUDIOS AT 1806 CAPITAL AVENUE FOR ALL
- THOSE INTERESTED IN A CAREER IN RADIO BROADCASTING.
- MEMBERS OF THE STAFF OF KFBC WILL BE PRESENT TO
:20 ANSWER YOUR QUESTIONS REGARDING SUCH CAREER
- FIELDS AS SPORTS, NEWS, PROMOTIONS, ANNOUNCING,
:30 VIDEO STREAMING AND SALES.
- SO, IF YOU HAVE EVER THOUGHT YOU MIGHT
:40 BE INTERESTED IN A CAREER IN BROADCASTING COME VISIT
- US EITHER OF THESE TWO DAYS AT 1806 CAPITAL AVENUE
:50 MAY 4TH OR MAY 22nd BETWEEN 11AM AND 1PM
-
-
:60 **Cart #OPEN**

COPY AFFIDAVIT

This announcement was broadcast _____ times as entered into the station's program log. The times this announcement was broadcast were billed to this station's client on invoice # _____ dated _____ at its earned rate of \$ _____.

\$ _____ each for _____ announcements for a total of \$ _____.
\$ _____ each for _____ announcements for a total of \$ _____.
\$ _____ each for _____ announcements for a total of \$ _____.

Traffic _____ Notary _____ Station: _____

I N V O I C E

Date: 05/31/26

Page 1

EFFECTIVE FEBRUARY 1, 2025, WE WILL
ACCESS AN ADMIN FEE OF 3% FOR ALL
CLIENTS WHO PAY BY CREDIT CARD ONLY.

Please MONTGOMERY BROADCASTING, L.L.C.
Remit To: dba KFBC
1806 CAPITOL AVE
CHEYENNE, WY 82001
(307) 634-4461

Inv#/Cont#: 10834 / 15576

Order Dates: 04/27/26- 05/22/26

Billing Dates: 05/01/26- 05/31/26

Descr: KFBC/OPEN HOUSE

Cust Ord No:

To: (2357)
KFBC/VARIOUS PROMOS

WY

Advertiser: (2357) KFBC/VARIOUS PROMOS

Terms: DUE UPON RECEIPT

Acct Exec: (N/A)

Run Date	Time	Description	Stn.	Ref	Length	Rate	Qty	Amount
05/01/26	11:59:20a		KFBC	1	0:30	0.00		
05/02/26	2:57:50p		KFBC	1	0:30	0.00		
05/03/26	11:39:30a		KFBC	1	0:30	0.00		
05/04/26	2:19:30p		KFBC	1	0:30	0.00		
05/05/26	8:12:15a		KFBC	1	0:30	0.00		
05/06/26	1:19:30p		KFBC	1	0:30	0.00		
05/07/26	2:19:30p		KFBC	1	0:30	0.00		
05/08/26	11:39:30a		KFBC	1	0:30	0.00		
05/09/26	10:39:00a		KFBC	1	0:30	0.00		
05/11/26	10:59:20a		KFBC	1	0:30	0.00		
05/12/26	11:19:30a		KFBC	1	0:30	0.00		
05/13/26	11:39:00a		KFBC	1	0:30	0.00		
05/14/26	9:59:20a		KFBC	1	0:30	0.00		
05/15/26	9:39:30a		KFBC	1	0:30	0.00		
05/16/26	2:38:00p		KFBC	1	0:30	0.00		
05/17/26	5:38:00p		KFBC	1	0:30	0.00		
05/18/26	11:58:50a		KFBC	1	0:30	0.00		
05/19/26	5:29:00p		KFBC	1	0:30	0.00		
05/20/26	8:12:15a		KFBC	1	0:30	0.00		
05/21/26	5:08:30p		KFBC	1	0:30	0.00		
05/22/26	3:19:00p		KFBC	1	0:30	0.00		

21 0.00

Total Amount Due: 0.00



Are you interested in a career in broadcasting or communications?

The Wyoming Association of Broadcasters is offering a scholarship to help you pursue your education.

Applicants must be full-time students at a Wyoming community college or the University of Wyoming, with a GPA of 2.5 or higher. We're looking for students who show strong potential in broadcasting-related studies or activities.

