

KLZ Radio Inc. EEO Report

December 1, 2007 – November 30, 2008

The purpose of this EEO Public File Report (“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
KLZV 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
KLZ Account Executive	12/6/07	11	3,5,6,7,9,9a,10,11,12,13,15,17,18,23,27,28,35,36,39	#12
KLZV Ops./Sales Mgr.	3/4/08	6	3,5-8,9a,10,11-14,17,23,27,29,35,36,39,40,43,45a	#40
Administrative and Project Assistant KLZ	4/9/08	6	1,5-8,9a,10,11,12,14,17,22,23,27,28,29,35,36,39	#9a
Production Assistant KLTT	5/21/08	7	1,3,5-8,9a,10,17,21,22,23,28,33,36,39	#9a
Administrative Assistant KLTT	6/4/08	12	1,5-8,9a,10-14,22,23,29,35,36,39,43,47,48	#47
Production Assistant KLZV	8/4/08	6	5-8,9a,10-13,17,23,31,35,36,39,42,43	#42
Account Executive KLZ	11/24/08	7	1,5-8,9a,14,15,17,22,23,27,28,29,36,39,40,43,44	#40

Total Interviews During Applicable Period: 55
Vacancies: 7

Section 2: Recruitment Source Information

	WEBSITES	Address	State	Contact		# Interviews from this Source
1	www.careerbuilder.com			None-post on line		9
2	Gmail.google.com			None-post on line		
3	www.radiojobbank.com			None-post on line		
4	www.staatalent.com	26101 Del Rey #A	Mission Viejo, CA	Jon Chelesnik	949-215-6713	
5	www.560thelight.com			Julie Taylor/Liquid Compass-KLZ Radio		
6	www.810kldc.com			Larry Foltran-WMUZ Radio		
7	www.670kltt.com			Julie Taylor-KLTT Radio		
8	www.1220klvz.com			Marvin Linares		4
9	Monster.com					4
9a	www.craigslist.org					10
10	KLTT On-Air Promo					2
11	KLDC On-Air Promo					1
12	KLZ On-Air Promo					7
13	KLVZ On-Air Promo					3
	COLLEGES					
14	Arapahoe Community College	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	Russ Uruita	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.ccu.edu	8787 W. Alameda Ave.	Lakewood CO 80226	Leslie Lazzeri	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	Chris McGuire	720-423-4714 720-423-4830 Fax	1
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	1
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	Nancy Walsh-OM Contact by e-mail	303-458-0220 303-458-0222Fax	
26	Black Chamber of Commerce	1448 Pennsylvania St.	Denver, CO 80212	Bob Willis	303-831-0755 Fax	
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	Brenda Lopez	303-573-1302 303-595-0422Fax	
29	Alliance of Professional Women exceedir@apwcolorado.org	P.O.Box 480384	Denver, CO	Mary Carr Contact by e-mail	Fax 303-368-4747	

