

# KLZ Radio, Inc. Annual EEO Report

December 1, 2020 – November 30, 2021

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
Social Media Digital Promotions	5/17	9	5-8,9a,10,11,12,13,13b,15,17,19,20,23,24a,29,38-40,53	40
Promotions Coordinator	8/17	7	4a,5-8,9a,10,12,13b,14a,17,19,23,24a,28,38,39,41,51	17

**Total of Interviewees 16    Vacancies 2**

**Section II. All Full-time openings listed in Section I were filled from notifications sent to the following sources:**

Source #	WEBSITES	Address	State	Contact	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.810klc.com">www.810klc.com</a>	2821So 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		KLZV 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			7
10	KLTT On-Air Promo				
11	KLDC On-Air Promo				
12	<b>KLZ On-Air Promo</b>				2
12a	<b>KBRT Website</b>	<b>website</b>			
13	KLZV On-Air Promo				
13a	Twitter				
13b	Facebook				
13c	Connecting Colorado Website <a href="http://www.connectingcolorado.com">www.connectingcolorado.com</a>	Website	Denver CO		
	<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	
14a	Community College of Aurora Lowry Campus <a href="http://www.CCAurora.edu">www.CCAurora.edu</a>	9202 E. Servern Pl Bldg 901 #207B	Denver, CO	Alisa Trowell Employment Developer Alias.trowell@ccaaurora.edu	
15	Metro State College <a href="http://www.ecampusrecruiter.com/">www.ecampusrecruiter.com/</a>	1734 Wazee	Denver CO 80211	Sarah Senter ssenter@mscd.edu	
16	Cambridge College <a href="http://www.cambridgecollege.com">www.cambridgecollege.com</a>	350 Blackhawk	Aurora, CO 80011	Reann Hyde	
17	Colorado Christian University <a href="http://www.collegecentral.com/ccu">www.collegecentral.com/ccu</a>	8787 W. Alameda Ave.	Lakewood CO 80226	Diana Harrison dharrison@ccu.edu	2
18	Aurora Community College	E. Centre Tech Pky	Aurora, CO 80111	Elizabeth Reed	
19	University of Colorado <a href="http://Colorado.edu/student/employment">Colorado.edu/student/employment</a>	1201 Larimar St. Denver 80204	Boulder, CO 80309	Career Services	
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	
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	
23	Colorado Media School of Broadcasting (Ohio SB)	1310 Wadsworth Blvd.	Lakewood, CO 80214	Debbie Byrd Contact by e-mail	1

		<a href="mailto:Placement.denver@beonair.com">Placement.denver@beonair.com</a>				
24	Everest College	14280 E. Jewell Ave, Ste 100	Aurora, CO 80012	Thelma		
24a	<b>Johnson &amp; Wales University</b>	7100 Montview Blvd	Denver Co 80220	Eileen Walsh Eileen.walsh@jwu.edu		
25	Colorado Women's Chamber of Commerce <a href="mailto:info@cwcc.org">info@cwcc.org</a>	1860 Blake St. #810	Denver, CO 80211	Katie kknorr@cwcc.org		
26	Colorado Broadcasters Association Virtual Job Fair	445 Union Boulevard	Lakewood, CO 80228	Justin Sasso		
27	Hispanic Chamber of Commerce	924 W. Colfax Ave.	Denver, CO 80204	Monica Rodriguez		
27a	Colorado Black Chamber of Commerce NaacpAurora@gmail.com	P.O. Box 31671	Aurora CO 80041			
28	Micasa Resource Center Creating Pathways to Opportunity www.micasaresourcecenter.org	3455 Grove St.	Denver, CO	Allie Rasmussen <a href="mailto:arasmussen@micasaresourcecenter.org">arasmussen@micasaresourcecenter.org</a>		
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		
30	Dept. of Human Services Senior Ageing & Adult Services audrey.krebs@state.co.us	1575 Sherman St.	Denver, CO 80203	Audrey Krebs by e-mail		
31	Easter Seals Director of Employment Services dschulte@eastersealscolorado.org	5655 W. Alameda Ave.	Lakewood, CO 80226	Shane Lampe by e-mail		
32	Colorado State Veteran's Fitzsimmons Colorado.gov	1919 Quentin St.	Aurora, CO 80045	Shelly Berry by fax		
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		
33a	Aurora Veterans' Affairs Commission <a href="mailto:veterans@auroragov.org">veterans@auroragov.org</a>	15151 E. Alameda Parkway, Ste 4500	Aurora, CO 80012	Nicholas Walker Commissioner		
33b	Marines Association Marine Corps League Gold Star Wives PaulaSarlls@comcast.net	3066 So Granby St.	Aurora, CO 80014	Paula D Sarlls Founder		
34	Servicios de la Raza	4055 Tejon	Denver, CO 80211	Flora		
35	Black Women's Center Manual Posting	4821 East 38 <sup>th</sup> Ave	Denver, CO 80207	Hazel Wheatsett		
36	Denver Indian Center <a href="http://www.denverindiancenter.org">www.denverindiancenter.org</a>	4401 Morrison Rd.	Denver, CO	Linda Pete		
37	Denver Work Force Dev. Division Office of Economic Dev. <a href="http://www.connectingcolorado.com">www.connectingcolorado.com</a>	AM Mayor's Workforce Division	Denver, CO	Steve Martinez Website posting		
38	Office of Economic Development <a href="mailto:Rosy.mcdonough@state.co.us">Rosy.mcdonough@state.co.us</a>	1625 Broadway Ste. 2700	Denver, CO 80202	Rosy McDonough		

