



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, 2023, through May 31, 2024.

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
1.	Programming Exito- Morning Show Host Exito 93.3	See Attachment Referral Sources 1-35	#1 Employee Referral	11
2.	Promotions All Stations – Promotions & Marketing Director	See Attachment Referral Sources 1-35	#35 Websites	10
3.	Sales General Market- Account Executive	See Attachment Referral Sources 1-35	#1 Employee Referral	6
4.	Sales Hispanic Market-Account Executive	See Attachment Referral Sources 1-35	#1 Employee Referral	5
5.	Sales Hispanic Market-Account Executive	See Attachment Referral Sources 1-35	#1 Employee Referral	5
6.	Programming MIXfm – Morning Show Host	See Attachment Referral Sources 1-35	#1 Employee Referral & #1 Employee Referral	16



Statement-of-EEO-P
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Total number of persons interviewed during applicable period: **53**

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 align="center">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 Media Association web site, Indeed.com and many more.</p>	<p align="center">June 2023 through May 2024</p>	<p>KLPX/KFMA/KFFN/KMXZ/ KCMT/KCMT-HD2/KTKT</p> <p align="center">General Manager EEO Director Promotions Directors Program Directors</p>	<p align="center">AZ Lotus Corp.</p>
<p align="center">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 align="center">June 1, 2023, through May 31st, 2024</p>	<p>KLPX/KFMA/KFFN/KMXZ/ KCMT/KCMT-HD2/KTKT</p> <p align="center">All AZ Lotus Corp Department Heads</p>	<p align="center">AZ Lotus Corp</p>
<p align="center">Menu Option #1</p> <p align="center">2023 UofA Fall Career Days-All Majors</p> <p>AZ Lotus Corp. was part of the Arizona's Fall Career Fair at the UofA Campus. We displayed information regarding current job openings during the 3-hour fair.</p>	<p align="center">September 14th,2023 1-4pm</p>	<p>KLPX/KFMA/KFFN/KMXZ/ KCMT/KCMT-HD2/KTKT</p> <p align="center">EEO Director/Office Manager Sales Assistant</p>	<p align="center">Arizona Media Association/ University of Arizona</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. Sales Manager helped 50 students prepare with the basic foundations of Management of Sales Operations. Class is organized around what constitutes effective personal selling and how to manage those who pursue it and the processes of frontline sales management. The manager provided a link to our career page to all students.</p>	<p align="center">March 21st, 2024 2p-3:15pm</p>	<p>KLPX/KFMA/KFFN/KMXZ/ KCMT/KCMT-HD2/KTKT</p> <p align="center">General Sales Manager, DeeAnne Thomas</p>	<p align="center">University of Arizona Eller College</p>

<p align="center">Menu Option #1</p> <p>AZ Lotus participated in the UofA All Majors Career Fair where approx. 100 UA students were seeking employment, internship, and professional opportunities from all industries. We displayed information regarding current job openings during the 3hr fair.</p>	<p align="center">February 13th, 2024 1-4pm</p>	<p align="center">KLPX/KFMA/KFFN/KMXZ/ KCMT/KCMT-HD2/KTKT EEO Director/Office Manager Sales Assistant</p>	<p align="center">Arizona Media Association/ University of Arizona</p>
<p align="center">Menu Option #5</p> <p>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>	<p align="center">Spring/Summer 2024</p>	<p align="center">KLPX/KFMA/KFFN/KMXZ/ KCMT/KCMT-HD2/KTKT</p>	<p align="center">Arizona Media Association</p>
<p align="center">Menu Option #9</p> <p>Monthly digital training program for station personnel.</p>	<p align="center">June 2023 through May 2024</p>	<p align="center">KLPX/KFMA/KFFN/KMXZ/ KCMT/KCMT-HD2/KTKT</p>	<p align="center">AZ Lotus Corp.</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 3 2 3 2 2 14 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
2	Market Referral	0 0 0 0 0 1 1 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
3	Chicanos Por La Causa * 1525 N.Oracle Rd. Tucson, AZ 85705 520-882-0018	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
4	Kino Service Center * 2797 E. Ajo Way Tucson, AZ 85713 Sean Lopez 520-724-7700	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
5	Arizona Media Association 426 N. 44 th St. Suite 310 Phoenix, AZ 85008 Mary Kate Lau 602-252-4833 www.azbroadcasters.org	0 0 0 0 0 0 1 1 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
6	Pima County Rio Nuevo Service Center 340 N. Commerce Loop Tucson, AZ 85745 520-724-79650	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
7	Hispanic Chamber of Commerce * 823 E. Speedway Blvd. Tucson, AZ 85719 520-620-0005	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
8	Pascua Yaqui Employment & Training* 7474 S. Camino de Oeste Tucson, AZ 85746 520-883-5040	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
10	University of Arizona School of Journalism* 845 N. Park Ave. Tucson, AZ 85719 Carol Schwalbe 520-626-9219	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show

11	Las Artes, Arts & Education Center* 23 W. 27 th St. Tucson, AZ 85713 Haydee Armenta 520-724-5050	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
12	Sullivan Jackson Employment Center* 400 E. 26 th St. Tucson, Az 85713 Jenifer Darland 520-724-7300	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
13	North Tucson ARIZONA@WORK 316 W. Fort Lowell Rd. Tucson, AZ 85705 520-638-2230	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
14	Fred G. Acosta Job Corps Center* 901 S. Campbell Ave. Tucson, Az 85719 Edward Dummitt (520)792-3015	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
15	Pima County One Stop Career Center* 2797 E. Ajo Way Tucson, Az 85713 Vera Westerman & Michael Gates (520)724-5735	0 0 0 1 0 0 1 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
16	KLFX Web Site www.klpx.com	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
17	KFMA Web Site www.kfma.com	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
18	KMXZ Web Site www.mixfm.com	0 0 0 0 0 1 1 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
19	KFFN Web Site www.espnucson.com	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
20	KCMT Web Site www.kcmt.com	1 0 0 0 1 0 2 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show

21	KTKT Web Site www.labuena943.com	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
22	KCMT-HD2 Web Site www.exito933.com	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
23	KLPX On-Air Advertisement	0 1 0 0 0 0 1 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
24	KFMA On-Air Advertisement	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
25	KMXZ On-Air Advertisement	0 0 0 0 0 1 1 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
26	KFFN On-Air Advertisement	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
27	KCMT On-Air Advertisement	2 0 0 0 1 0 3 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
28	KTKT On-Air Advertisement	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
29	KCMT-HD2 On-Air Advertisement	3 0 0 0 0 0 3 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
30	AZ Lotus Corp. Bulletin Board	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show

31	Internal Candidate / Existing Employee	0 4 0 0 0 0 4 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
32	Unsolicited Applications / Walk-Ins	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
33	Job / Career Fairs	0 0 0 0 0 0 0 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
34	Trade Magazines (All Access, FMQB, R&R)	0 0 0 0 0 1 1 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show
35	Web Sites other than station's web sites (TucsonHelpWanted.com, radioinsight.com, Mediarecruiter.com, Careerbuilder.com, Craigslist.com, Indeed.com, Facebook, UofA Handshake etc.)	3 2 4 1 1 9 20 - (all positions)	1.Programming-Exito Morning Show Host 2.Promotions-Marketing Director 3.Sales-GM Account Executive 4.Sales-HM Account Executive 5.Sales-HM Account Executive 6. Programming-MIXfm Morning Show