

# KLZ Radio, Inc. Annual EEO Report

December 1, 2019 – November 30, 2020

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
KLVZ 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
<b>Executive Assistant</b>	9/14/20	6	5,6,7,9a,11,12,13c,17,23,25,28,29,38,39,40,53	53

**Total 6 of Interviewees: 1 Vacancy**

**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	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	Website		None-post on line		
2	<a href="http://www.craigslist.org">www.craigslist.org</a>	Website		None-post on line		
3	<a href="http://www.radiojobbank.com">www.radiojobbank.com</a>	Website		None-post on line		
4	<a href="http://www.jobing.com">www.jobing.com</a>	Website		Posted on-line		
4a	<a href="http://www.allaccess.com">www.allaccess.com</a>	Website		Posted on-line		
5	<a href="http://www.560theSource.com">www.560theSource.com</a>	2821 So. Parker Rd #1205.	Aurora, CO	KLZ Radio		
6	<a href="http://www.810klde.com">www.810klde.com</a>	2821 So Parker Rd.#1205	Aurora, CO	KLDC Radio		
7	<a href="http://www.670kltt.com">www.670kltt.com</a>	2821 So. Parker Rd. #1205	Aurora, CO	KLTT Radio		
8	<a href="http://www.1220klvz.com">www.1220klvz.com</a>	2821 So. Parker Rd. #1205		KLTV Radio		
8a	<a href="http://hisair.net/jobs">http://hisair.net/jobs</a> Christian Radio Jobs	Website				
9	Monster.com	Website				
9a	Indeed.com	Website				3
10	KLTT On-Air Promo					
11	KLDC On-Air Promo					
12	<b>KLZ On-Air Promo</b>					
12a	<b>KBRT Website</b>	<b>website</b>				
13	KLTV On-Air Promo					
13a	Twitter					
13b	Facebook					
13c	Connecting Colorado Website <a href="http://www.connectingcolorado.com">www.connectingcolorado.com</a>	Website	Denver CO			1
	<b>COLLEGES</b>					
14	Arapahoe Community College <a href="http://arapahoe.jobing.com">http://arapahoe.jobing.com</a>	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 <a href="http://www.CCAurora.edu">www.CCAurora.edu</a>	9202 E. Servem Pl Bldg 901 #207B	Denver, CO	Alisa Trowell Employment Developer Alias.trowell@ccaaurora.edu	303-340-7506 303340-7049 Fax	
15	Metro State College <a href="http://www.ecampusrecruiter.com/">www.ecampusrecruiter.com/</a>	1734 Wazee	Denver CO 80211	Sarah Senter ssenter@mscd.edu	303-556-3664 303-556-4035Fax	
16	Cambridge College <a href="http://www.cambridgecollege.com">www.cambridgecollege.com</a>	350 Blackhawk	Aurora, CO 80011	Reann Hyde	Fax 303-963-3010 #3323	

17	Colorado Christian University dharrison@ccu.edu	8787 W. Alameda Ave.	Lakewood CO 80226	Diana Harrison	303-963-3165 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 <a href="http://www.colorado.edu/studentemployment">www.colorado.edu/studentemployment</a>	UCB 77	Boulder, CO 80309	Student Employment Angrith Na	303-492-7439 303-492-4544 Fax	
20	University of Denver <a href="mailto:career@du.edu">career@du.edu</a>	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 <a href="mailto:maldapa@itt-tech.edu">maldapa@itt-tech.edu</a>	500 E. 84 <sup>th</sup> Ave.	Thornton, CO 80229	Mario Aldapa Contact by e-mail	303-288-4488	
23	Colorado Media School of Broadcasting (Ohio SB) <a href="mailto:Placement.denver@beonair.com">Placement.denver@beonair.com</a>	1310 Wadsworth Blvd.	Lakewood , CO 80214	Debbie Byrd Contact by e-mail	303-937-7070 303-975-0386 Fax	
24	Everest College	14280 E. Jewell Ave, Ste 100	Aurora, CO 80012	Thelma	303-745-6244 303-745-6245Fax	
24a	<b>Johnson &amp; Wales University</b>	7100 Montview Blvd	Denver Co 80220	Eileen Walsh <a href="mailto:Eileen.walsh@jwu.edu">Eileen.walsh@jwu.edu</a>	303-256-9381Fax	
25	Colorado Women's Chamber of Commerce <a href="mailto:info@cwcc.org">info@cwcc.org</a>	1860 Blake St. #810	Denver, CO 80211	<b>Katie</b> <a href="mailto:kknorr@cwcc.org">kknorr@cwcc.org</a>	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 <a href="mailto:NaacpAurora@gmail.com">NaacpAurora@gmail.com</a> <a href="mailto:chapter@naacpdenver.org">chapter@naacpdenver.org</a>	P.O.Box 5705 Denver, Co 80217	Aurora CO 80041		303-366-2971 720-210-9899	
28	Micasa Resource Center Advancing Prosperity	3455 Grove St.	Denver, CO	Daniel Garcia <a href="mailto:dgarcia@micasarresourcecente.org">dgarcia@micasarresourcecente.org</a>	303-573-1302 303-595-0422Fax	
29	Alliance of Professional Women <a href="mailto:apwcolo@yahoo.com">apwcolo@yahoo.com</a> <a href="mailto:execdir@apwcolorado.org">execdir@apwcolorado.org</a>	P.O.Box 480384	Denver, CO	Kerry Hamond	303-368-4747	
30	Dept. of Human Services Senior Ageing & Adult Services <a href="mailto:audrey.krebs@state.co.us">audrey.krebs@state.co.us</a>	1575 Sherman St.	Denver, CO 80203	Audrey Krebs by e-mail	303-866-2846	
31	Easter Seals Director of Employment Services <a href="mailto:dschulte@eastersealscolorado.org">dschulte@eastersealscolorado.org</a>	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 <a href="mailto:admin@marines.togetherweserved.com">admin@marines.togetherweserved.com</a>	9430 Topanga Canyon Blvd. Ste.#203	Chatsworth, CA 91311	Maj Wes Prater TWS Admin	<a href="mailto:wtrater@togetherweserved.com">wtrater@togetherweserved.com</a>	