		<b>ADS &amp; OTHER</b>				
	39	Posted Notifications on all CBC Bulletin Boards				
	40	Employee Referral				2
	41	Client Referral/Listener Ref.				1
	42	Previous or Existing Employee PT/ Employee/ Transfer/Promotion	KLZ Radio Inc.	Aurora CO		
	43					
	44	Colorado Community Church Aurora Campus/Stapleton Campus tcharles@coloradocommunity.org	2220 S. Chambers	Aurora, CO 80014	Terry Charles	
	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	
	49	Colorado Media School events KLZ EU participated in two events			Debbie Byrd	
	51	Denver Job News 6/9/21, 8/4/21, 10/6/21 (3)	Summit Conference Event Center	Aurora CO	Donna Davenport	1
	52					
	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	Littleton, CO	303-762-6887	

### **Section III. Supplemental Non-vacancy Specific Recruitment Initiatives**

#### The EU Cross Training Program

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. Cross Training is part of an ongoing curriculum at Crawford Broadcasting, for example this year an Administrative Assistant trained with the Office Manager to acquire skills for preparing new hiring procedures and client contracts. While in another instance, the Office Manager and Traffic Manager received extensive training on new accounting requirements, billing procedures and new software systems. In addition, the Office Mgr. was trained to fill in or be a back-up on FCC OPIF posting requirements, deadlines, and procedures.

#### Sales Training on The Tailored Plan

The Tailored Plan is a comprehensive program and designed to train each account executive on the company advertising philosophy and on essential advertising fundamentals. The course was developed by our founder and refined extensively over the years to deliver strategic value that enhance profits and brand recognition for our advertising clients.

Anti-discrimination/Harassment Review These important reviews are conducted for all full-time and part-time employees. The station manager reads and reviews the employee handbook which covers EEOC long-standing anti-harassment policies and procedures to maintain a workplace free from unlawful discrimination and harassment and promote a work environment that ensures equal opportunity.

EEO Frequently Asked Questions Review The Management Team at KLZ Radio Inc. reads and reviews a 38 questions manuscript on EEO enforcement rules and policies. These meetings were conducted on Jan 6, 2021 and May 12, 2021.

Colorado Media School Mentoring Programs March 24, 2021 – May 13, 2021  
The Social Media Director spoke at the Colorado Media School (CMS) about careers in the radio industry. Our director's presentation was part of the CMS curriculum designed to help aspiring writers, producers, productions technicians and on-air personalities in the broadcasting field. As part of the CMS training the Social Media Director and CMS students had an open forum discussion regarding career opportunities and qualifications requirements in the Denver market. In addition, one of our Writer/Producers attended a Spring Program Advisory Board Meeting at CMS to discuss creating programs for media students training for careers in broadcasting.

Crawford Broadcasting participated in three Job Fairs held at the Aurora Summit Event Center on June 9<sup>th</sup>, 2021, August 4, 2021, and again on October 6<sup>th</sup>, 2021.

Job News Denver USA Job Fair 6/9/2021

Hundreds of job seekers and numerous Denver companies attended this Job Fairs. Numerous resumes and several candidates were contacted to discuss future opportunities at Crawford Broadcasting.

Job News Denver USA Job Fair 8/4/21

The Crawford Broadcasting EU Management team and hiring personnel attended the Job News Denver USA job fair at the Aurora Summit Event Center. Several candidates were interviewed for a Promotions Coordinator at this event.

Job News Denver USA 10/6/21 This specific job fair had more attendees than usual. The Denver area is focused on getting Denver back to work. Candidate's resumes were gathered, and broadcasting/media opportunities were reviewed.

weeks prior to the events and posted on our websites and other social media venues. Job seekers were given the chance to network with hiring managers and discuss the company's employee benefits, management style and culture. These fairs covered a wide geographic area of the Metro Denver/Aurora communities consisting of a large diverse demographic, so many candidates were given a convenient accessible opportunity to attend.

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