



Statement of EEO Policy

This EEO Public File Report is filed in compliance 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 Station(s) 96.1 KLPX-FM / 102.1 KFMA-FM / 92.1 & 95.7 KCMT-FM / 990 KTKT-AM / 94.3 KTKT FM

Arizona Lotus Corp., an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and to ensure equal opportunity in employment and non-discrimination in all of its policies and practices, including the area of employment. We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

The Recruitment Sources are identified by number and listed (with contact information) in the following pages.

Full-Time Vacancies Filled During Reporting Period June 1, 2017 through May 31, 2018.

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
1.	Sales KFMA/KLPX Local Sales Manager	See Attachment Referral Sources 1-27	In-House Referral (Source #1)	4
2.	Promotions All Stations Promotions Director	See Attachment Referral Sources 1-27	On-Air – KFMA-FM #19	14
3.	Digital Sales All Stations – Account Executive	See Attachment Referral Sources 1-27	In-House Referral (Source #1)	10

Total number of persons interviewed during applicable period: **28**

SUPPLEMENTAL RECRUITMENT MEASURES:

In addition to direct job vacancy announcements and hiring procedures, we complied with the initiative outlined in the 2002 EEO Rule Sec. 73.2080 (c)(2) regarding supplemental recruitment activity. For this reporting period we participated in or conducted the following:

Highlight denotes activities done

Activity/Description	Date	Staff Participant(s)	Sponsor / Initiator
<p>Menu Option #6</p> <p>AZ Lotus Corp. continuously runs open recruitment at various career/job placement web sites to garner the best candidates for possible future openings at our stations. Some of the websites that we have utilized are Tucsonhelpwanted.com, The AZ Broadcasters Association web site, Radionotas.com, Careerbuilders.com and many more.</p>	June 2017 through May 2018	General Manager EEO Director Promotions Directors Program Directors	AZ Lotus Corp.
<p>Menu Option #16:</p> <p>Each month station management personnel meet to discuss our EEO mission statement including but not limited to upcoming and future menu options promoting Equal Opportunity and our policy of non-discrimination as it relates to hiring in the workplace. This regularly scheduled EEO meeting is designed to notify employees of upcoming opportunities and various issues focused on non-discrimination. The basis for our monthly EEO meeting is to reinforce our goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	June 1, 2017 through May 31 st , 2018	All AZ Lotus Corp Department Heads	AZ Lotus Corp
<p>Menu Option #1</p> <p>ABA Broadcasters Fall Career Fair</p> <p>AZ Lotus Corp. displayed information on our job openings and interviewed five applicants for the Sales department. Applications and resumes were taken from approximately 85-90 job seekers who stopped by our booth during the 3-hour fair.</p>	Thursday, September 7, 2017 10:00am – 1:00pm	EEO Director EEO Assistant Promotions Director Promotions Assistant General Manager Local Sales Manager	Arizona Broadcasters Association
<p>Menu Option #14</p> <p>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination. The Lotus Communications Corp. Annual Managers' meeting was held November 12 -16, 2017 in Tucson, Arizona. Part of the corporate agenda was dedicated to our continuing effort to review and provide information and training to ensure equal opportunity and the prevention of discrimination. All station management personnel met with the Chief Compliance Officer. As part of the procedural review all menu options were examined to determine their effectiveness and how to proceed and enhance the individual station Outreach program. The stations are encouraged to create Outreach campaigns that reach a diverse and significant portion of the community they serve. Although, the FCC is now permitting broadcasters to meet their obligation to widely disseminate information about their job openings solely through the use of online recruitment sources Lotus requires stations to constantly review our recruitment lists and inform those organizations who wish to be notified of job openings. In addition, Lotus stations conduct monthly EEO meetings reinforcing their non-discrimination mission statement and provide an opportunity to discuss upcoming and future Outreach programs.</p>	November 12-16 th , 2017.	General Manager, Ken Kwilosz	Arizona Lotus Broadcasting
<p>Menu Option #16</p> <p>AZ Lotus Corp. manned a booth at our concert event FALL BALL and talked to listeners who stopped by and let them fill out applications for possible future job openings. We also directed people to our web site for more information on the job descriptions of open positions.</p>	Saturday, October 21, 2017 12:noon – 10:00pm	KLPX/KFMA KCMT/KTKT Promotions Department Various Department Heads	AZ Lotus Corp.
<p>Menu Option #16</p> <p>AZ Lotus Corp. manned a booth at our concert event KFMA-Day and invited listeners to stop by and fill out an application for possible future job openings. Many people stopped by to speak to the Department Heads that were on-site and were directed to our web site for more information on the job descriptions of available positions.</p>	Saturday, April 14, 2018 12:30pm – 10:00pm	KLPX/KFMA KCMT/KTKT Promotions Department Various Department Heads	AZ Lotus Corp.

RECRUITMENT SOURCES:

(*) Designates an entity requesting notification.

#	Recruitment Source: Name, Address, Contact Person, Telephone Number	Total number interviewees provided by source during period	Full-Time positions for which this source was utilized
1	In-House Employee Referral	2 2 1 5 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
2	Market Referral	0 1 4 5 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
3	Tucson Urban League * 2305 S. Park Ave. Tucson, AZ 85713 Paul Reed 520-791-0701	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
4	Chicanos Por La Causa * 250 N. Silverbell Rd. Tucson, AZ 85745 520-884-5567	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
5	Regional Administrative Center * 2797 E. Ajo Way Tucson, AZ 85713 Sean Lopez	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
6	NAACP 2160 N. 6 th Ave. Tucson, AZ 85705 Raymond Jarvis 520-622-8277	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
7	Arizona Broadcasters Association 2302 N. 3 rd St. Phoenix, AZ 85004 Art Brooks 602-252-4833 www.azbroadcasters.org	1 0 0 1 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
9	ITT Technical Institute * 1455 W. River Rd. Tucson, AZ 85704 James Jaramillo 520-408-7488	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
11	Hispanic Chamber of Commerce * 823 E. Speedway Blvd. Tucson, AZ 85719 Fred Orozco 520-620-0005	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
12	Pascua Yaqui Employment & Training 7474 S. Camino de Oeste Tucson, AZ 85746	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
13	Pima County Ft. Lowell One Stop Center * 316 W. Ft. Lowell Rd. Tucson, AZ 85705 Rosemary R. Smith / 520-293-1919 ext: 4162 rsmith@csd.pima.gov	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations

14	KLPX Web Site www.klp.com	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
15	KFMA Web Site www.kfma.com	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
16	KTKT Web Site www.labuena943.com	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
17	KCMT Web Site www.kcmt.com	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
18	KLPX On-Air Advertisement	0 1 0 1 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
19	KFMA On-Air Advertisement	0 1 0 1 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
20	KTKT On-Air Advertisement	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
21	KCMT On-Air Advertisement	0 0 0 0 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
22	AZ Lotus Corp. Bulletin Board	0 1 0 1 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
23	Internal Candidate / Existing Employee	0 3 0 3 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
24	Unsolicited Applications / Walk-Ins	0 0 0 0 - (all positions))	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
25	Job / Career Fairs	0 1 0 1 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
26	Trade Magazines (All Access, FMQB, R&R)	1 0 0 1 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations
27	Web Sites other than station's web sites (TucsonHelpWanted.com, Allaccess.com, Radionotas.com, Mediarecruiter.com, Careerbuilder.com, Craigslist.com, Facebook, etc.)	0 4 5 9 - (all positions)	1. Sales- Local Mgr - KLPX/KFMA 2. Promotions Mgr - All Stations 3. Sales- Digital AE - All Stations