

KLZ Radio, Inc. Annual EEO Report

December 1, 2014 – November 30, 2015

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
KLTV 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
KLZ AE (2) vacancies	6/18/15	13	4a,5,7,9,10,12,14,14a,15,19,20,23,25,29,33b,37,38,39,40,41,42,46,48	12
KLTT Sales Assistant	9/8/15	6	7,8,10,15,19,20,23,33a,37-39,40,42,45,47,49	47

Total # of Interviewees Referred by Each Source: For the period from December 1, 2014 to November 30, 2015 this Employment Unit interviewed: 19 Vacancies: 3

KLZ Radio, Inc. stations 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.560thesource.com	2821 So. Parker Rd #1205.	Aurora, CO	KLZ Radio		3
6	www.810klde.com	2821 So Parker Rd.#1205	Aurora, CO	CBC Radio		
7	www.670kltt.com	2821 So. Parker Rd. #1205	Aurora, CO	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				
10	KLTT On-Air Promo					1
11	KLDC On-Air Promo					
12	KLZ On-Air Promo					3
13	KLZV On-Air Promo					
13a	Twitter					
13b	Facebook					
	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 Alisa.trowell@ccaaurora.edu	303-340-7506 303-340-7049 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 cdc@dpsk12.org	1250 Welton Street	Denver, CO 80204	Tandy	720-423-4745 720-423-4830 Fax	
23	Ohio School of Broadcasting Placement.denver@beonair.com	1310 Wadsworth Blvd.	Lakewood, CO 80214	Jim Murphy 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	

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	wtprater@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	Servicios 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	Division of Workforce Development. www.denvergov.org/OED	AM Mayor's Workforce Division	Denver, CO	Steve Martinez Website posting	720-913-1648 720-913-1652 Fax	
38	Office of Economic Development ken.arellano@denvergov.org	4686 Peoria St	Denver, CO 80239	Ken Arellano Jr.	720-265-4824 720-865-4801	
	ADS & OTHER					
39	Posted Notifications on all CBC Bulletin Boards					
40	Employee Referral					2
41	Client Referral					1
42	Previous or Existing Employee, P/T Employee Transfer/Promotion/Intern	KLZ Radio Inc.	Aurora CO		303-433-5500	1
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	2220 S. Chambers	Aurora, CO 80014	Terry Charles	303-783-3838 303-369-1074Fax	

		tcharles@coloradocommunity.org					
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 8/17/15 www.jobnewsdenver.com gthompson@jobnewsusa.com	Western National Complex	Denver, CO	Gael Thompson	303-482-2636	7
48		The Art Institute of Colorado Kechter-wright@aia.edu	1200 Lincoln St.	Denver, CO.	Kate Wright	303-824-4881 303-824-4907fax	
49		Indeed.com	7501 N. Capitol	Austin , TX 78731	Indeed, Inc.		
50		Denver Job News Denver.com Job Fair October 13, 2015 www.jobnewsusa.com	Western National Complex	Denver CO	Gael Thompson	P: 303.482.2636 F: 303.989.1502	

Section III. Supplemental Non-vacancy Specific Recruitment Initiatives

The EU Cross Training Program March 27th 2015 Continuation of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. An administrative assistant trained with the office manager to acquire skills preparing new hire procedures and hiring contracts.

Continuance of Cross Training From March – June, 2015 the office manager and traffic manager took a four month extensive training course from Marketron Inc. on new accounting, office billing procedures and new software systems.

Sales Training on The Tailored Plan – Crawford Broadcasting has an ongoing training program for sales people in the Tailored Plan which is a comprehensive program designed to teach account executives about sales, selecting the right clients, obtaining long term sales and knowledge of the industry and how to solve clients marketing needs. The program consists of weekly training conducted by the Sales Manager.

Denver JobNewsDenver Job Fair August 18, 2015. Close to four hundred job seekers and one hundred Denver and National Companies attended this Job Fair. Resumes and applications were selected and called in for interviews for future vacancies. We interviewed many applicants and hired one candidate for an Administrative Assistant position.

Internship Program On 7/14/15 an Intern was hired from the Ohio School of Broadcasting –The Program Director oversees the internship to evaluate the interns to ensure they are receiving an education in the broadcasting field. The student learns about and experiences a career in broadcasting by working with on air hosts. They assist with show preparation, contribute to daily topics, conduct research and help with audio productions.

12/19/14 Mentorship The writer/production associate gave a seminar at the Ohio School of Broadcasting to provide general information about opportunities in broadcasting and to encourage minorities and women to consider future employment in this industry.

The EU aired the Denver Diversity Job Fair, Public Service Announcements 8/12/15 for approximately two weeks. The Director of this venue was interviewed and discussed job opportunities for people in Denver and the metropolitan area. This job fair has hundreds of business sponsors with jobs to fill.

7/14/15 - A Writer/Producer mentored at the Ohio School of Broadcasting. He participated with a class of students holding discussions about careers in the media industry in the Denver area and answered questions from interested students.

DenverJobNewsDenver Job Fair 10/13/15 The EU Management team and hiring personnel attended the DenverJobNewsDenverJob Fair at the National Western Complex. Management discussed and interviewed candidates for job vacancies at this event.

The EU managers participate in an annual regulatory agenda to learn EEOC policies and interviewing policies. Current anti-discrimination laws obtained from the <http://www.eeoc.gov/laws/practices> website were discussed; types of harassment were defined along with internet and e-mail harassment and maintaining a respectful work environment.