



A R I Z O N A
L O T U S
C O R P .

KLPX-FM•KLPX HD3-FM•KFMA-FM•KCMT-FM•KTKT-AM•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/ 1490 KFFN-AM/ 92.1 & 95.7 KCMT-FM / 990 KTKT-AM / 94.3 KTKT-FM/96.1 KLPX HD3-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, 2025, through May 31, 2026.

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
1.	ACCOUNT EXECUTIVE	See Attachment Referral Sources 1-32	1	6
2.	MORNING SHOW HOST	See Attachment Referral Sources 1-32	32	14

Total number of people interviewed during applicable period: 20

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:

Activity/Description	Date	Staff Participant(s)	Sponsor / Initiator
<p>Menu Option #6 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 Media Association web site, Indeed.com and many more.</p>	June 2025 through May 2026	<p>KLPX/KFMA/KFFN/KMXZ/ KCMT/KTKT/KLPX HD3-FM</p> <p>General Manager EEO Director Promotions Director Program Director</p>	AZ Lotus Corp.
<p>Menu Option #16 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 2025 through May 2026	<p>KLPX/KFMA/KFFN/KMXZ/ KCMT/KTKT/KLPX HD3-FM</p> <p>All AZ Lotus Corp Department Managers</p>	AZ Lotus Corp
<p>Menu Option #1 2025 UofA All Majors Career Fair AZ Lotus Corp. was part of Arizona's Fall Career Fair at the UofA Campus. We displayed information regarding current job openings during the 3-hour fair.</p>	September 17 th , 2025 11:00a-2p	<p>KLPX/KFMA/KFFN/KMXZ/KC MT/KTKT/KLPX HD3-FM EEO Director/Office Manager</p>	Arizona Media Association/University of Arizona
<p>Menu Option #1 The Chamber of Southern Arizona Business Summit & Expo AZ Lotus participated in the Arizona@Work/Pima County career fair where approximately 100 people attended.</p>	October 2 nd , 2025 8:00am-1:30pm	<p>KLPX/KFMA/KFFN/KMXZ/ KCMT/KTKT/KLPX HD3-FM Account Executives General Manager, DeeAnne Thomas</p>	Chamber of Southern Az
<p>Menu Option #5 AZ Lotus received a fully funded paid internship from the AMA for an estimated 200 total intern work hours. The intern worked approx. 20 hours per week focusing on sales, programing, and marketing.</p>	Winter-Spring 2026	<p>KLPX/KFMA/KFFN/KMXZ/ KCMT/KTKT/KLPX HD3-FM</p>	Arizona Media Association/AZ Lotus Corp.
<p>Menu Option #9 Monthly digital training program for station personnel.</p>	June 2025 through May 2026	<p>KLPX/KFMA/KFFN/KMXZ/ KCMT/KTKT/KLPX HD3-FM</p>	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	4 2 6 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
2	Market Referral	0 0 0- (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
3	Kino Service Center * Sean Lopez 2797 E. Ajo Way Tucson, AZ 85713 520-724-7700	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
4	Arizona Media Association Chris Kline 426 N. 44 th St. Suite 310 Phoenix, AZ 85008 602-252-4833	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
5	Pima County Rio Nuevo Service Center 340 N. Commerce Loop Tucson, AZ 85745 520-724-79650	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
6	Hispanic Chamber of Commerce 823 E. Speedway Blvd. Tucson, AZ 85719 520-620-0005	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
7	Pascua Yaqui Employment & Training* Daniel Morales 7474 S. Camino de Oeste Tucson, AZ 85746 520-879-5041	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
8	University of Arizona School of Journalism* Carol Schwalbe 845 N. Park Ave. Tucson, AZ 85719 520-621-7556	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
9	Las Artes, Arts & Education Center* Haydee Armenta 23 W. 27 th St. Tucson, AZ 85713 520-724-5050	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
10	Sullivan Jackson Employment Center* Jenifer Darland 400 E. 26 th St. Tucson, Az 85713 520-724-7300	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
11	North Tucson ARIZONA@WORK* 316 W. Fort Lowell Rd. Tucson, AZ 85705 520-638-2230	0 1 1 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
12	Pima County One Stop Career Center* Vera Westerman & Michael Gates 2797 E. Ajo Way Tucson, Az 85713 (520)724-5735	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
13	KLPX Web Site www.klpx.com	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
14	KFMA Web Site www.kfma.com	0 0 0- (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host

15	KMXZ Web Site www.mixfm.com	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
16	KFFN Web Site www.espnucson.com	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
17	KCMT Web Site www.kcmt.com	1 2 3 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
18	KTKT Web Site www.labuena943.com	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
19	KLPX HD3-FM Web Site www.crankthehankucson.com	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
20	KLPX On-Air Advertisement	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
21	KFMA On-Air Advertisement	0 1 1 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
22	KMXZ On-Air Advertisement	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
23	KFFN On-Air Advertisement	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
24	KCMT On-Air Advertisement	0 1 1 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
25	KTKT On-Air Advertisement	0 1 1 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
26	KLPX-HD3 On-Air Advertisement	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
27	AZ Lotus Corp. Bulletin Board	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
28	Internal Candidate / Existing Employee	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
29	Unsolicited Applications / Walk-Ins	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
30	Job / Career Fairs	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
31	Trade Magazines (All Access, FMQB, R&R)	0 0 0 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host
32	Web Sites other than station's web sites (TucsonHelpWanted.com, radioinsight.com, Mediarecruiter.com, Careerbuilder.com, Craigslist.com, Indeed.com, Facebook, UofA Handshake etc.)	1 6 7 - (all positions)	1.Sales-Account Executive 2.Programming-Morning Show Host