

KLZ Radio Inc.
Annual EEO Report
December 1, 2024 – November 30, 2025

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

Total # of Interviewees: 0

Vacancies: 0

Section II. When full-time openings exist, notifications are sent to the following sources:

	COMPANIES	Address	State	Name of Contact	Phone Number	Website	#
1	Indeed	Online				www.Indeed.com	
2	Red Balloon	Online				www.redballoon.work	
3	Erecruit	Online		Aiden Wilkinson		www.erecruit.com	
4	KLTT On-Air Promo Crawford Media Group	Aurora	CO 80014		303-481-1800	www.670kltt.com	
5	KLDC On-Air/website Promo Crawford Media Group	Aurora	CO 80014		303-481-1800	www.810klde.com	
6	KLZ On-Air/website Promo Crawford Media Group	Aurora	CO 80014		303-481-1800	https://www.klradio.com	
7	KLVZ On-Air/website Promo Crawford Media Group	Aurora	CO 80014		303-481-1800	www.1220klvz.com	
COLLEGES							
8	Metro State College	1734 Wazee Denver	CO 80211	Bridget Coble	303-556-5740	www.msudenver.edu bcoble@msudenver.edu	
9	Colorado Christian University	8787 W. Alameda Ave. Lakewood	CO 80226	Jason Shipman	303-963-3014	jshipman@ccu.edu	
10	Colorado Media School	4380 S Syracuse St. Suite 400 Denver	CO 80237	Debbie Byrd	303-937-7070 303-479-4908	dbyrd@beonair.com https://beonair.com/locations/colorado	
11	Denver Seminary	6399 S Santa Fe Dr, Littleton	CO 80120		303-761-2482	https://denverseminary.edu/resources/jobs/submit-a-job/	
ADS & OTHER							
12	Notifications posted on all CBC Bulletin Boards						
13	Employee Referral	Aurora					
14	Client Referral						
15	Previous or Existing Employee/Client	CBC Aurora	CO 80014		303-481-1800		

CAREER AND JOB FAIRS							
16	Job News USA			Darrel Bowlin		dbowlin@jobnewsusa.com	
17	Best Hire Career Fairs	Las Vegas	NV 89135	Crystal Bateman	702-560-6242 702-331-9444	crystal@besthire.us	
18	Colorado Christian University	8787 W. Alameda Lakewood	CO 80226	Jason Shipman	303-963-3014	jshipman@ccu.edu	

Section III. Supplemental Non-vacancy Specific Recruitment Initiatives

Sales Training on The Tailored Plan

The Tailored Plan is a comprehensive ongoing program 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 enhances 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 Office Manager distributed the employee handbook policy to all employees in which it is reviewed and signed. The policy 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-question manuscript on EEO enforcement rules and policies. These meetings were conducted on 9/23/2025.

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 all Producers cross-trained on new software program Zetta. Office Manager cross trained Traffic Manager on Signix procedures, credit card and check deposit procedures. Writer/Producer cross trained new hire Producer on new software system (Zetta), various programs and board operator platforms. Engineer cross trained Traffic Manager on new software program (Zetta) log procedures. Traffic Manager cross trained Office Manager on new Visual Traffic log procedures. Administrative Assistant cross trained staff member on front desk procedures.

2025 Job Fair schedule: March 12, March 19, June 11, and September 18

Best Hire Career Job Fair 3/12/25

Our DSM attended the job fair on behalf of Crawford Media Group. There were no available positions to offer potential candidates. The station was advertised to job seekers, resumes were collected.

CCU Career Job Fair 3/19/25

Our DSM attended the job fair on behalf of Crawford Media Group. There were no available positions to offer potential candidates. The station was advertised to job seekers, resumes were collected.

Best Hire Career Job Fair 6/11/25

Our DSM attended the job fair on behalf of Crawford Media Group. There were no available positions to offer potential candidates. The station was advertised to job seekers, resumes were collected.

Best Hire Career Job Fair 9/18/25

Our DSM attended the job fair on behalf of Crawford Media Group and accepted applications for her position as she is leaving in October. The station was advertised to job seekers, resumes were collected.

CCU Internship/Career Fair 10/1/25

Our DSM attended the job fair on behalf of Crawford Media Group and accepted applications for possible interns or the DSM position that is opening in October. The station was advertised to job seekers, resumes were collected.

Best Hire Career Job Fair PSA's Aired: 2/19/25 – 3/12/25, 5/21/25 – 6/11/25, 8/27/25 – 9/18/25

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