

KLZ Radio Inc.
Annual EEO Report
December 1, 2008 – November 30, 2009

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
KLVZ Board Operator	3/16/09	7	5-8,13,17,23,27,28,30-33,38,40,42,43,45,46,50	45
Administrative Assistant	4/30/09	13	2,4a,5-8,10,11,12,15,17,23,25-28,30,31,32,38,43,51	51

Total Interviews During Applicable Period: 20
Vacancies: 2

Section 2: Recruitment Source Information

	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.citycareerfair.com	Website		Posted on-line		
4a	www.jobing.com	Website		Posted on-line		
5	www.560thelight.com	2150 W. 29 th Ave.	Denver, CO	Julie Taylor/Intertech KLZ Radio		
6	www.810klc.com	2150 W. 29 th Ave.	Denver, CO	Larry Foltran-CBC Radio		
7	www.670kltt.com	2150 W. 29 th Ave.	Denver, CO	Julie Taylor-KLTT Radio		
8	www.1220klvz.com	2150 W. 29 th Ave.		Jorge Vasques Media Span		

9	Monster.com	Website				
10	KLTT On-Air Promo					1
11	KLDC On-Air Promo					2
12	KLZ On-Air Promo					
13	KLVZ On-Air Promo					3
	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	
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 rhyde@ccu.edu	Fax 303-963-3010 #3323	
17	Colorado Christian University www.collegecentral.com/ccu	8787 W. Alameda Ave.	Lakewood CO 80226	John Watters	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	Candy	720-423-4745 720-423-4830 Fax	
23	Ohio School of Broadcasting Placement.denver@beonair.com	1310 Wadsworth Blvd.	Lakewood, CO 80214	Pat Halsey 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	
	COMMUNITY ORGANIZATIONS					
25	Colorado Women's Chamber of Commerce info@cwcc.org	1860 Blake St. #810	Denver, CO 80211	Sonia Andersen-Vie Contact by e-mail sandersenvie@cwcc.org	303-458-0220	
26	Colo. Black Chamber of Commerce staff@coloradoblackchamber.org	410 17 th St. Suite 220	Denver, CO 80202	Peggy Wortham	303-831-0720	
27	Hispanic Chamber of Commerce	924 W. Colfax Ave.	Denver, CO 80204	Monica Rodriqueuz	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 execdir@apwcolorado.org	P.O.Box 480384	Denver, CO	Mary Carr 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	Donna Schulte 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	
34	Services de la Raza	4055 Tejon	Denver, CO 80211	Flora	303-458-5851 303-455-1332 Fax	
35	NAACP	2823 Fairfax Street	Denver, CO 80227	Leslie Gunn	303- 333-9013 303-321-6430 Fax	
36	Black Women's Center	4821 East 38 th Ave	Denver, CO 80207	Hazel	303-355-3488	

37	Denver Indian Center www.denverindiancenter.org	4401 Morrison Rd.	Denver, CO	Linda Pete	303-936-2688 303-930-2699 Fax	
38	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	
40	Office of Economic Development and L.Romero@state.co.us	1625 Broadway Ste. 2700	Denver, CO 80202	LeRoy Romero	303-892-3840 303-892-3848 Fax	
	ADS & OTHER					
42	Posted Notifications on all CBC Bulletin Boards					
43	Employee Referral					2
44	Client Referral					
45	Previous or Existing Employee	CBC 2150 W. 29 th	Denver 80211		303-433-5500	1
45a	Internal Promotion/ Transfer	KLZ Radio, Inc.	Denver, CO	Mike Triem	303-433-5500	
	CHURCHES & MINISTRIES					
46	Colorado Community Church Aurora Campus/Stapleton Campus	2220 S. Chambers	Aurora, CO 80014	Carrie Charles	303-783-3838 303-369-1074Fax	
47	Faith Bible Chapel www.fbcj.org	12189 W. 64 th Ave.	Arvada, CO 80004	Louis Newcomb	303-424-2121 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 th Ave.	Arvada, CO 80004	Pastor Adan Aquirre	303-423-4314 303-424-2121	
	CAREER AND JOB FAIRS					
50	City Career Fair Productions/Diversity Employment Day	4040 Quebec Street Red Lion Hotel	Denver, CO	All KLZ, Inc. Mgrs.	303-433-5500	2
51	Jobing.com/Career Expo Fair	Colorado Convention Center	Denver, CO	All KLZ, Inc. Mgrs.	303-433-5500	9

* Sources requesting vacancy information

Section 3: Supplemental Recruitment Initiatives

February 3, 2009

KLZ, Inc. EU actively participated in **Denver's Annual Diversity Employment Day Career Fair** at the Red Lion Hotel. In addition to KLZ Stations, over 20 major corporations and Federal agencies sponsored this event. This was a professional level diversity-recruiting event with a turnout of 4,500 attendees together with representatives from local television networks who interviewed sponsors and job seekers. We accepted approximately 95 resumes and applications.

April 28, 2009

Jobing.com Career Expo KLZ, Radio Inc. along with seventy Colorado companies participated in the Jobing.com Career Expo at the Colorado Convention Center. Our company's name and logo was posted on the Jobing.com website and listed in flyers that were handed out to all attendees of the career expo. This was promoted heavily on all of our stations airwaves. Nine candidates were selected for interviews from among the more than 1,300 job seekers that attended the event.

Internship program: KLZ Radio, Inc has hired two interns, one from the Ohio School of Broadcasting and one from the University of Colorado Denver. They are learning the operations of live programming during live shows; they screen listener's phone calls and monitor stations. They are learning how to program production and maintenance of the NexGen software, scheduling and organization of specific tasks and protocol with clients. One of the interns is bi-lingual and works for the KLVZ Hispanic station.

September 1, 2009

Diversity Employment Day-Career Fair

This Fair was sponsored by the Diversity Recruiters Network Companies attending included KLZ, Inc., Hispanic Network, Black EOE Journal, Lockheed Martin, Office of Economic Development, and Quest Diagnostics. This event was promoted on-air on all of the EU's stations, on The Diversity Recruiters Network website and their directory. It brought together Colorado's major employers with thousands of qualified diversity professionals with the aim to recruit, promote and reaffirm the commitment to diversity in the workplace. Denver job seekers attended this event at the Red Lion Hotel.

September 1, 2009

Job Recruitment Seminar

The KLZ, Inc EEO Point Person attended a recruitment seminar. New ideas were presented on how to provide the community with more opportunities to learn of our

job vacancies and on effectively meeting the continuous EEO changes and requirements. It also provided an opportunity to meet the managers of city and community organizations included on our recruitment list.

October 20, 2009

Anti Discrimination/Sexual Harassment Meeting

All KLZ, EU full-time and part-time employees attended an Anti-Discrimination/Sexual Harassment Meeting. This is an annual meeting to inform each individual of the Companies' policies as they pertain to sexual harassment, discrimination, EEO and related issues.

Modification of the Recruitment List This list is reviewed annually to update and evaluate responsive and non-responsive sources. The KLZ EU has included new organizations such as Veterans, Handy-capable and seniors, women's organizations and minorities. Veteran Organizations on our list use their website as a means to publicize our job postings. The senior and Handy-capable Organizations use community bulletin boards in their meetings and banquet rooms to make our openings known to their members and the public.