Stop by this station or visit wyomingbroadcasting.org to apply.

Deadline: May 15th.

EFFECTIVE FEBRUARY 1, 2025, WE WILL
ACCESS AN ADMIN FEE OF 3% FOR ALL
CLIENTS WHO PAY BY CREDIT CARD ONLY.

Please MONTGOMERY BROADCASTING, L.L.C.
Remit To: dba KFBC
1806 CAPITOL AVE
CHEYENNE, WY 82001
(307) 634-4461

Inv#/Cont#: 10783 / 15603

Order Dates: 05/15/26- 05/31/26

Billing Dates: 05/01/26- 05/31/26

Descr: WAB SCHOLORSHIP

Cust Ord No:

To: (242)

W.A.B.
PO BOX 1387

CHEYENNE WY 82003

Advertiser: (242) W.A.B.

Terms: DUE UPON RECEIPT

Acct Exec: HOUSE

Run Date	Time	Description	Stn.	Ref	Length	Rate	Qty	Amount
05/15/26	6:01:00a		KFBC	1	1:00	0.00		
05/15/26	7:21:50a		KFBC	1	1:00	0.00		
05/16/26	8:55:50a		KFBC	1	1:00	0.00		
05/16/26	10:55:50a		KFBC	1	1:00	0.00		
05/17/26	5:37:00p		KFBC	1	1:00	0.00		
05/17/26	6:18:00p		KFBC	1	1:00	0.00		
05/18/26	9:55:50a		KFBC	1	1:00	0.00		
05/18/26	2:56:50p		KFBC	1	1:00	0.00		
05/19/26	6:03:00a		KFBC	1	1:00	0.00		
05/19/26	4:25:30p		KFBC	1	1:00	0.00		
05/20/26	7:21:50a		KFBC	1	1:00	0.00		
05/20/26	10:55:50a		KFBC	1	1:00	0.00		
05/21/26	9:56:50a		KFBC	1	1:00	0.00		
05/21/26	3:56:50p		KFBC	1	1:00	0.00		
05/22/26	1:55:50p		KFBC	1	1:00	0.00		
05/22/26	2:55:50p		KFBC	1	1:00	0.00		
05/23/26	7:38:00a		KFBC	1	1:00	0.00		
05/23/26	4:37:00p		KFBC	1	1:00	0.00		
05/24/26	12:37:00p		KFBC	1	1:00	0.00		
05/24/26	12:55:50p		KFBC	1	1:00	0.00		
05/25/26	6:37:00a		KFBC	1	1:00	0.00		
05/25/26	10:56:50a		KFBC	1	1:00	0.00		
05/26/26	8:57:55a		KFBC	1	1:00	0.00		
05/26/26	2:56:50p		KFBC	1	1:00	0.00		
05/27/26	1:55:50p		KFBC	1	1:00	0.00		
05/27/26	2:56:50p		KFBC	1	1:00	0.00		
05/28/26	8:10:15a		KFBC	1	1:00	0.00		
05/28/26	2:57:50p		KFBC	1	1:00	0.00		
05/29/26	7:39:15a		KFBC	1	1:00	0.00		
05/29/26	5:27:00p		KFBC	1	1:00	0.00		

I N V O I C E

Date: 05/31/26

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EFFECTIVE FEBRUARY 1, 2025, WE WILL ACCESS AN ADMIN FEE OF 3% FOR ALL CLIENTS WHO PAY BY CREDIT CARD ONLY.

Please Remit To: MONTGOMERY BROADCASTING, L.L.C. dba KFBC 1806 CAPITOL AVE CHEYENNE, WY 82001 (307) 634-4461

Inv#/Cont#: 10783 / 15603

Order Dates: 05/15/26- 05/31/26

Billing Dates: 05/01/26- 05/31/26

Descr: WAB SCHOLORSHIP

Cust Ord No:

To: (242) W.A.B. PO BOX 1387 CHEYENNE WY 82003

Advertiser: (242) W.A.B.

