



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/ 104.9 KFFN-FM/ 1490 KFFN-AM/ 92.1 & 95.7 KCMT-FM / 990 KTKT-AM / 94.3 KTKT-FM/ 93.3FM/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, 2024, through May 31, 2025.**

	<b>Full-Time Position</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source for Successful Applicant</b>	<b>Total No. Interviewed from All Sources</b>
1.	GM ACCOUNT EXECUTIVE	See Attachment Referral Sources 1-35	1	5
2.	HM ACCOUNT EXECUTIVE	See Attachment Referral Sources 1-35	1	5
3.	BUSINESS OFFICE MANAGER	See Attachment Referral Sources 1-35	35	7
4.	GM ACCOUNT EXECUTIVE	See Attachment Referral Sources 1-35	2	6

Total number of people interviewed during applicable period: **23**

## 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"><b>Menu Option #6</b></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>June 2024 through May 2025</p>	<p>KLPX/KFMA/KFFN/KMXZ/KCMT/KTKT/KLPX HD3-FM</p> <p>General Manager EEO Director Promotions Directors Program Directors</p>	<p>AZ Lotus Corp.</p>
<p align="center"><b>Menu Option #16</b></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 2024 through May 2025</p>	<p>KLPX/KFMA/KFFN/KMXZ/KCMT/KTKT/KLPX HD3-FM</p> <p>All AZ Lotus Corp Department Heads</p>	<p>AZ Lotus Corp</p>
<p align="center"><b>Menu Option #1</b></p> <p>2024 UofA All Majors Career Fair</p> <p>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>	<p>September 24<sup>th</sup>, 2024 12:00p-3p</p>	<p>KLPX/KFMA/KFFN/KMXZ/KCMT/KTKT/KLPX HD3-FM</p> <p>EEO Director/Office Manager Sales Assistant</p>	<p>Arizona Media Association/University of Arizona</p>
<p align="center"><b>Menu Option #14</b></p> <p><i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</i></p> <p>The annual Lotus Communications Corp. Managers' meeting was held Wednesday, November 6, 2024 - Friday, November 8, 2024, in Los Angeles, California. The Corporate agenda was dedicated in part to the continuing effort to train and provide station management information to ensure equal opportunity and the prevention of discrimination. The Chief Compliance officer held individual meetings with station management to review and discuss the continuing effort to provide equal opportunities for current and future job openings. All menu options were reviewed to determine their effectiveness and how to proceed and enhance the individual station Outreach program. Station management was encouraged to create Outreach campaigns that reach a diverse and significant portion of the community they serve. The stations continue to widely disseminate information about job openings through various online portals and their recruitments lists. Stations are required to review their respective recruitment lists to make sure they are updated with organizations that wish to be contacted when job openings occur. As part of Lotus' commitment to ensure a safe working environment for current and future employees, all stations conduct monthly EEO meetings reinforcing their non-discrimination mission statement and provide an opportunity to share ideas about upcoming and future Outreach programs.</p>	<p>November 6<sup>th</sup>, 2024, through November 8<sup>th</sup>, 2024</p>	<p>KLPX/KFMA/KFFN/KMXZ/KCMT/KTKT/KLPX HD3-FM</p> <p>Lotus Corp Managers</p>	<p>Lotus Corp.</p>

