

KLZ Radio, Inc. Annual EEO Report

December 1, 2017 – November 30, 2018

The purpose of this EEO Public File Report (Annual EEO report) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

Station	City of License
KLZ AM	Denver, CO
KLTT AM	Commerce City, CO
KLDC AM	Denver, CO
KLVS AM	Brighton, CO

Section I. List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Full-time Positions Filled by Job Title	Date Position Hired	Total # Interviewed	Recruitment Sources Utilized	Recruitment Source of Hire
Sales Person	12/4/17	7	5,9a,12,13b,13c,14,15,20,23,25,38,39,42,51	51
Admin Sales Assist	2/14/18	6	5-8,9a,10-13,13b,13c,14,14a,17,18,20,21,23,25,29,33a,38,39,40	9a
Board Operator	8/27/18	6	7,8,10,13b,17,23,25,29,33a,38,39,41,42	42

Total # of Interviewees Referred by Each Source: For the period from December 1, 2017 to November 30, 2018 this Employment Unit interviewees- 19 Full time job vacancies- 3

Stations KLZ/KLTT/KLDC/KLVZ are Equal Opportunity Employers
Section II. All Full-time openings listed in Section I were filled from
notifications sent to the following sources:

Source #	WEBSITES	Address	State	Contact	Phone&Fax	# Interviews from this Source
1	www.careerbuilder.com	Website		None-post on line		
2	www.craigslist.org	Website		None-post on line		
3	www.radiojobbank.com	Website		None-post on line		
4	www.jobing.com	Website		Posted on-line		
4a	www.allaccess.com	Website		Posted on-line		
5	www.560theSource.com	2821 So. Parker Rd #1205.	Aurora, CO	KLZ Radio		1
6	www.810kldc.com	2821 So Parker Rd.#1205	Aurora, CO	CBC Radio		
7	www.670kltt.com	2821 So. Parker Rd. #1205	Aurora, CO	KLTT Radio		
8	www.1220klvz.com	2821 So. Parker Rd. #1205				
8a	http://hisair.net/jobs Christian Radio Jobs	Website				
9	Monster.com	Website				
9a	Indeed.com	Website				5
10	KLTT On-Air Promo					2
11	KLDC On-Air Promo					
12	KLZ On-Air Promo					1
13	KLZV On-Air Promo					
13a	Twitter					
13b	Facebook					1
13c	Connecting Colorado Website www.connectingcolorado.com	Website	Denver CO			
	COLLEGES					
14	Arapahoe Community College http://arapahoe.jobing.com	5900 So Santa Fe. Drive	Littleton, CO 80160	Jan McLees	303-797-5809 303-797-5926 Fax	
14a	Center for Workforce Development Community College of Aurora Lowry Campus www.CCAurora.edu	9202 E. Servern Pl Bldg 901 #207B	Denver, CO	Alisa Trowell Employment Developer Alias.trowell@cclaurora.edu	303-340-7506 303340-7049 Fax	
15	Metro State College www.ecampusrecruiter.com/	1734 Wazee	Denver CO 80211	Sarah Senter ssenter@mscd.edu	303-556-3664 303-556-4035Fax	
16	Cambridge College www.cambridgecollege.com	350 Blackhawk	Aurora, CO 80011	Reann Hyde	Fax 303-963-3010 #3323	
17	Colorado Christian University www.collegecentral.com/ccu	8787 W. Alameda Ave.	Lakewood CO 80226	Carol Trejos	303-963-3325 303-963-3301Fax	
18	Aurora Community College	E. Centre Tech Pky	Aurora, CO 80111	Elizabeth Reed	303-360-4700 303-360-4791Fax	
19	University of Colorado www.colorado.edu/studentemployment	UCB 77	Boulder, CO 80309	Student Employment Angrith Na	303-492-7439 303-492-4544 Fax	
20	University of Denver career@du.edu	2050 E. Evans Ave. #30	Denver, CO 80208	Debbie Sheanin Contact by e-mail	303-871-2150 303-871-4335 Fax	
21	ITT Technical Institute maldapa@itt-tech.edu	500 E. 84 th Ave.	Thornton, CO 80229	Mario Aldapa Contact by e-mail	303-288-4488	
23	Colorado Media School of Broadcasting (Ohio)	1310 Wadsworth Blvd.	Lakewood, CO	Debbie Byrd	303-937-7070	

