MBC GRAND BROADCASTING, INC.

KNZZ, KKVT, KMGJ, KMOZ-FM, KTMM Grand Junction, Colorado; KSTR-FM, Montrose, Colorado; KNAM, Silt, Colorado and KGLN, Glenwood Springs, Colorado

Inserted in Public File and on www.gjradio.com November 30, 2016

EEO PUBLIC FILE REPORT 2016

A. Full-Time Vacancies Filled From January through November, 2016

6 Full time jobs were filled. Details on the jobs and the date the jobs were filled are found on the following pages.

B. Recruitment/Referral Sources

For these 6 full time jobs, the following pages list the source, contact person, address, telephone number for which we sought candidates for the various jobs, and the specific source from which referred each person hired.

EEO Full Time Job Vacancy Summary Form

A. Full-Time Vacancy Filled (1)

Job Title: Front Office Receptionist Date Filled: March 09, 2016

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred persons interviewed for the position, and which source(s) referred the person hired for the position.

Source	Contact Person	Address	Tel #:	Referred Person Inter- viewed?	Referred Person Hired?
KNZZ, KKVT, KTMM, KMGJ, KMOZ, KSTR, KGLN annmt	Lena Towles	1360 E. Sherwood Drive, Grand Junction, CO 81501	254-2100		
Posted at station	Lena Towles	1360 E. Sherwood Drive, Grand Junction, CO 81501	254-2100		
www.gjradio.com	Lena Towles	1360 E. Sherwood Drive, Grand Junction, CO 81501	254-2100		
Mesa Cty. Workforce Ctr.	Internet Application	2897 North Avenue, Grand Junction, CO 81501	Internet		
Www.mesaworkforce.org	Internet Application	Internet application	Internet	5	1
Broadcaster's Virtual Job Fair—CBA	Internet Application	Www.coloradobroadcasters.org/virtual-job-fairs	Internet		
Broadcaster's Virtual Job Fair—CBA (cont.)		Colorado Broadcasters Association, 333 W. Hampden Ave, Suite 400, Englewood, CO 80110			
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^{**}Stations are encouraged to retain the names of interviewees for purposes of responding to a potential FCC audit or third-party complaint.

- Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and Internet postings, etc.
- Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes, etc.).

EEO Full Time Job Vacancy Summary Form

A. Full-Time Vacancy Filled (4)

Job Title: Marketing Consultants #1, #2 #3 and #4.

Dates Filled: March 28, April 26, July 11, & Sept 12, 2016

B. Recruitment/Referral Sources

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred persons interviewed for the position, and which source(s) referred the person hired for the position.

Source	Contact Person	Address	Tel #:	Referred Person Intervwd?	Referred Person Hired?
KNZZ, KKVT, KTMM, KMGJ, KMOZ, KSTR, KGLN anctmt	Lena Towles	1360 E. Sherwood Drive, Grand Junction, CO 81501	254-2100		
Posted at Station	Lena Towles	1360 E. Sherwood Drive, Grand Junction, CO 81501	254-2100	5	4
www.gjradio.com	Lena Towles	1360 E. Sherwood Drive, Grand Junction, CO 81501	254-2100		
Broadcaster's Virtual Job Fair—CBA	Internet Application	Www.coloradobroadcasters.org/virtual-job-fairs	Internet		
Mesa Cty. Workforce Ctr.	Internet Application	2897 North Avenue, Grand Junction, CO 81501	Internet	1	
Www.mesaworkforce.org	Internet Application	Internet application	Internet		
Career Connections in Mesa County	Diane Kull	1100 North 12th St, Grand Junction, CO 81501	248-1177	1	
ZipRecruiter.com	Lena Towles	Internet Application—various online job boards	Internet		
			20 S		
		DELEGISTRA	745 144		

^{**}Stations are encouraged to retain the names of interviewees for purposes of responding to a potential FCC audit or third-party complaint.

- Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and Internet postings, etc.
- Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes, etc.).

EI	ΕO	Full	Time	Job	Vacancy	Summary	Form
Α	Ent	-Time	Vacano	v Fille	d (1)		

Job Title:

On-Air Talent

Date Filled: November 28, 2016

List all recruitment sources used to seek candidates, clearly indicating which source(s) referred persons interviewed for the position, and which source(s) referred the person hired for the position.

Source Contact Person KNZZ, KKVT, KTMM, KMGJ, KMOZ, KSTR, KGLN anctmt Posted at station Lena Towles		The Control of the Co	Address	Tel #:	Referred Person Inter- viewed?	Referred Person Hired?
		Lena Towles	1360 E. Sherwood Drive, Grand Junction, CO 81501	254-2100		
		Lena Towles	1360 E. Sherwood Drive, Grand Junction, CO 81501	254-2100		,
www.gjradio.com	This	iob hire was done und	er exigent circumstances.			
Mesa Cty. Workforce Ct						
Www.mesaworkforce.o	\dashv This person interped with MRC Grand through a program with Colorado Mosa University in a prior year. \vdash			ire 📑	1	
Broadcaster's Virtual Jo Fair—CBA	cide	d to hire her immediate	ly.	currey, it was a		· · ·
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- Documentation that job vacancy information was widely disseminated (dates of on-air announcements, dated copies of all advertisements, community and Internet postings, etc.
- Documentation that job vacancy information was provided to requesting organizations (dated letters, e-mails, faxes, etc.).

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C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year: 12

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:

Per Recruitiii	ent/Referral Sourc	.cs.		
Source	Contact Person	Address	Tel #:	#of Inter viewees Referred
KNZZ, KKVT, KTMM, KMGJ, KMOZ KSTR annomts	Lena Towles	1360 E. Sherwood Drive, Grand Junction, CO 81501	254-2100	
Posted at Station	Lena Towles	1360 E. Sherwood Drive, Grand Junction, CO 81501	254-2100	5
www.gjradio.com	Lena Towles	1360 E. Sherwood Drive, Grand Junction, CO 81501	254-2100	
Career Connections in Mesa County	Diane Kull	1100 North 12th St, Grand Junction, CO 81501	248-1177	1
Mesa Cty. Workforce Ctr.	Internet Application	2897 North Avenue, Grand Junction, CO 81501	Internet	6
Www.mesaworkforce.org	Internet Application	Www.mesaworkforce.org	Internet	
Broadcaster's Virtual Job Fair—CBA	Internet Application	Colorado Broadcasters Association, 333 W. Hampden Ave, Suite 400, Englewood, CO 80110	Internet	
Broadcaster's Virtual Job Fair—CBA	Internet Application	Www.coloradobroadcasters.org/virtual-job-fairs	Internet	
ZipRecruiter.com	Lena Towles	Internet Application—various online job boards	Internet	
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**Stations are encouraged to retain the names of interviewees for purposes of responding to a potential FCC audit or third-party complaint.

EEO PUBLIC FILE REPORT 2016
E. Outreach Activities $\#3$ — Attached is a list and brief description of all outreach activities performed during the past year.
Host at least one job fair.
MBC Grand Broadcasting worked closely with Colorado Mesa University Advising and Career Center, at 1100 North Avenue, Grand Junction, CO, to co-host the Career Connections in Mesa County, 9:00 am to 2:00 pm on March 3rd, 2016, in the university's bailroom.
MBC Grand Broadcasting also participated in the Fair. The promotions director and team talked with students and potential employees during the event.
MBC Grand Broadcasting participated in two Colorado Broadcaster's Association's Virtual Job Fairs. One during the week of February 1st 2016 and the second during August 22nd, 2016.