

KLZ Radio, Inc. Annual EEO Report

December 1, 2021 – November 30, 2022

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
Executive Assist *	2/14	7	5,6,7,9a,10-12,15,17,23,25,28,38,39,53	9a
Executive Assist *	4/21	7	5,6,7,9a,10-12,15,17,23,25,28,38,39,53	9a
Writer Producer	3/31	7	5-8,13b,15,23,24,28,38,39,42,53	42
Executive Assist	7/12	7	5,6,7,9a,10-12,15,17,23,28,38,39,51,53	9a
Receptionist	8/15	6	5,6,7,10-12,13b,15,20,25,28,29,38,39,42	42
Executive Assist Corp. Eng.	11/7	2	5-8,9a,17,51,53,54	9a

Total of Interviewees 36 Vacancies 6

- Exec. Assist vacancy was hired 2/14 and left on 4/4. We hired the 4/21 candidate from the same recruitment pool as the 1st with additional ongoing recruitment. We interviewed candidates from the original recruitment and conducted additional recruitment.

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	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.810klde.com	2821 So Parker Rd.#1205	Aurora, CO	KLDC Radio	
7	www.670kltt.com	2821 So. Parker Rd. #1205	Aurora, CO	KLTT Radio	
8	www.1220klvz.com	2821 So. Parker Rd. #1205		KLTV Radio	
8a	http://hisair.net/jobs Christian Radio Jobs	Website			
9	Monster.com	Website			
9a	Indeed.com	Website			25
10	KLTT On-Air Promo				1
11	KLDC On-Air Promo				1
12	KLZ On-Air Promo				2
12a	KBRT Website	website			
13	KLTV On-Air Promo				
13a	Twitter				
13b	Facebook				
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	
14a	Community College of Aurora Lowry Campus www.CCAurora.edu	9202 E. Servern Pl Bldg 901 #207B	Denver, CO	Alisa Trowell Employment Developer Alias.trowell@cca urora.edu	
15	Metro State College www.ecampusrecruiter.com/	1734 Wazee	Denver CO 80211	Sarah Senter	

					scenter@mscd.edu	
16	Cambridge College www.cambridgecollege.com	350 Blackhawk	Aurora, CO 80011		Reann Hyde	
17	Colorado Christian University www.collegecentral.com/ccu	8787 W. Alameda Ave.	Lakewood CO 80226		Diana Harrison dharrison@ccu.edu	1
18	Aurora Community College	E. Centre Tech Pky	Aurora, CO 80111		Elizabeth Reed	
19	University of Colorado Colorado.edu/student/employment	1201 Larimar St. Denver 80204	Boulder, CO 80309		Career Services	
20	University of Denver career@du.edu	2050 E. Evans Ave. #30	Denver, CO 80208		Debbie Sheanin Contact by e-mail	
21	ITT Technical Institute maldapa@itt-tech.edu	500 E. 84 th Ave.	Thornton, CO 80229		Mario Aldapa Contact by e-mail	
23	Colorado Media School of Broadcasting (Ohio SB) Placement.denver@beonair.com	1310 Wadsworth Blvd.	Lakewood, CO 80214		Debbie Byrd Contact by e-mail	2
24	Everest College	14280 E. Jewell Ave, Ste 100	Aurora, CO 80012		Thelma	
25	Colorado Women's Chamber of Commerce info@cwcc.org	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 Rodriquez	
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 arasmussen@micasaresourcecenter.org	
29		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 admin@marines.togetherweserved.com	9430 Topanga Canyon Blvd. Ste.#203	Chatsworth, CA 91311		Maj Wes Prater TWS Admin	
33a	Aurora Veterans' Affairs Commission veterans@auroragov.org	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	Services de la Raza	4055 Tejon	Denver, CO 80211		Flora	
35	Black Women's Center Manual Posting	4821 East 38 th Ave	Denver, CO 80207		Hazel Wheatsett	
36	Denver Indian Center	4401 Morrison Rd.	Denver, CO		Linda Pete	

		www.denverindiancenter.org				
37	Denver Work Force Dev. Division Office of Economic Dev. www.connectingcolorado.com	AM Mayor's Workforce Division	Denver, CO	Steve Martinez Website posting		
38	Office of Economic Development Rosy.mcdonough@state.co.us	1625 Broadway Ste. 2700	Denver, CO 80202	Rosy McDonough		
	ADS & OTHER					
39	Posted Notifications on all CBC Bulletin Boards					
40	Employee Referral					
41	Client Referral/Listener Ref.					
42	Previous or Existing Employee PT/ Employee/ Transfer/Promotion	KLZ Radio Inc.	Aurora, CO			2
44	Colorado Community Church Aurora Campus/Stapleton Campus tcharles@coloradocommunity.org	2220 S. Chambers	Aurora, CO	Terry Charles		
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		
49	Colorado Media School events KLZ EU participated in two events			Debbie Byrd		
51	Denver Job News 7/13/22, 9/14/22, 11/9/22	Summit Conference Event Center	Aurora, CO	Donna Davenport		
53	Denver Seminary https://denverseminary.edu/resources/job-board/post-a-job/	6339 Lincoln Littleton	Littleton, CO	303-762-6887		
54	New Life Community Church	New life news	Aurora, CO			1

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. The Office Mgr. was trained to fill in or be a back-up on FCC OPIF posting requirements, deadlines, and procedures. In addition, the Corp. Eng. Executive Assistant trained the Executive Assistant and Office Mgr. on EEO and FCC documentation and reporting.

Sales Training on The Tailored Plan

The Tailored Plan is a comprehensive ongoing 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 Executive Assistant 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 questions manuscript on EEO enforcement rules and policies. These meetings were conducted on 11/7/22.

Colorado Media School Mentoring Programs 8/23/22

The Social Media Director and a Writer/Producer spoke at the Colorado Media School (CMS) about careers in the radio industry. Our Promotions 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 Promotions/Social Media Director and CMS

students had an open forum discussion regarding career opportunities and qualifications requirements in the Denver market.

Job Fair schedule: July 13, 2022, September 14, 2022, November 9, 2022

Job News Denver USA Job Fair 7/13/22,

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

Job News Denver USA Job Fair 9/14/22

Our Social Media Director represented Crawford Media Group at the Job Fair at the Aurora Summit Event Center. Candidate's resumes were reviewed for the vacant Corporate Engineer Executive Assistant position as well as other broadcasting/media opportunities.

Job News Denver USA Job Fair 11/9/22

Our Social Media Director and Executive Assistant attended this job fair on behalf of the Crawford Media Group- Denver. While there is no active recruitment for positions, resumes were collected to be considered for any future openings in administrative, sales, producing, and writing positions.

Job News USA PSA's: On-Air announcements played June 29th – July 13th, August 31st- September 15th and October 29th- November 9th. The Job News USA the event was Scheduled for July 13th but was cancelled due to Corp. scheduling conflict.

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