



A R I Z O N A
LOTUS
C O R P .

KLPX-FM • KFMA-FM • KCMT-FM • KTKT-AM • KCMT HD2-FM • KMXZ-FM • KFFN-AM

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 / 94.9 KMXZ-FM/ 104.9 KFFN-FM/ 1490 KFFN-AM/ 92.1 & 95.7 KCMT-FM / 990 KTKT-AM / 94.3 KTKT-FM/ 92.1 KCMT HD2-FM

Lotus is an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and to ensuring equal opportunity in employment and nondiscrimination in all its policies and practices, including 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, 2022 through May 31, 2023.

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
1.	Sales: All Stations-GM Sales Assistant	See Attachment Referral Sources 1-35	Employee Referral (Source #1)	6
2.	Programming: On-Air Morning Drive Host KMXZ	See Attachment Referral Sources 1-35	Employee 1 Referral (Source #27) Employee 2 Referral (Source #1)	19
3.	Sales: GM Sales Account Executive	See Attachment Referral Sources 1-35	Employee 1 Referral (Source #35) Employee 2 Referral (Source #35)	7
4.	Sales: HM Sales Account Executive	See Attachment Referral Sources 1-35	Employee 1 Referral (Source #1) Employee 2 Referral (Source #1)	8

Total number of people interviewed during applicable period:**40.**

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, Indeed.com and many more.</p>	<p>June 2022 through May 2023</p>	<p>General Manager EEO Director Promotions Directors Program Directors</p>	<p>AZ Lotus Corp.</p>
<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>	<p>June 1st, 2022, through May 31st, 2023</p>	<p>All AZ Lotus Corp Department Heads</p>	<p>AZ Lotus Corp</p>
<p>Menu Option #14</p> <p><i>Provision of training to management as to methods of ensuring equal opportunity and preventing discrimination.</i></p> <p>The Lotus Communications Corp. Annual Managers' meeting was held Monday, December 5 through Wednesday, December 7, 2022 in Los Angeles. The corporate agenda was dedicated in part to our continuing effort to review and provide information and training to ensure equal opportunity and the prevention of discrimination. All station management personnel held individual meetings with the Chief Compliance Officer to review and discuss the on-going effort to provide equal opportunities for current and future job openings. 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. As part of Lotus' commitment to ensure a safe working environment for future and current employees, all stations conduct monthly EEO meetings reinforcing their non-discrimination mission statement and provide an opportunity to discuss upcoming and future Outreach programs. In addition Lotus is requiring quarterly reports outlining the Outreach activity for that quarter enabling stations to be more aware of their commitment to the community.</p>	<p>December 5th, 2022, through December 7th, 2022</p>	<p>KLPX/KFMA/KFFN/KMXZ KCMT/KTKT</p> <p>General Manager, Debbie Wagner General Sales Manager, Dee Anne Thomas Local Sales Manager, Ericka Aguilar</p>	<p>Arizona Lotus Corp</p>
<p>Menu Option #1</p> <p>Arizona Lotus Corp was part of the yearly Arizona's Career Mixer in Phoenix, AZ. We displayed information regarding current job openings during the 2.5-hour fair.</p>	<p>June 8th, 2022, 4:00pm-6:30pm</p>	<p>KLPX/KFMA/KFFN/KMXZ /KCMT/KTKT EEO Director/Office Manager Sales Assistant</p>	<p>Arizona Broadcasters Association</p>

