



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

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

## **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

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, 2019 through May 31, 2020.**

<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. Sales ESPN – Sales Account Executive	See Attachment Referral Sources 1-35	In-House Referral (Source #1) Websites (Source #35)	10

Total number of persons interviewed during applicable period: **10**

## 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><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 Broadcasters Association web site, Indeed.com and many more.</p>	June 2019 through May 2020	General Manager EEO Director Promotions Directors Program Directors	AZ Lotus Corp.
<p><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>	June 1, 2019 through May 31 <sup>st</sup> , 2020	All AZ Lotus Corp Department Heads	AZ Lotus Corp
<p><b>Menu Option #1</b></p> <p>AZ Lotus Corp. was a part of the Pima County One Stop Career Center Fair who had approximately 45 attendees. We displayed information regarding our current job openings. Applications and resumes were taken from approximately 15 job seekers during the 2-hour fair.</p>	Wednesday, July 31 <sup>st</sup> , 2019 1:00pm – 3:00pm	General Manager EEO Director Marketing & Promotions Director Promotions Department	Pima County One Stop Career Center
<p><b>Menu Option #1</b></p> <p>ABA University of Arizona Fall Career Fair AZ Lotus Corp. displayed information on our job openings. Applications and resumes were taken from approximately 15-20 job seekers who stopped by our booth during the 4-hour fair.</p>	Thursday, September 16 <sup>th</sup> , 2019 11:00am – 3:00pm	KLPX/KFMA/KFFN/KMXZ KCMT/KTKT Sales Manager EEO Director Business Office Assistant	Arizona Broadcasters Association.
<p><b>Menu Option #4</b></p> <p>AZ Lotus Corp's General Manager participated in a "Career Immersion Day" at the University of Arizona's Eller College. The event was for Marketing and Management students to learn more about career fields. Our Manager discussed his education/career background and what he does in his job. He 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 20 <sup>th</sup> , 2019 8:45am-11:30am	KLPX/KFMA/KFFN/KMXZ KCMT/KTKT General Manager, Ken Kwilosz	University of Arizona Eller College
<p><b>Menu Option #1</b></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>	Thursday, October 3 <sup>rd</sup> , 2019 1:00pm – 4:00pm	KLPX/KFMA/KFFN/KMXZ KCMT/KTKT Sales Manager EEO Director Office Manager	Pima County One Stop Career Center
<p><b>Menu Option #1</b></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 15 job seekers during the 3-hour fair</p>	Tuesday, February 5 <sup>th</sup> , 2020 1:00pm – 4:00pm	KLPX/KFMA/KFFN/KMXZ KCMT/KTKT EEO Director Sales Assistant Operations Director Marketing & Promotions Director	Pima County One Stop Career Center

<p style="text-align: center;"><b>Menu Option #1</b></p> <p>ABA University of Arizona Spring Career Fair  AZ Lotus Corp. displayed information on our job openings. Applications and resumes were taken from approximately 15-20 job seekers who stopped by our booth during the 4-hour event. UA fair had a total foot traffic count of 515 students during the February 25<sup>th</sup> event.</p>	<p style="text-align: center;">Tuesday,  February 25<sup>th</sup>, 2020  11:00am – 3:00pm</p>	<p style="text-align: center;">KLPX/KFMA/KFFN/KMXZ  KCMT/KTKT  EEO Director  Office Manager  Sales Manager</p>	<p style="text-align: center;">Arizona  Broadcasters  Association</p>
<p style="text-align: center;"><b>Menu Option #14</b></p> <p><b><i>Provision of training to management as to methods of ensuring equal opportunity and preventing discrimination.</i></b>  The Lotus Communications Corp. Annual Managers' meeting was held November 5, 2019 through November 7, 2019 in Tucson, Arizona. A significant portion of the agenda was dedicated to our continuing effort to review and provided guidance and training to ensure equal opportunity and the prevention of discrimination. The Chief Compliance Officer held individual meetings with each manager reviewing and discussing on-going efforts to provide equal opportunities for current and future job openings. All Menu Options were examined to determine their effectiveness and how to enhance the individual station Outreach program. The stations are encouraged to create Outreach campaigns that reach a diverse and significant segment of the community they serve. Even though it is now acceptable to meet your obligation to widely disseminate information about job openings solely through the use of online recruitment sources, Lotus requires every station unit to review recruitment lists and to inform those organizations that wish to be notified when job openings occur. A review of monthly EEO meetings were discussed. Lotus requires each station unit to conduct a monthly EEO meeting. These meetings are designed to review Lotus' Equal Employment Opportunity policy and the importance of non-discrimination as it relates to hiring and workplace environment. Discussions also include how the station can improve upon their Outreach programs with new creative ideas on how to reach their community. Additional discussions include Public Service Announcements and their Public Affairs programming.</p>	<p style="text-align: center;">November 5<sup>th</sup>  through  November 7<sup>th</sup>, 2019</p>	<p style="text-align: center;">KLPX/KFMA/KFFN/KMXZ  KCMT/KTKT</p> <p style="text-align: center;">Sales Manager,  Dee Anne Thomas  Sales Manager,  Ericka Aguilar  Sales Manager,  Anthony Defazio</p>	<p style="text-align: center;">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  2 - (all positions)	1. Sales Account Executive – ESPN
2	Market Referral	0  0- (all positions)	1. Sales Account Executive – ESPN
3	Tucson Urban League * 2305 S. Park Ave. Tucson, AZ 85713 Paul Reed 520-791-0701	0  0 - (all positions)	1. Sales Account Executive – ESPN
4	Chicanos Por La Causa * 250 N. Silverbell Rd. Tucson, AZ 85745 520-884-5567	0  0 - (all positions)	1. Sales Account Executive – ESPN
5	Kino Service Center * 2797 E. Ajo Way Tucson, AZ 85713 Sean Lopez 520-724-7700	0  0 - (all positions)	1. Sales Account Executive – ESPN
6	NAACP 2160 N. 6 <sup>th</sup> Ave. Tucson, AZ 85705 Raymond Jarvis 520-622-8277	0  0 - (all positions)	1. Sales Account Executive – ESPN
7	Arizona Broadcasters 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 - (all positions)	1. Sales Account Executive – ESPN
8	Rio Nuevo One Stop Career Center* Sentinel Building, 320 N. Commerce Park Loop Tucson, AZ 85745 Cassie Lundin 520-724-9638	0  0 - (all positions)	1. Sales Account Executive – ESPN
9	Hispanic Chamber of Commerce * 823 E. Speedway Blvd. Tucson, AZ 85719 Fred Orozco 520-620-0005	0  0 - (all positions)	1. Sales Account Executive – ESPN
10	Pascua Yaqui Employment & Training* 7474 S. Camino de Oeste Tucson, AZ 85746 520-883-5040	0  0 - (all positions)	1. Sales Account Executive – ESPN
11	Pima County Ft. Lowell One Stop Center * 316 W. Ft. Lowell Rd. Tucson, AZ 85705 Rosemary R. Smith / 520-293-1919 ext: 4162 <a href="mailto:rsmith@csd.pima.gov">rsmith@csd.pima.gov</a>	0  0 - (all positions)	1. Sales Account Executive – ESPN
12	University of Arizona School of Journalism* 845 N. Park Ave. Tucson, AZ 85719 Renee Shafer Horton 520-626-9219	0  0 - (all positions)	1. Sales Account Executive – ESPN