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 <sup>th</sup> 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.denverorg.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	
	<b>ADS &amp; OTHER</b>					
39	Posted Notifications on all CBC Bulletin Boards					
40	Employee Referral					1
41	Client Referral					
42	Previous or Existing Employee PT/ Employee/ Transfer/Promotion	KLZ Radio Inc.	Aurora CO		303-481-1800	
43	Experience Pros. LLC www.experiencepros.com	KLZ Programmers 2851 So. Parker Rd.	Aurora, CO	Eric Reamer Angel Tuccy	720-344-2446	
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		
	<b>CAREER AND JOB FAIRS</b>					
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 7/15/20 & 9/30/20 (2 cancelled due to covid)	Double Tree Denver Tech Center	Denver	Donna Davenport	720-229-2815	
52	National Career Fair 8/18/20 & 10/21/20 (2 cancelled due to covid)	Sheraton Denver Tech Center Hotel	Greenwood Village	Richard Flynn	877-561-5677	

	53	Denver Seminary <a href="https://denverseminary.edu/resources/job-board/post-a-job/">https://denverseminary.edu/resources/job-board/post-a-job/</a>	6339 Lincoln Littleton,CO	Littleton, CO	303-762-6887	303-762-6887	1
--	----	--	------------------------------	------------------	--------------	--------------	---

### **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 extensive training on new accounting requirements, billing procedures and software systems. Our Cross-Training program creates a more agile work force by providing an on-the-job professional development.

#### 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 advertising philosophy and essential advertising fundamentals which are strategically designed and integrated to produce profit for an advertising client.

Training on Internet Digital Marketing The EU Account Executives meet bi-weekly for a video workshop to learn and develop updated marketing skills on website analytics, Facebook, Twitter, and in general Social Medias best practices. All of which can provide advancement for jobs/promotions in the company.

Anti-discrimination/Harassment Review This review was held for all 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 EU maintain a workplace free from unlawful harassing conduct and promote a work environment that ensures equal opportunity. All staff confirmed understanding and their cooperation.

### Colorado Media School Mentoring Programs

A student from the Media School came to the station to shadow a production manager and view a live on-air broadcast. This event gave the student experience in the production process. More students would like to attend these sessions. A writer producer gave a one-hour Zoom presentation to students covering topics such as: Why education matters, the benefits of internships, what it takes to succeed and job opportunities in radio.

### Colorado Media School Intern Program (Two Interns)

Students were hired to provide them with additional hands-on training and workplace experience with KLZ Radio, Inc. The objective for these interns is to broaden their human relations/communications skills as they meet a variety of people in conjunction with their field of experience and to open possibilities for employment after graduation. The time spent will be an opportunity to gain real-life Broadcasting experience and will be credited toward their lab requirements.

Job Fairs scheduled for 2020; National Career Fair 6/18/20 & 10/21/20, Job News USA 7/15/20 & 9/30/20, were cancelled and postponed due to the Covid-19 pandemic till 2021.

**Stations KLZ/KLTT/KLDC/KLVZ are Equal Opportunity Employers**