<p align="center">Menu Option #1</p> <p>AZ Lotus Corp participated in the Pima County One Stop Career Fair where we met dozens of qualified job-seekers. Applications and resumes were taken from approximately 15 job seekers during the 3-hour job fair.</p>	<p>June 9th, 2022 2:00pm-5:00pm</p>	<p>KLPX/KFMA/KFFN/KMXZ EEO Director/Office Manager AZ Lotus Job Intern</p>	<p>Pima County One-Stop</p>
<p align="center">Menu Option #1</p> <p>AZ Lotus Corp. was a part of the Pima County One Stop Career Center Fair. We displayed information regarding our current job openings. Applications and resumes were taken from approximately 20 job seekers during the 3-hour fair.</p>	<p>August 3rd, 2022 1:00pm-4:00pm</p>	<p>KLPX/KFMA/KFFN/KMXZ /KCMT/KTKT EEO Director/Office Manager Sales Assistant</p>	<p>Pima County One-Stop</p>
<p align="center">Menu Option #1</p> <p>AZ Lotus Corp. was a part of the Fall 2022 Career Days on UofA Campus. We interviewed many students interested in business operations and sales.</p>	<p>September 15th, 2022 1:00pm-4:00pm</p>	<p>KLPX/KFMA/KFFN/KMXZ /KCMT/KTKT EEO Director/Office Manager Sales Assistant</p>	<p>Arizona Broadcasters Association</p>
<p align="center">Menu Option #1</p> <p>AZ Lotus Corp. was a part of the Pima County One Stop Career Center Fair. We displayed information regarding our current job openings. Applications and resumes were taken from approximately 20 job seekers during the 3-hour fair.</p>	<p>October 19th, 2022 1:00pm-4:00pm</p>	<p>KLPX/KFMA/KFFN/KMXZ /KCMT/KTKT EEO Director/Office Manager Sales Assistant</p>	<p>Pima County One-Stop</p>
<p align="center">Menu Option #4</p> <p>AZ Lotus General Sales Manager participated in a Management for Sales Operations class in the Eller College of Management where she gave a presentation about herself, her career, and responsibilities. She also gave student tips about Managing Sales followed by questions/answers from the students.</p>	<p>November 15th, 2022 3:30pm-4:45pm</p>	<p>General Sales Manager, DeeAnne Thomas</p>	<p>University of Arizona Eller College of Management</p>
<p align="center">Menu Option #1</p> <p>Arizona Lotus was part of the Arizona's Spring Career Fair at the UofA Campus. We displayed information regarding current job openings during the 3-hour fair. Resumes were taken from approximately 10 job seekers.</p>	<p>March 1st, 2023 1:00pm-4:00pm</p>	<p>KLPX/KFMA/KFFN/KMXZ /KCMT/KTKT EEO Director/Office Manager Sales Assistant</p>	<p>Arizona Broadcasters Association</p>
<p align="center">Menu Option #1</p> <p>Arizona Lotus Corp was part of the Pima County One-Stop Kino Veteran's Workforce Center Career Fair. We displayed information regarding current job openings during the 2-hour fair.</p>	<p>March 22nd, 2023 1:30pm-3:30pm</p>	<p>KLPX/KFMA/KFFN/KMXZ /KCMT/KTKT/KCMT-HD2 EEO Director/Office Manager Sales Assistant AZ Lotus Job Intern</p>	<p>Kino Veterans Workforce Center</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	3 1 1 3 8- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
2	Market Referral	0 3 1 1 5- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
3	Chicanos Por La Causa * 1525 N. Oracle Rd. Tucson, AZ 85705 520-882-0018	0 0 0 0 0- (all positions))	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
4	Kino Service Center * 2797 E. Ajo Way Tucson, AZ 85713 Sean Lopez 520-724-7700	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
5	Arizona Broadcasters Association 426 N. 44 th St. Suite 310 Phoenix, AZ 85008 Chris Kline 602-252-4833 www.azbroadcasters.org	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
6	Pima County Rio Nuevo Service Center 340 N. Commerce Loop Tucson, AZ 85745 520-724-7650	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
7	Hispanic Chamber of Commerce * 823 E. Speedway Blvd. Tucson, AZ 85719 520-620-0005	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
8	Pascua Yaqui Employment & Training* 7474 S. Camino de Oeste Tucson, AZ 85746 520-883-5040	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
9	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. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
10	University of Arizona School of Journalism* 845 N. Park Ave. Tucson, AZ 85719 Carol Schwalbe 520-626-9219	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
11	Las Artes, Arts & Education Center* 23 W. 27 th St. Tucson, AZ 85713 Haydee Armenta 520-724-5050	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
12	Sullivan Jackson Employment Center* 400 E. 26 th St. Tucson, Az 85713 Jenifer Darland 520-724-7300	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive

13	North Tucson ARIZONA@WORK 316 W. Fort Lowell Rd. Tucson, AZ 85705 520-638-2230	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
14	Fred G. Acosta Job Corps Center* 901 S. Campbell Ave. Tucson, Az 85719 Edward Dummitt (520)792-3015	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
15	Pima County One Stop Career Center* 2797 E. Ajo Way Tucson, Az 85713 Vera Westerman & Michael Gates (520)724-5735	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
16	KLPX Web Site www.klp.com	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
17	KFMA Web Site www.kfma.com	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
18	KTKT Web Site www.labuena943.com	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
19	KCMT Web Site www.kcmt.com	0 0 0 1 1- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
20	KMXZ Web Site www.mixfm.com	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
21	KFFN Web Site www.espnucson.com	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
22	KCMT-HD2 Website https://exito933.com/	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
23	KLPX On-Air Advertisement	1 1 0 0 2- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
24	KFMA On-Air Advertisement	1 0 0 0 1- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
25	KTKT On-Air Advertisement	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
26	KCMT On-Air Advertisement	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive

27	KMXZ On-Air Advertisement	0 2 0 0 2- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
28	KFFN On-Air Advertisement	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
29	KCMT-HD2 On-Air Advertisement	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
30	AZ Lotus Corp. Bulletin Board	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
31	Internal Candidate / Existing Employee	1 1 0 0 2- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
32	Unsolicited Applications / Walk-Ins	0 0 0 1 1- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
33	Job / Career Fairs	0 0 0 0 0- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
34	Trade Magazines (All Access, FMQB, R&R)	0 9 0 0 9- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive
35	Web Sites other than station's web sites (TucsonHelpWanted.com, Radionotas.com, Mediarecruiter.com, Careerbuilder.com, Craigslist.com, Indeed.com, Facebook, Instagram, UofA Handshake etc.)	0 2 5 2 9- (all positions)	1. Sales-GM Sales Assistant 2. Programming- On-Air Morning Drive Host KMXZ 3. Sales-GM Sales Account Executive 4. Sales- HM Sales Account Executive