

## EEO Public File Report

December 1, 2019 - November 30, 2020

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.

### I. Vacancy List

We had no vacancies this past year.