		SB) Placement.denver@beonair.com		80214	Contact by e-mail	303-975-0386 Fax	
	24	Everest College	14280 E. Jewell Ave, Ste 100	Aurora, CO 80012	Thelma	303-745-6244 303-745-6245Fax	
	24a	Johnson & Wales University	7100 Montview Blvd	Denver Co 80220	Eileen Walsh Eileen.walsh@jwu.edu	303-256-9381Fax	
	25	Colorado Women's Chamber of Commerce info@cwcc.org	1860 Blake St. #810	Denver, CO 80211	Katie kknorr@cwcc.org	303-831-0720	
	26	Colorado Broadcasters Association Virtual Job Fair	445 Union Boulevard	Lakewood, CO 80228	Justin Sasso	720-536-5427	
	27	Hispanic Chamber of Commerce	924 W. Colfax Ave.	Denver, CO 80204	Monica Rodriquez	303-534-7783 303-595-8977 Fax	
	27a	Colorado Black Chamber of Commerce NaacpAurora@gmail.com	P.O.Box 31671	Aurora CO 80041		303-366-2971	
	28	Micasa Resource Center Advancing Prosperity	3455 Grove St. .	Denver, CO	Daniel Garcia	303-573-1302 303-595-0422Fax	
	29	Alliance of Professional Women apwcolo@yahoo.com execdir@apwcolorado.org	P.O.Box 480384	Denver, CO	Kerry Hamond	303-368-4747	
	30	Dept. of Human Services Senior Ageing & Adult Services audrey.krebs@state.co.us	1575 Sherman St.	Denver, CO 80203	Audry Krebs by e-mail	303-866-2846	
	31	Easter Seals Director of Employment Services dschulte@eastersealscolorado.org	5655 W. Alameda Ave.	Lakewood, CO 80226	Shane Lampe by e-mail	303-937-7713 #256	
	32	Colorado State Veteran's Fitzsimmons Colorado.gov	1919 Quentin St.	Aurora, CO 80045	Shelly Berry by fax	720-857-6400 720-857-6500Fax	
	33	Together We Served US Marines Corp admin@marines.togetherweserved.com	9430 Topanga Canyon Blvd. Ste.#203	Chatsworth, CA 91311	Maj Wes Prater TWS Admin	wtrater@togetherweserved.com	
	33a	Aurora Veterans' Affairs Commission veterans@auroragov.org	15151 E. Alameda Parkway, Ste 4500	Aurora, CO 80012	Nicholas Walker Commissioner	303-739-7587 303-739-7297Fax	
	33b	Marines Association Marine Corps League Gold Star Wives PaulaSarlls@comcast.net	3066 So Granby St.	Aurora, CO 80014	Paula D Sarlls Founder	303-766-9023	
	34	Services de la Raza	4055 Tejon	Denver, CO 80211	Flora	303-458-5851 303-455-1332 Fax	
	35	Black Women's Center Manual Posting	4821 East 38 th Ave	Denver, CO 80207	Hazel Wheatsett	303-355-3486 Fax -3488	
	36	Denver Indian Center www.denverindiancenter.org	4401 Morrison Rd.	Denver, CO	Linda Pete	303-936-2688 303-930-2699 Fax	
	37	Denver Work Force Dev. Division Office of Economic Dev. www.connectingcolorado.com	AM Mayor's Workforce Division	Denver, CO	Steve Martinez Website posting	720-913-1648 720-913-1652 Fax	
	38	Office of Economic Development Rosy.mcdonough@state.co.us	1625 Broadway Ste. 2700	Denver, CO 80202	Rosy McDonough	303-844-3701 303-892-3848 Fax	
		ADS & OTHER					
	39	Posted Notifications on all CBC Bulletin Boards					
	40	Employee Referral					4
	41	Client Referral					1
	42	Previous or Existing Employee PT/ Employee/ Transfer/Promotion	KLZ Radio Inc.	Aurora CO		303-481-1800	2
	43	Experience Pros. LLC	KLZ Programmers	Aurora, CO	Eric Reamer	720-344-2446	