<p align="center"><b>Menu Option #1</b></p> <p align="center">Veterans &amp; Community Hiring Event</p> <p>AZ Lotus participated in the Arizona@Work/Pima County career fair where approximately 100 people attended.</p>	<p align="center">November 13<sup>th</sup>,2024, 10a-1p</p>	<p align="center">KLPX/KFMA/KFFN/KMXZ/ KCMT/KTKT/KLPX HD3-FM EEO Director Sales Assistant</p>	<p align="center">Pima County/ Arizona@ Work</p>
<p align="center"><b>Menu Option #4</b></p> <p>AZ Lotus Sales Manager participated in a Management for Sales Operations class in the Eller College of Management. The 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.</p>	<p align="center">February 27<sup>th</sup>, 2025 2p-3:15pm</p>	<p align="center">KLPX/KFMA/KFFN/KMXZ/ KCMT/KTKT/KLPX HD3-FM Sales Manager, Ericka Aguilar</p>	<p align="center">University of Arizona Eller College</p>
<p align="center"><b>Menu Option #1</b></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 20<sup>th</sup>, 2025</p>	<p align="center">KLPX/KFMA/KFFN/KMXZ/ KCMT/KTKT/KLPX HD3-FM EEO Director/Office Manager Sales Assistant</p>	<p align="center">Arizona Media Association/Univ ersity of Arizona</p>
<p align="center"><b>Menu Option #5</b></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">Winter-Spring 2025</p>	<p align="center">KLPX/KFMA/KFFN/KMXZ/ KCMT/KTKT/KLPX HD3-FM</p>	<p align="center">Arizona Media Association/AZ Lotus Corp.</p>
<p align="center"><b>Menu Option #9</b></p> <p>Monthly digital training program for station personnel.</p>	<p align="center">June 2024 through May 2025</p>	<p align="center">KLPX/KFMA/KFFN/KMXZ/ KCMT/KTKT/KLPX HD3-FM</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	1 3 0 0 4- (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
2	Market Referral	0 0 0 1 1- (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM 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 Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM 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 Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
5	Arizona Media Association 426 N. 44 <sup>th</sup> St. Suite 310 Phoenix, AZ 85008 Mary Kate Lau 602-252-4833 <a href="http://www.azbroadcasters.org">www.azbroadcasters.org</a>	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
6	Pima County Rio Nuevo Service Center 340 N. Commerce Loop Tucson, AZ 85745 520-724-79650	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM 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 Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM 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 Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM 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 Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
11	Las Artes, Arts & Education Center* 23 W. 27 <sup>th</sup> St. Tucson, AZ 85713 Haydee Armenta 520-724-5050	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
12	Sullivan Jackson Employment Center* 400 E. 26 <sup>th</sup> St. Tucson, Az 85713 Jenifer Darland 520-724-7300	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM 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 Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM 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 Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM 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 Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
16	KLPX Web Site <a href="http://www.klpx.com">www.klpx.com</a>	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
17	KFMA Web Site <a href="http://www.kfma.com">www.kfma.com</a>	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
18	KMXZ Web Site <a href="http://www.mixfm.com">www.mixfm.com</a>	1 0 0 1 2 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
19	KFFN Web Site <a href="http://www.espnucson.com">www.espnucson.com</a>	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
20	KCMT Web Site <a href="http://www.kcmt.com">www.kcmt.com</a>	0 1 0 0 1 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
21	KTKT Web Site <a href="http://www.labuena943.com">www.labuena943.com</a>	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
22	KCMT-HD2 Web Site <a href="http://www.exito933.com">www.exito933.com</a>  KLPX HD3-FM Web Site <a href="http://www.crankthehanktucson.com">www.crankthehanktucson.com</a>	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
23	KLPX On-Air Advertisement	1 0 0 0 1 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
24	KFMA On-Air Advertisement	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
25	KMXZ On-Air Advertisement	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
26	KFFN On-Air Advertisement	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive

27	KCMT On-Air Advertisement	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
28	KTKT On-Air Advertisement	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
29	KCMT-HD2 On-Air Advertisement	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
30	AZ Lotus Corp. Bulletin Board	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
31	Internal Candidate / Existing Employee	0 0 0 1 1 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
32	Unsolicited Applications / Walk-Ins	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
33	Job / Career Fairs	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
34	Trade Magazines (All Access, FMQB, R&R)	0 0 0 0 0 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive
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.)	2 1 7 3 13 - (all positions)	1.Sales- GM Account Executive 2.Sales- HM Account Executive 3.G&A- Business Office Manager 4. Sales- GM Account Executive