13	Las Artes, Arts & Education Center* 23 W. 27 <sup>th</sup> St. Tucson, AZ 85713 Margarita Nevermann 520-724-5050	0  0 - (all positions)	1. Sales Account Executive – ESPN
14	Sullivan Jackson Employment Center* 400 E. 26 <sup>th</sup> St. Tucson, Az 85713 Jenifer Darland 520-724-7300	0  0 - (all positions)	1. Sales Account Executive – ESPN
15	Tucson Metro Chamber of Commerce* 465 W. St. Mary's Rd. Tucson, Az 85701 (520)792-1212	0  0 - (all positions)	1. Sales Account Executive – ESPN
16	Fred G. Acosta Job Corps Center* 901 S. Campbell Ave. Tucson, Az 85719 Edward Dummitt (520)792-3015	0  0 - (all positions)	1. Sales Account Executive – ESPN
17	Pima County One Stop Career Center* 2797 E. Ajo Way Tucson, Az 85713 Vera Westerman (520)724-5735	0  0 - (all positions)	1. Sales Account Executive – ESPN
18	KLPX Web Site <a href="http://www.klp.com">www.klp.com</a>	0  0 - (all positions)	1. Sales Account Executive – ESPN
19	KFMA Web Site <a href="http://www.kfma.com">www.kfma.com</a>	0  0- (all positions)	1. Sales Account Executive – ESPN
20	KTKT Web Site <a href="http://www.labuena943.com">www.labuena943.com</a>	0  0 - (all positions)	1. Sales Account Executive – ESPN
21	KCMT Web Site <a href="http://www.kcmt.com">www.kcmt.com</a>	0  0 - (all positions)	1. Sales Account Executive – ESPN
22	KMXZ Web Site <a href="http://www.mixfm.com">www.mixfm.com</a>	0  0 - (all positions)	1. Sales Account Executive – ESPN
23	KFFN Web Site <a href="http://www.esptucson.com">www.esptucson.com</a>	1  1 - (all positions)	1. Sales Account Executive – ESPN
24	KLPX On-Air Advertisement	2 2 - (all positions)	1. Sales Account Executive – ESPN
25	KFMA On-Air Advertisement	0 0- (all positions)	1. Sales Account Executive – ESPN
26	KTKT On-Air Advertisement	0 0- (all positions)	1. Sales Account Executive – ESPN
27	KCMT On-Air Advertisement	0 0 - (all positions)	1. Sales Account Executive – ESPN
28	KMXZ On-Air Advertisement	0 0- (all positions)	1. Sales Account Executive – ESPN
29	KFFN On-Air Advertisement	0 0 - (all positions)	1. Sales Account Executive – ESPN

30	AZ Lotus Corp. Bulletin Board	0 0 - (all positions)	1. Sales Account Executive – ESPN
31	Internal Candidate / Existing Employee	0 0- (all positions)	1. Sales Account Executive – ESPN
32	Unsolicited Applications / Walk-Ins	1 1 - (all positions))	1. Sales Account Executive – ESPN
33	Job / Career Fairs	0 0 - (all positions)	1. Sales Account Executive – ESPN
34	Trade Magazines (All Access, FMQB, R&R)	0 0 - (all positions)	1. Sales Account Executive – ESPN
35	Web Sites other than station's web sites (TucsonHelpWanted.com, Allaccess.com, Radionotas.com, Mediarecruiter.com, Careerbuilder.com, Craigslist.com, Indeed.com, Facebook, etc.)	4  4 - (all positions)	1. Sales Account Executive – ESPN