

Purpose of Report

The purpose of this filing is to correct certain inadvertent errors and omissions with respect to the Employment Unit's FCC Schedule 396 filed in LMS File No. 0000128080 (the "**2020 EEO Program Report**"). Due to the nature of the corrections, the Licensee intends that the instant filing supersede and replace the previously filed 2020 EEO Program Report.

The Licensee timely filed the 2020 EEO Program Report when due in connection with the license renewal applications for KRDO-FM and KRDO(AM). Subsequently, the Employment Unit has become subject to a random EEO audit request from the Enforcement Bureau issued by letter dated February 25, 2021. A response was timely prepared and uploaded to the station online public files on April 26, 2021. Certain additional facts were discovered in the course of responding to the EEO audit letter. The instant report is intended to reflect this information.

Specifically, the 2020 EEO Public File Report was amended to correct certain minor errors and to add one new EEO outreach credit (an ongoing training program). The amended 2020 EEO Public File Report is submitted herewith and replaces the now outdated Report.

Additionally, certain discrimination complaints with respect to KRDO-TV were identified in the course of responding to the EEO audit request. These complaints were not initially identified by the Licensee because the complaints related to KRDO-TV rather than KRDO-FM and KRDO(AM). Accordingly, the Licensee hereby amends its answer to the question regarding whether there have been any pending or resolved discrimination complaints during the license term from "No" to "Yes." The complaints relate not to the radio stations but to KRDO-TV, which is part of the same Employment Unit. The Employment Unit has had the following four complaints during the license term:

1. Cynthia Weller v. Pikes Peak Television, Inc., EEOC charge 541-2014-01458, filed May 28, 2014. Ms. Weller was a Promotions Producer and claimed sex and age discrimination, which Pike Peak Television, Inc. denied. To resolve the matter, the claim was settled through mediation with no admission of liability on September 17, 2014, and thereafter the claimant withdrew the EEOC charge.
2. Jene Nelson v. KRDO, EEOC charge 541-2013-00343, filed December 20, 2016. Ms. Nelson was News Director and made a number of claims, including sex and age discrimination and retaliation, all of which Pikes Peak Television, Inc. and KRDO-TV denied. While the EEOC charge was still in process, on March 17, 2017, the claimant filed complaint 01-17-0001-6651, Jene E. Nelson v. Pike's Peak Television, Inc. and News-Press & Gazette Company, and a demand for arbitration with the American Arbitration Association. The EEOC charge was dismissed on February 26, 2018, at the claimant's request.

so the matter could be handled solely with arbitration. To resolve the matter, it was settled through mediation on January 16, 2019, with no admission of liability.

3. Timothy E. McSpadden v. KRDO-TV, EEOC charge 541-2018-01766, filed July 31, 2018. Mr. McSpadden was a Promotions Manager and claimed race and age discrimination, which was denied by Pikes Peak Television, Inc. and KRDO-TV. The EEOC charge was dismissed on August 3, 2018, with the right to sue. No civil action followed.
4. Victoria Martinez v. KRDO Newschannel 13, EEOC charge 541-2019-00157, filed October 19, 2018. Ms. Martinez was a newscast Director and claimed sex and national origin discrimination, which Pikes Peak Television, Inc. and KRDO-TV denied. The EEOC charge was dismissed on March 27, 2019, with the right to sue. No civil action followed.

The Licensee also hereby amends and replaces the narrative description of its broad and inclusive outreach during the course of the license term.

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