

2021 ANNUAL EEO PUBLIC FILE REPORT

MBC Grand Broadcasting, Inc.

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| Stations: | KGLN(AM), Glenwood Springs, CO KKVT(FM), Grand Junction, CO KMGJ(FM), Grand Junction, CO KMOZ-FM, Grand Junction, CO KNAM(AM), Silt, CO KNZZ(AM), Grand Junction, CO KSTR-FM, Montrose, CO KTMM(AM), Grand Junction, CO |
| Reporting Period: | December 1, 2020 – November 30, 2021 |
| No. of Full-time Employees: | More than 10 |
| Small Market Exemption: | Yes |

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

Grand Valley Career and Job Fair hosted by Colorado Mesa University and the Mesa County Workforce Center, on April 8, 2021, located at the Mesa Mall. It is promoted and sponsored by MBC Grand Broadcasting, Inc. The Promotions Coordinator was present at the event with a booth for MBC Grand Broadcasting, Inc.

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

All stations participated in the Colorado Broadcasters Association's Virtual Job Fair several times throughout the year: February 8-12, May 3-7, August 9-13, and November 1-5. This is designed to educate visitors on broadcast career opportunities. It also directs visitors to each participating station throughout the state. MBC Grand received between 250 to over 700 inquires per job fair.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Created an internship with training on live sports broadcasts, on-air shows, equipment operation, and news broadcasts. This is an on-going program and is designed and overseen by the Operations and Sports Station Managers. Had four participants for the year, averaging 3 hours per week each, during applicable months.

LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE | RECRUITMENT SOURCE REFERRING HIREE |
|--------------|-----------------------------------|---------------------------------------|
| 03/29/21 | Account Executive & On-Air Talent | Rehire |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 1

| Recruitment Sources Referring Interviewees during Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|
| Rehire | 1 |

RECRUITING SOURCES USED

Job Title of Position: Account Executive & On-Air Talent Date of Hire: 03/29/21

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|-----------------|---|-------------------------------------|-----------------------------|--|
| MBC Grand Radio | N | 1360 E Sherwood Dr. GJ CO, 81501 | Lena Towles | 970-254-2100, lena@gradio.com |

*Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.