

2022 ANNUAL EEO PUBLIC FILE REPORT

MBC Grand Broadcasting, Inc.

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, 2021 – November 30, 2022
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):

<i>Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</i>	Grand Valley Career and Job Fair hosted by Colorado Mesa University and the Mesa County Workforce Center, on April 27, 2022, 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.
<i>Participated in at least 4 job fairs 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: February 7-11, May 9-13, August 8-12, and October 24-28. 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 300 to over 1000 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 5 hours per week each, during applicable months.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
02/22/2022	Account Executive	Referral
10/07/2022	Account Executive	Rehire

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 2

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

RECRUITING SOURCES USED

Job Title of Position: Account Executive: 02/22/22

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
All Station Websites	N	mbcgrandbroadcasting.com	Lena McAllister	970-254-2100, lena@gradio.com
Virtual Job Fair - CBA	N	coloradobroadcasters.org/jobs/	Linnea Lewis	720-536-5427, linnea@coloradobroadcasters.org

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

RECRUITING SOURCES USED

Job Title of Position: Account Executive: 10/07/22

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Person hired was previously employed and was a rehire.				

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