EEO Public File Report

Montgomery Broadcasting L.L.C.

1. Employment Unit Covered

KFBC-AM, Cheyenne, WY

KOLT-FM, Warren AFB, WY (LMA)

1. Reporting Period

June 1, 2013 to May 31, 2014

1. Full-Time Vacancies Filled During Reporting Period

Job Title Date Filled Positions

Salesperson 4/14/14 1

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

Job Title Date Filled Hire Source Recruitment Sources

Salesperson 4/14/14 Radio Advertising

 Cheyenne Newspaper

 Sentinel Newspaper

 Station Web-sites

1. Total number of persons interviewed for all full-time vacancies filled during the reporting period : 11
2. Total number of interviewees for all full-time vacancies filled during reporting period per recruitment/referral sources:

Recruitment source Number of interviewees referred

Employee referral 0

Internet/website 0

Walk-in/self referral 0

Newspaper 9

University (specify) 0

Trade papers (specify) 0

Department of Workforce Services 0

 Promotion from within 0

 Radio Ads 2

1. Self Assessment
2. On May 13, 2014 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.
3. 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 were no promotions 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. It is believed that the person hired responded to the specific newspaper recruitment advertising at the unit. Montgomery Broadcasting advertises job openings in the local newspaper, the local weekly newspaper which specifically services Warren AFB, on air and on its two internet web-sites.

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 two 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 other activities than the ones listed that the licensee has designated to further the goal of disseminating information about employment opportunities.
4. On June 8, 2013 the staff of Montgomery Broadcasting, including senior management, participated in an EEO Seminar regarding Employment issues – Hiring/Firing/Harassment, etc. presented by the Wyoming Association of Broadcasters at its annual convention in Cheyenne
5. On November 11, 2013 Sara Leach, promotions director for Montgomery Broadcasting and other members of the staff participated in a career interest fair sponsored by Cheyenne South High School. The fair was designed to familiarize high school students with opportunities in various career fields.