

## KLZ Radio, Inc. Annual EEO Report

December 1, 2010 – November 30, 2011

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 1: Vacancy Information

Full-time Positions Filled by Job Title	Date Position Hired	Total # Interviewed	Recruitment Sources Utilized	Recruitment Source of Hire
KLTT AE	12/3/10	8	5-7,10,15,23,27,28,38,42,44,45a	45a
Traffic Director	1/30/11	6	5-13a,22,23,25,29,30,40,43,45	45
Receptionist	3/28/11	17	5-8,10-13,15,22,23,25,28,29,36,42,43,44,46,50,51a	50
KLZ AE	3/14/11	6	9-12,23,27,31,40,42,50,51	12
KLTT Production Assistant	8/24/11	7	7,10,15,17,20,23,25,29,38,45,46,47,48	45
Writer Producer	11/1/11	6	4b,5,12,15,17,22,23,25,29,33a,40,42,45a,50a	4b
KLTT Sales Assistant	11/17/11	7	4b,7,10,12,14,17,23,27,28,32,37,38,42-46,48	44

**Total Interviews During Applicable Period: 57**  
**Vacancies: 7**

## Section 2: Recruitment Source Information

	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.citycareerfair.com">www.citycareerfair.com</a>	Website		Posted on-line		
4a	www.jobing.com	Website		Posted on-line		
4b	<a href="http://www.allaccess.com">www.allaccess.com</a>	Website		Posted on-line		4
5	<a href="http://www.560thelight.com">www.560thelight.com</a>	2821 So. Parker Rd #1205.	Aurora, CO	Larry/Foltran/KLZ Radio		
6	<a href="http://www.810kldc.com">www.810kldc.com</a>	2821 So Parker Rd.#1205	Aurora, CO	Larry Foltran-CBC Radio		
7	<a href="http://www.670kltt.com">www.670kltt.com</a>	2821 So. Parker Rd. #1205	Aurora, CO	Larry Foltran/KLTT Radio		6
8	<a href="http://www.1220klvz.com">www.1220klvz.com</a>	2821 So. Parker Rd. #1205		JorgeCarballo/Media Span		
9	Monster.com	Website				5
9a	<a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a> Ian Siegel	Website		877-252-1062		
10	KLTT On-Air Promo					9
11	KLDC On-Air Promo					3
12	<b>KLZ On-Air Promo</b>					<b>7</b>
13	KLVZ On-Air Promo					
13a	Twitter					
	<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	303-797-5809 303-797-5926 Fax	
15	Metro State College <a href="http://www.ecampusrecruiter.com/">www.ecampusrecruiter.com/</a>	1734 Wazee	Denver CO 80211	Sarah Senter ssenter@mscd.edu	303-556-3664 303-556-4035Fax	
16	Cambridge College <a href="http://www.cambridgecollege.com">www.cambridgecollege.com</a>	350 Blackhawk	Aurora, CO 80011	Reann Hyde	Fax 303-963-3010 #3323	
17	Colorado Christian University <a href="http://www.collegecentral.com/ccu">www.collegecentral.com/ccu</a>	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 <a href="http://www.colorado.edu/studentemployment">www.colorado.edu/studentemployment</a>	UCB 77	Boulder, CO 80309	Student Employment Angrith Na	303-492-7439 303-492-4544 Fax	
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	303-871-2150 303-871-4335 Fax	
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	303-288-4488	
22	Emily Griffith Opportunity School <a href="mailto:cdc@dpsk12.org">cdc@dpsk12.org</a>	1250 Welton Street	Denver, CO 80204	Tandy	720-423-4745 720-423-4830 Fax	
23	Ohio School of Broadcasting <a href="mailto:Placement_denver@beonair.com">Placement_denver@beonair.com</a>	1310 Wadsworth Blvd.	Lakewood, CO 80214	Valerie Johnson Contact by e-mail	303-937-7070 303-975-0386 Fax	1
24	Everest College	14280 E. Jewell Ave, Ste 100	Aurora, CO 80012	Thelma	303-745-6244 303-745-6245Fax	
	<b>COMMUNITY ORGANIZATIONS</b>					