Terms: DUE UPON RECEIPT

Acct Exec: HOUSE

Run Date	Time	Description	Stn.	Ref	Length	Rate	Qty	Amount
05/30/26	9:38:00a		KFBC	1	1:00	0.00		
05/30/26	10:55:50a		KFBC	1	1:00	0.00		
05/31/26	12:18:00p		KFBC	1	1:00	0.00		

33 0.00

Total Amount Due: 0.00

This Certificate Acknowledges that

KFBC AM

Participated in the *Wyoming Association of Broadcasters*

BROADCAST SCHOLARSHIP PROGRAM – 1 EEO Credit each station



Laura Grott

Laura Grott
WAB President
5/27/2026

Dave Montgomery

From: Dave Montgomery
Sent: Wednesday, May 20, 2026 11:16 AM
To: 'Cathy Jarosh'; Brenda Foley; 'Tana Johnson'
Subject: EEO Training

Cathy, Brenda, Tana,

As part of our ongoing EEO training I would like of you to read the chapter Age Discrimination in Employment, in Arthur Gutman's book EEO Law and Personnel Practices.

Thanks
Dave



Montgomery Broadcasting Cheyenne
1806 Capital Avenue
Cheyenne, WY 82001

November 1, 2025

RE: Wyoming Broadcasters Virtual Job Fair Participation, October 27, 2025

Dear Montgomery Broadcasting Cheyenne,

Thank you for participating in the Wyoming Broadcasters Virtual Job Fair the week of October 27, 2025. Your hiring agent of record was Dave Montgomery and the station that participated was KFBC AM.

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

Laura Grott
President, Wyoming Association of Broadcasters
Box 1387
Cheyenne, WY 82003



Virtual Job Fair Statistics

October 27-31, 2025

Date	Visits	Pages	Hits	Bandwidth
27-Oct-25	127	1,402	4,833	176.04 MB
28-Oct-25	116	659	3,559	114.95 MB
29-Oct-25	112	553	3,678	121.15 MB
30-Oct-25	79	1,070	2,910	96.50 MB
31-Oct-25	88	645	3,091	123.88 MB
Totals	522	4329	18,071	633 MB
Daily Average	104.4	865.8	3,614	127 MB

Unique visitors - Under this column you will see the number of unique IP addresses that have accessed your website. This number can be associated with the different people that have browsed your website.

Pages - This field shows the number of different pages that were opened on your website from your visitors.

Hits - Under this label you will see the number of accessed files that were recorded for your pages. For example, if your index.php file includes four other documents, when the index file is accessed, it will generate a total of 5 hits.

Bandwidth - This statistic provides you with information on how much data each visitor downloads on average.



Virtual Job Fair Applicants

October 27-31, 2025

Registrant Name	Phone	Interest	Source	Resume	Entry Date
<u>Kayley O'Kain</u>	9313747309	Creative, On Air, Promotions, Sales	Mix 96.9	<u>RESUME</u>	10/31/2025



Montgomery Broadcasting
1806 Capital Avenue
Cheyenne, WY 82001

May 20, 2026

RE: Wyoming Broadcasters Virtual Job Fair Participation, May 11, 2026

Dear Montgomery Broadcasting,

Thank you for participating in the Wyoming Broadcasters Virtual Job Fair the week of May 11, 2026. Your hiring agent of record was Dave Montgomery and the station that participated was KFBC AM.

Please keep this letter for your records.

Thank you again for participating in the Broadcasters Virtual Job Fair.

Best Regards,

Laura Grott
President, Wyoming Association of Broadcasters
Box 1387
Cheyenne, WY 82003



Virtual Job Fair Statistics

May 11-15, 2026

Date	Visits	Pages	Hits	Bandwidth
11-May-26	106	355	1,779	52.06 MB
12-May-26	81	191	1,343	44.81 MB
13-May-26	113	314	2,348	75.18 MB
14-May-26	108	271	1,142	27.22 MB
15-May-26	93	337	1,193	35.97 MB
Totals	501	1468	7,805	235 MB
Daily Average	100.2	293.6	1,561	47 MB

Unique visitors - Under this column you will see the number of unique IP addresses that have accessed your website. This number can be associated with the different people that have browsed your website.

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