30	Westwood College	7350 No. Broadway	Denver, CO 80221	Ed Career Services	303-426-7000 303-487-0214	
31	Services de la Raza	4055 Tejon	Denver, CO 80211	Flora	303-458-5851 303-455-1332	
32	NAACP	2823 Fairfax Street	Denver, CO 80227	Leslie Gunn	303-321-6430 Fax	
33	Black Women's Center	4821 East 38 th Ave	Denver, CO 80207	Hazel	303-355-3488	
34	Denver Indian Center www.denverindiancenter.org	4401 Morrison Rd.	Denver, CO	Linda Pete	303-936-2688 303-930-2699 Fax	
35	Denver Work Force Dev. Division Office of Economic Dev. Jobs.unit@mowd.org	AM Mayor's Workforce Division	Denver, CO	Sherry Giron Contact by e-mail	720-913-1648 720-913-1652 Fax	1
36	Urban League of Metro Denver www.urbanleague.org	5900 E. 38 th Ave	Denver, CO	Herb Ray	303-388-5861 303-321-1245 Fax	
37	Office of Economic Development and International Trade/Minority Business Office L.Romero@state.co.us	1625 Broadway Ste. 2700	Denver, CO 80202	LeRoy Romero	303-892-3840 303-892-3848 Fax	
	ADS & OTHER					
38	The Denver Post	1560 Broadway	Denver, CO 80211	Karen		
39	Posted Notifications on all CBC Bulletin Boards					
40	Employee Referral					5
41	Client Referral					
42	Previous or Existing Employee	CBC 2150 W. 29 th	Denver 80211		303-433-5500	1
	CHURCHES & MINISTRIES					
43	Colorado Community Church Aurora Campus/Stapleton Campus	2220 S. Chambers	Aurora, CO 80014		303-783-3838 303-369-1074Fax	
44	Faith Bible Chapel www.fbcj.org	12189 W. 64 th Ave.	Arvada, CO 80004	Louis Newcomb	303-369-8514 303-423-4314 Fax	1
45	Riverside Baptist Church	2401 Alcott St.	Denver, CO 80211	Nancy Berlin	303-433-1370 Fax	
45a	Impacto de Fe	12189 W. 64 th Ave.	Arvada, CO 80004	Pastor Adan Aquirre	303-423-4314 303-424-2121	
	CAREER AND JOB FAIRS					
46	KLZ Inc., Job Fair	2150 W. 29 th Ave.	Denver, CO	All KLZ EU Station Mgrs.	303-433-5500	
47	Colorado Christian University Job Fair	8787 W. Alameda	Lakewood, CO	All KLZ EU Station Mgrs.	303-963-3366	3
48	Denver Post Diversity Job Fair	Pepsi Center	Denver, CO			2

* Sources requesting vacancy information

**Section 3:
Supplemental Recruitment Initiatives**

<p style="text-align: center;">Job Fair at the Colorado Christian University</p>	<p>Approximately fifteen community organizations attended and provided job seekers the opportunity to establish introductions and learn about career opportunities in a variety of fields at KLZ, Inc.</p>	<p>March 13, 2008 Two staff members along with a KLZ manager collected resumes and provided information for jobseekers and all other attendees of the fair.</p>
<p style="text-align: center;">National Religious Broadcasters 2007 Convention & Exposition Fair</p>	<p>The General Manager participated at the NRB 2008 Convention & Exposition Fair. He accepted resumes and was able to talk directly with three potential candidates for employment. He gave each of them our contact information and background information concerning career opportunities with the KLZ EU</p>	<p>Sunday, March 10th from 1-3pm in Nashville, TN</p>
<p style="text-align: center;">Post-News Diversity Job Fair at Invesco Field</p>	<p>This Fair is Colorado's largest diversity job fair for all communities and reaches the broadest workforce in Denver. This Diversity Job Fair was aggressively promoted in multi-cultural publications as well as through our Hispanic, Black Gospel and Christian program oriented stations to attract from a wide range of communities, industries and fields. The job fair promotion was broadcast in Spanish and English. The Diversity Job Fair is a premier event for networking opportunities. Our stations received extensive newspaper promotion in The Denver Post and Rocky Mountain News.</p>	<p>April 2nd, 2008 This Fair was attended by the General Manager, Office Manager, EEO Director and several of our team members.</p>
<p style="text-align: center;">Internship</p>	<p>Two interns, one bi-lingual for our Hispanic station, one for our Christian station have been provided the opportunity to</p>	<p style="text-align: center;">On Going</p>

	expand their education in the broadcast industry for KLVZ and KLTT.	
Mentorship	The Corporate Engineer of CBC along with a Chief Engineer spoke at an Ohio School of Broadcasting class.	May 15, 2008 Ohio School of Broadcasting
Annual Anti Discrimination/Harassment Meeting	The EU had an Annual Anti-Discrimination /Harassment Meeting. The General Manager discussed EEO policies with regard to sexual harassment and discrimination in the work place. Employees were asked if they had any questions and had a full understanding of policies. All employees full and part-time were required to attend and register their names on an attendance confirmation sheet.	October 23, 2008