

## 2019 ANNUAL EEO PUBLIC FILE REPORT

### MBC Grand Broadcasting, Inc.

<b>Stations:</b>	KGLN(AM), Glenwood Springs, CO KKVT(FM), Grand Junction, CO KMJG(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
<b>Reporting Period:</b>	December 1, 2018 – November 30, 2019
<b>No. of Full-time Employees:</b>	More than 10
<b>Small Market Exemption:</b>	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):

<i>Co-sponsored at least one <b>job fair</b> with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</i>	Career Connections Fair hosted by Colorado Mesa University, on March 7, 2019 located at the University Center Meyer Ballroom/Colorado Mesa University. It is promoted and sponsored by MBC Grand Broadcasting, Inc. General Manager and Promotions Lead were present at the event with a booth for MBC Grand Broadcasting, Inc.
<i>Participated in at least 4 <b>job fairs</b> by station personnel who have substantial responsibility in making hiring decisions.</i>	All stations participated in the Colorado Broadcasters Association's Virtual Job Fair several times throughout the year: January 14-18, May 13-17, August 19-23, and November 4-8. This is designed to educate visitors on broadcast career opportunities. It also directs visitors to each participating stations throughout the state. MBC Grand received between 350 to over 800 inquires per job fair.

## LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
03/25/19	Account Executive	CMU Career Fair
04/10/19	Program Director	CO Broadcaster's Assoc. Virtual Job Fair
08/19/19	Account Executive	MBC Grand Website
11/18/19	Account Executive	MBC Grand On-air

## INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 11

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Career Connection Fair	3
Colorado Broadcaster's Association Virtual Job Fair	1
MBC Grand Radio, website	3
MBC Grand Radio, on-air	2
LinkedIn	2

## RECRUITING SOURCES USED

Job Title of Position: Account Executive      Date of Hire: 03/25/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
CMU Job Fair	N	1100 North Ave, Grand Junction, CO 81501	Amanda Nicksic	970-248-1491
Grand Junction Media, Inc. ( <i>The Nickel</i> newspaper)	N	734 S 7 <sup>th</sup> St. Grand Junction, CO 81501	Shanelle Bullen	970-242-5050, shanelle.bullen@gjse ntinel.com
Coloradobroadcasters.org – Career Fair	N	<a href="http://www.coloradobroadcasters.org/jobs/">http://www.coloradobroadcasters.org/jobs/</a>	Kathleen Cummings	720-536-5427, Kathleen@coloradobroadcasters.org
Mesa County Workforce Center	N	512 29 ½ Rd, Grand Junction, CO 81504	Celina Kirnberger	970-248-0871
MBC Grand Radio, website & on-air	N	1360 E Sherwood Dr. GJ CO, 81501	Lena Towles	970-254-2100, lena@gjradio.com

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

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Job Title of Position: Program Director      Date of Hire: 04/10/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Grand Junction Media, Inc. ( <i>The Nickel</i> newspaper)	N	734 S 7 <sup>th</sup> St. Grand Junction, CO 81501	Shanelle Bullen	970-242-5050, shanelle.bullen@gjsentinel.com
Coloradobroadcasters.org – Career Fair	N	<a href="http://www.coloradobroadcasters.org/jobs/">http://www.coloradobroadcasters.org/jobs/</a>	Kathleen Cummings	720-536-5427, Kathleen@coloradobroadcasters.org
AllAccess.com	N	<a href="https://www.allaccess.com/forum/">https://www.allaccess.com/forum/</a>	N/A	N/A
MBC Grand Radio, website & on-air	N	1360 E Sherwood Dr. GJ CO, 81501	Lena Towles	970-254-2100, lena@gjradio.com

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

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Job Title of Position: Account Executive      Date of Hire: 08/19/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Grand Junction Media, Inc. ( <i>The Nickel</i> newspaper)	N	734 S 7 <sup>th</sup> St. Grand Junction, CO 81501	Alisha Hull	970-242-5050, alisha.hull@gjsentinel.com
Coloradobroadcasters.org – Career Fair	N	<a href="http://www.coloradobroadcasters.org/jobs/">http://www.coloradobroadcasters.org/jobs/</a>	Kathleen Cummings	720-536-5427, Kathleen@coloradobroadcasters.org
Coloradobroadcasters.org – Job Posts	N	<a href="http://www.coloradobroadcasters.org/jobs/">http://www.coloradobroadcasters.org/jobs/</a>	Kathleen Cummings	720-536-5427, Kathleen@coloradobroadcasters.org
MBC Grand Radio, website & on-air	N	1360 E Sherwood Dr. GJ CO, 81501	Lena Towles	970-254-2100, lena@gjradio.com

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

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Job Title of Position: Account Executive      Date of Hire: 11/18/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Grand Junction Media, Inc. ( <i>The Nickel</i> newspaper)	N	734 S 7 <sup>th</sup> St. Grand Junction, CO 81501	Alisha Hull	970-242-5050, alisha.hull@gjsentine1.com
Coloradobroadcasters.org – Career Fair	N	<a href="http://www.coloradobroadcasters.org/jobs/">http://www.coloradobroadcasters.org/jobs/</a>	Kathleen Cummings	720-536-5427, Kathleen@coloradobroadcasters.org
LinkedIn.com	N	LinkedIn.com	None	<a href="http://www.linkedin.com/talent/job-posting/post">www.linkedin.com/talent/job-posting/post</a>
MBC Grand Radio, website & on-air	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.