

2023 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, 2022 – November 30, 2023

**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 Fair hosted by Colorado Mesa University and the Mesa County Workforce Center, on April 12, 2023, located at the city’s Lincoln Park. 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: January 23-27, April 10-14, July 10-14, and October 16-20. 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 400 to over 2000 inquiries per job fair. The Business Manager participated in the virtual fairs.

*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 two 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
02/15/2023	Account Executive	Employee Referral
9/11/2023	Account Executive	Employee Referral
11/6/2023	Account Executive	Rehire

#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 4

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Website	2
Referral	2

#### RECRUITING SOURCES USED

Job Title of Position: Account Executive: 02/15/23

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
MBC Grand Station Websites	N	Mbcgrandbroadcasting.com	Lena McAllister	970-254-2100, lena@gjradi.com
The Nickel Ads	N	734 S 7 <sup>th</sup> Street. Grand Jct. CO, 81501	Online Form	970-242-5555, classifieds@gjsentinel.com
Colo Broadcasters Assoc. Job Fair	N	https://www.broadcastervirtualjobfair.com/cms/	Shelli Shiedeler	970-274-3835, shelli@coloradobroadcasters.org
Colorado	N	512 29 ½ Rd. Grand Jct.	Website Portal	970-248-0871,

Workforce Center		CO 81504		Connectingcolorado.com
MBC Grand Radio Stations	N	1360 E Sherwood Dr. Grand Jct. CO, 81501	Dave Beck	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.

### RECRUITING SOURCES USED

Job Title of Position: Account Executive: 9/11/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
MBC Grand Station Websites	N	Mbcgrandbroadcasting.com	Lena McAllister	970-254-2100, lena@gradio.com
The Nickel Ads	N	734 S 7 <sup>th</sup> Street. Grand Jct. CO, 81501	Online form	970-242-5555, classifieds@gjsentinel.com
MBC Grand Radio Stations	N	1360 E Sherwood Dr. Grand Jct. CO, 81501	Dave Beck	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.

### RECRUITING SOURCES USED

Job Title of Position: Account Executive: 11/6/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
MBC Grand Station Websites	N	Mbcgrandbroadcasting.com	Lena McAllister	970-254-2100, lena@gradio.com
The Nickel Ads	N	734 S 7 <sup>th</sup> Street. Grand Jct. CO, 81501	Online form	970-242-5555, classifieds@gjsentinel.com
Colo Broadcasters Assoc. Job Fair	N	<a href="https://www.broadcastervirtualjobfair.com/cms/">https://www.broadcastervirtualjobfair.com/cms/</a>	Shelli Shiedeler	970-274-3835, shelli@coloradobroadcasters.org
Colorado Workforce Center	N	512 29 ½ Rd. Grand Jct. CO 81504	Website Portal	970-248-0871, Connectingcolorado.com
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