		www.experiencepros.com	2851 So. Parker Rd.		Angel Tuccy		
44		Colorado Community Church Aurora Campus/Stapleton Campus tcharles@coloradocommunity.org	2220 S. Chambers	Aurora, CO 80014	Terry Charles	303-783-3838 303-369-1074Fax	
45		Colorado Broadcasting Assoc. justin@coloradobroadcasters.org.			Juston Sasso		
		CAREER AND JOB FAIRS					
46		Job Search Engine Connected to various website links	Unknown links				
48		The Art Institute of Colorado Kechter-wright@aii.edu	1200 Lincoln St.	Denver, CO.	Kate Wright	303-824-4881 303-824-4907fax	
49		Colorado Media School events					
51		Denver Job News Denver .com Donna davenport (3) Job Fair	Summit Conference Aurora Co	Aurora	Donna davenport		2
52		National Career Fair (2)	Holiday Inn Cherry Creek	Denver	Richard Flynn		

Section III. Supplemental Non-vacancy Specific Recruitment Initiatives

The EU Cross Training Program

An ongoing training curriculum at Crawford Broadcasting, the EU Cross Training Program provides station personnel with a path for career advancement by developing new skills that qualify them for higher level positions; e.g. this year an Administrative Assistant trained with the Office Manager to acquire skills for preparing new hiring procedures and client contracts. The Office Manager and Traffic Manager received extensively training on new accounting requirements, billing procedures and software systems.

Sales Training on The Tailored Plan

Developed by our founder and refined extensively over the years, The Tailored Plan is a comprehensive, on-going program designed to teach account executives the company philosophy and the essential advertising elements which are strategically designed and integrated to produce profit for an advertising client.

Anti discrimination/Harassment Review This review was held January 31, 2018 for full-time and part-time employees. The station manager read the employee handbook which covers EEOC long-standing anti-harassment policies and procedures to help the EEOC maintain a workplace free from unlawful harassing conduct and promote a work environment that ensures equal opportunity.

4/25/18 Denver JobNewsDenver Job Fair

Hundreds of job seekers and numerous Denver companies attended this Job Fair held at the Sheraton Denver Tech Center. Numerous resumes were received and several candidates were contacted to discuss future opportunities at Crawford Broadcasting.

6/15/18 The National Career Fair

This job fair event at the Holiday Inn Denver-Cherry Creek provided a broad professional and diverse group of job candidates in a populated area of town where job fairs are not usually held.

8/22/18 Colorado Media School Mentoring Program

A Writer/Producer from KLZ Radio spoke to Colorado Media School classrooms about careers in the radio industry. Colorado Media School has developed a curriculum dedicated to aspiring writers, producers, production technicians and on-air personalities in the broadcasting field. Crawford Broadcasting employees and CMS students held an open forum discussion about careers opportunities and qualification requirements in the Denver area broadcasting market.

9/19/18 Job News Denver USA Job Fair

The Crawford Broadcasting EU Management team and hiring personnel attended the JobNewsUSA job fair at the Summit Conference & Event Center. Several candidates were interviewed for sales representatives' positions at this event.

9/20/18 The National Career Fair

KLZ Radio attended the Denver NCF at the Holiday Inn Cherry Creek. Short and informal interviews were conducted on the spot. This was highly advertised on air for three weeks. Job seekers were given the chance to network with hiring managers and discuss the company's employee benefits, management style and culture. Contact information and resumes were collected.