24a	<b>Society of Broadcast Engineers SBE.org</b>	SBE-local chapter 7658 So. Williams St.	Littleton, CO 80122	Scott Barella Contact via website postings	303-503-5752	
25	Colorado Women's Chamber of Commerce <a href="mailto:info@cwcc.org">info@cwcc.org</a>	1860 Blake St. #810	Denver, CO 80211	<a href="mailto:dcordova@cwcc.org">dcordova@cwcc.org</a> diana	303-458-0220	
27	Hispanic Chamber of Commerce	924 W. Colfax Ave.	Denver, CO 80204	Monica Rodriquez	303-534-7783 303-595-8977 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 <a href="mailto:execdir@apwcolorado.org">execdir@apwcolorado.org</a>	P.O.Box 480384	Denver, CO	Pauline Contact by e-mail	Fax 303-368-4747	
30	Dept. of Human Services Senior Ageing & Adult Services <a href="mailto:audrey.krebs@state.co.us">audrey.krebs@state.co.us</a>	1575 Sherman St.	Denver, CO 80203	Audry Krebs by e-mail	303-866-2846	
31	Easter Seals Director of Employment Services <a href="mailto:dschulte@eastersealscolorado.org">dschulte@eastersealscolorado.org</a>	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 <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	<a href="mailto:wtprater@togetherweserved.com">wtprater@togetherweserved.com</a>	
33A	Military Stars <a href="mailto:rbarclay@militarystar.com">rbarclay@militarystar.com</a>			Robert Barclay	800-775-1415	
34	Services de la Raza	4055 Tejon	Denver, CO 80211	Flora	303-458-5851 303-455-1332 Fax	
35						
36	Black Women's Center	4821 East 38 <sup>th</sup> Ave	Denver, CO 80207	Hazel	303-355-3488 Fax	
37	Denver Indian Center <a href="http://www.denverindiancenter.org">www.denverindiancenter.org</a>	4401 Morrison Rd.	Denver, CO	Linda Pete	303-936-2688 303-930-2699 Fax	
38	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	720-913-1648 720-913-1652 Fax	
40	Office of Economic Development and <a href="mailto:L.Romero@state.co.us">L.Romero@state.co.us</a>	1625 Broadway Ste. 2700	Denver, CO 80202	LeRoy Romero	303-892-3840 303-892-3848 Fax	
	<b>ADS &amp; OTHER</b>					
40a	KWHD-TV <a href="http://kwhdtv53.com">kwhdtv53.com</a>	12999 E. Adam Aircraft Cr.	Englewood, CO 80112	Golden	303-799-8853	
42	Posted Notifications on all CBC Bulletin Boards					
43	Employee Referral					5
44	Client Referral					4
45	Previous or Existing Employee, P/T Employee Transfer/Promotion	KLZ Radio Inc.	Aurora CO		303-433-5500	4
45a	Experience Pros. LLC <a href="http://www.experiencepros.com">www.experiencepros.com</a>	KLZ Programmers 2851 So. Parker Rd.	Aurora, CO	Eric Reamer Angel Tuccy	720-344-2446	2
	<b>CHURCHES &amp; MINISTRIES</b>					
46	Colorado Community Church Aurora Campus/Stapleton Campus <a href="mailto:tcharles@coloradocommunity.org">tcharles@coloradocommunity.org</a>	2220 S. Chambers	Aurora, CO 80014	Terry Charles	303-783-3838 303-369-1074Fax	
47	Faith Bible Chapel	12189 W. 64 <sup>th</sup> Ave.	Arvada, CO	Louis Newcomb	303-424-2121	

	<a href="http://www.fbc.org">www.fbc.org</a>		80004		303-423-4314 Fax	
48	Riverside Baptist Church	2401 Alcott St.	Denver, CO 80211	Nancy Berlin	303-433-8665 303-433-1370 Fax	
49	Impacto de Fe	12189 W. 64 <sup>th</sup> Ave.	Arvada, CO 80004	Pastor Adan Aquirre	303-423-4314 303-424-2121	
	<b>CAREER AND JOB FAIRS</b>					
50	City Career Fair Productions/Diversity Employment Day 2/16/11	4040 Quebec Street Red Lion Hotel	Denver, CO	All KLZ, Inc. Mgrs.	303-433-5500	1
50a	City Career Fair Productions/Denver Diversity Emp. 8/5/11	4040 Quebec Street Red Lion Hotel	Denver, CO	KLZ, EU Mgrs.	303-433-5500	3
51	Job Search Engine	Unknown links				2
51a	Walk-in ( cold call job seeker)					1

### Section 3: Supplemental Recruitment Initiatives

Our Internship Program engaged a student intern from the Ohio School of Broadcasting on December 12, 2010. This intern trained for four-months with operations managers while acquiring broadcasting experience credited toward their scholastic requirements.

The KLZ Radio Inc. EU participated in the Annual Diversity Employment Day Career Fair on Tuesday February 16, 2011. This Career Fair has become a familiar event in the community through its aggressive media exposure and advertising and has maintained a consistent presence in the community. It presents an opportunity to bring Denver's best candidates together with major employers. This organization's aim is to recruit, promote and reaffirm their commitment to diversity in the work place. We speak to hundreds of job seekers at the fair and have hired from this venue.

On February 3, 2011, the KLTT Manager participated in a Christian College University Employer Panel. The aim of this activity was to increase efforts to disseminate information on employment opportunities in broadcasting and to help CCU students achieve academic success. Other employers that attended this event engaged in meaningful discussions on what employers expect from applicants and what the broadcasting industry looks for in potential candidates.

On August 5<sup>th</sup> 2011 KLZ Radio Inc. attended a community wide event, "Getting America Back to Work in 2011" at The Denver Diversity Career Day Job Fair. This organization presents corporate America with the most qualified candidates from Denver's diverse communities. DDCD Job Fair is acknowledged by the Mayor and Governor's office in Denver.

The EU Cross Training Program helps station personnel to obtain additional skills which qualify them for higher-level positions. A part-time board operator trained with the traffic manager and

eventually moved into this position. The receptionist is cross training on office accounting and management skills and learning the responsibilities of the sales assistant position.

On September 20, 2011 the General Manager of KLZ, Inc. held an Annual Anti-Discrimination-Harassment Meeting. All full-time and part-time employees reviewed the Company Policy Handbook. The company handbook states a zero tolerance for any form of discrimination or harassment in the workplace. Our success with this policy derives from a commitment to treat all employees and our clients with respect. Our policies and their enforcement ensure compliance with all federal, state and local laws.

On a continuing basis, the EEO Director provides EEO training to management level personnel and the EEO point people. The EU takes affirmative action in recruitment and EEO principles are applied to every vacancy filled. These activities provide examples of the continued effort of KLZ Inc. to place its associates and employee's career and personal development at the forefront of corporate objectives.