

December 1, 2020 – November 30, 2021

Minnesota Christian Broadcasters, Inc.

General Statement regarding Equal Employment Opportunity at MCB, Inc.

MCB, Inc., licensee of Stations KTIG, KCFB, and WZFJ (FM) is a religious broadcaster as defined by the regulations of the Federal Communications Commission. See 47 C.F.R. Section 73.2080. As a religious broadcaster, MCB, Inc. has established a religious qualification for all employees' positions at KTIG, KCFB, and WZFJ (FM). In accordance with the FCC's rules, MCB, Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified based for employment on their religious belief or affiliation.

**KTIG, KCFB, & WZFJ
EEO Public File Report**

December 1, 2020 – November 30, 2021

**Minnesota Christian Broadcasters, Inc.
Annual Equal Employment Opportunity (EEO) Public File Report
November 30, 2021**

For Period: December 1, 2020-November 30, 2021

For Radio Stations:

**KTIG Pequot Lakes
Facility ID: 4290**

**KCFB St. Cloud
Facility ID: 21379**

**WZFJ Pequot Lakes
Facility ID: 76432**

Position Openings during reporting period:

Full Time:

There was one Full Time position opening at KTIG, KCFB & WZFJ during the December 1, 2020-November 30, 2021 reporting period.

General Manager

Position Opened: October 20, 2020

Position Filled: July 6, 2021

Recruitment Sources: Listed on EEO Documents Page 3

Applicants: Twenty-one

Applicants Interviewed: Three

New Hire Recruitment Source: Pre Eminent Media

When full time openings occur, the following organizations and outlets are contacted with the position information, to assure a wide variety of applicants who contain the necessary religious qualifications.

Recruitment Sources

Interviewees – Reporting Period

1. National Religious Broadcasters 9510 Technology Drive, Manassas, VA 20110
2. www.HisAir.net
3. www.preeminentmedia.com