

KLZ Radio, Inc. Annual EEO Report

December 1, 2016 – November 30, 2017

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
Office Mgr.	12/31/16	7	6,7,9a,10,12,14,15,19,23,28,38,39,42,45,48	42
Sales Person	12/28/16	6	5,7,9a,10,12,14,14a,19,23,38,39,55	9a

Total # of Interviewees Referred by Each Source: For the period from December 1, 2016 to November 30, 2017 this Employment Unit interviewees- **13** Full time job vacancies-**2**

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.560thelight.com	2821 So. Parker Rd #1205.	Aurora, CO	Larry/Foltran/KLZ Radio		
6	www.810klde.com	2821 So Parker Rd.#1205	Aurora, CO	Larry Foltran-CBC Radio		
7	www.670kltt.com	2821 So. Parker Rd. #1205	Aurora, CO	Larry Foltran/KLTT Radio		
8	www.1220klvz.com	2821 So. Parker Rd. #1205		Jorge Carballo		
8a	http://hisair.net/jobs Christian Radio Jobs	Website				
9	Monster.com	Website				
9a	Indeed.com	Website				10
10	KLTT On-Air Promo					
11	KLDC On-Air Promo					
12	KLZ On-Air Promo					
13	KLVZ 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	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@ccaaurora.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	
22	Emily Griffith Opportunity School	1250 Welton Street	Denver, CO	Tandy	720-423-4745	

		cdc@dpsk12.org		80204		720-423-4830 Fax	
23	Colorado Media School of Broadcasting (Ohio SB) Placement.denver@beonair.com	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	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	303-458-0220		
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	Black Chamber of commerce www.bcoloradoblackchamber.org/ Job announcement board	2100 Downing St.	Denver, CO 80205		33-831-0755 Fax		
28	Micasa Resource Center for Women	360 Acoma St.	Denver, CO	Kate Bernuth	303-573-1302 303-595-0422Fax		
29	Alliance of Professional Women execdir@apwcolorado.org	P.O.Box 480384	Denver, CO	Pauline Contact by e-mail	Fax 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	wtp Slater@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 L.Romero@state.co.us	1625 Broadway Ste. 2700	Denver, CO 80202	Leroy Romero	303-892-3840 303-892-3848 Fax		
	ADS & OTHER						
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		1

43	Experience Pros. LLC www.experiencepros.com	KLZ Programmers 2851 So. Parker Rd.	Aurora, CO	Eric Reamer Angel Tucey	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		
	CAREER AND JOB FAIRS					
46	Job Search Engine Connected to various website links	Unknown links				1
47	Denver JobNewsDenver.com. Job Fair www.jobnewsdenver.com gthompson@jobnewsusa.com	National Western Complex 4/5/17	Denver, CO	Gael Thompson	303-482-2636	
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 Open House	9/27/17	Lakewood CO	Debbie Byrd	303-937-7070	
50	National Career Fair Job Fair	Crowne Plaza Denver 8/16/17	1450 Glenarm Place	GaelRick Flynn Richard@nfcevents.com		
51	Denver Job News Denver .com Job Fair	11/1/17	National Western Complex	Gael Thompson		
55	Facebook/Twitter					

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 a path for career advancement by developing new skills that qualify them for higher level positions. 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 Crawford Broadcasting account executives our company history and value added proposition, competitive industry positing, national and local market conditions in order to effectively solve our clients marketing needs.

4/5/17 Denver JobNewsDenver Job Fair

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

8/16/17 The National Career Fair

This job fair event at the Crown Plaza Hotel in downtown Denver provided a broad, professional and diverse group of job candidates in a high traffic area where job seekers normally don't get the opportunity to attend job fairs.

9/27/17 Colorado Media School Mentoring Program

Three representatives 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. Several students were contacted to discuss studio and production assistance internships and as potential candidates for future job vacancies.

11/1/2017 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 in Aurora Colorado. Several candidates were interviewed for sales representatives' positions at this event.