



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, 2016 through May 31, 2017.

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
1.	Programming KFMA AMD Co-Host/Producer	See Attachment Referral Sources 1-27	Web Site other than stations (Source #27)	45
2.	Sales KLPX/KFMA Sales Acct. Exec	See Attachment Referral Sources 1-27	Web Site other than stations (Source #27)	9
3.	Sales KLPX / KFMA Sales Acct. Exec	See Attachment Referral Sources 1-27	In-House Referral (Source #1)	12
4.	Sales KCMT / KTKT Sales Acct. Exec	See Attachment Referral Sources 1-27	Walk-In / Former Employee (Source #24)	8

Total number of persons interviewed during applicable period: **74**

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 2016 through May 2017	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, 2016 through May 31 st , 2017	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 8, 2016 10:00am – 1:00pm	EEO Director EEO Assistant Promotions Director Promotions Assistant General Manager Local Sales Manager	Arizona Broadcasters Association
<p>Menu Option #4</p> <p>AZ Lotus Corp's local Sales Managers participated in a "Career Immersion Day" at the University of Arizona's Eller College. The event was to introduce students who are currently sophomores and juniors to various career paths within several different companies. We were able to have one-on-one time with approximately 25 students. Two of those students expressed an interest in doing an internship with ALC. Our Managers discussed what it is like to be an Account Executive and the events ALC are involved in. They answered questions the students had regarding radio advertising, digital advertising and event marketing. It was helpful to learn what the students think about radio, how they use radio and the career paths some of them are thinking of pursuing. Overall a good experience for both the students and management of ALC.</p>	Friday, September 16, 2016 8:30am – 11:00am	KLPX/KFMA Local Sales Manager and KCMT/KTKT Local Sales Manager	University of Arizona's Eller College
<p>Menu Option #14</p> <p><i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination.</i></p> <p>The Lotus Communications Corp. Annual Managers' meeting was held November 15 & 16, 2016 at the corporate headquarters in Los Angeles, California. Part of the agenda was dedicated to reviewing the on- going FCC Outreach program. The purpose is to ensure equal opportunity and nondiscrimination in every aspect of the station employment policy and procedure. The stations are encouraged to go beyond their requirements and create a variety of Outreach campaigns in an effort to recruit qualified candidates for current and future job opportunities. The stations are also required to review their recruitment list regularly to be sure they are effectively reaching out to women and minority organizations affording the most opportunity for the existing workforce. Additionally, the Lotus policy of Monthly EEO meetings reinforce the nondiscrimination mission statement and provide an opportunity to discuss upcoming and the creation of effective Outreach programs. Discussions also focused on the Online Public File for both those stations who were required to be online by the end of the year and for those preparing to go online by the required March 2018 date.</p>	November 15 & 16, 2016.	General Manager, Ken Kwilosz	Arizona Lotus Broadcasting

<p style="text-align: center;">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>	<p>Sunday, March 26, 2017 12:30pm – 9:00pm</p>	<p>KLPX/KFMA KCMT/KTKT Promotions Department Various Department Heads</p>	<p>AZ Lotus Corp.</p>
<p style="text-align: center;">Menu Option #10</p> <p>General Manager Ken Kwilosz participated in a program where “mock” interviews are given to University of Arizona students in the Media Arts programs to better understand the process of how to handle one’s self in an interview with a media professional. The student that participated was evaluated on her performance.</p>	<p>April 25, 2017</p>	<p>General Manager, Ken Kwilosz</p>	<p>Arizona Lotus Broadcasting</p>
<p style="text-align: center;">Menu Option #10</p> <p>General Manager Ken Kwilosz participated in a program where “mock” interviews are given to University of Arizona students in the Media Arts programs to better understand the process of how to handle one’s self in an interview with a media professional. The student that participated was evaluated on his performance.</p>	<p>May 5, 2017</p>	<p>General Manager, Ken Kwilosz</p>	<p>Arizona Lotus Broadcasting</p>

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 0 1 2 5 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
2	Market Referral	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
3	Tucson Urban League * 2305 S. Park Ave. Tucson, AZ 85713 Paul Reed 520-791-0701	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
4	Chicanos Por La Causa * 250 N. Silverbell Rd. Tucson, AZ 85745 520-884-5567	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
5	Regional Administrative Center * 2797 E. Ajo Way Tucson, AZ 85713 Sean Lopez	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
6	NAACP 2160 N. 6 th Ave. Tucson, AZ 85705 Raymond Jarvis 520-622-8277	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
7	Arizona Broadcasters Association 2302 N. 3 rd St. Phoenix, AZ 85004 Art Brooks 602-252-4833 www.azbroadcasters.org	1 0 0 0 1 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
9	ITT Technical Institute * 1455 W. River Rd. Tucson, AZ 85704 James Jaramillo 520-408-7488	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
11	Hispanic Chamber of Commerce * 823 E. Speedway Blvd. Tucson, AZ 85719 Fred Orozco 520-620-0005	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
12	Pascua Yaqui Employment & Training 7474 S. Camino de Oeste Tucson, AZ 85746	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
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 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT

14	KLPX Web Site www.klp.com	0 0 0 1 1 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
15	KFMA Web Site www.kfma.com	4 0 0 0 4 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
16	KTKT Web Site www.labuena943.com	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
17	KCMT Web Site www.kcmt.com	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
18	KLPX On-Air Advertisement	0 0 1 1 2 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
19	KFMA On-Air Advertisement	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
20	KTKT On-Air Advertisement	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
21	KCMT On-Air Advertisement	0 0 0 1 1 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
22	AZ Lotus Corp. Bulletin Board	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
23	Internal Candidate / Existing Employee	6 1 2 0 9 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
24	Unsolicited Applications / Walk-Ins	0 0 0 3 3 - (all positions))	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
25	Job / Career Fairs	0 7 7 0 14 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
26	Trade Magazines (All Access, FMQB, R&R)	0 0 0 0 0 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT

27	Web Sites other than station's web sites (TucsonHelpWanted.com, Allaccess.com, Radionotas.com, Mediarecruiter.com, Careerbuilder.com, Craigslist.com, Facebook, etc.)	32 1 1 0 34 - (all positions)	1. Programming – KFMA AMD Prod 2. Sales- Acct Exec - KLPX/KFMA 3. Sales- Acct Exec - KLPX/KFMA 4. Sales- Acct Exec - KCMT/KTKT
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