

EEO Public File Report

Montgomery Broadcasting L.L.C.

A. Employment Unit Covered

KFBC-AM, Cheyenne, WY

B. Reporting Period

June 1, 2017 to May 31, 2018

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, 2018 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.
2. 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, 2017 to May 31, 2018

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 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 group 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.
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1. On October 18, 2017 KFBC senior management participated in an EEO webinar hosted by the Wyoming Association of Broadcasters and presented by Laurie Lynch Flick of the law firm Pillsbury, Winthrop Shaw and Pitman.
 2. The week of December 11, 2017 KFBC participated in a virtual job fair sponsored by The Wyoming Association of Broadcasters.