



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, 2018 through May 31, 2019.

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
1.	Traffic All Stations-Traffic Assistant	See Attachment Referral Sources 1-29	KLPX On-Air Advertisement (Source #18)	6
2.	Sales All Stations- Sales Assistant	See Attachment Referral Sources 1-29	In-House Referral (Source #1)	2
3.	Sales General Market- New Business Developer	See Attachment Referral Sources 1-29	In-House Referral (Source #1)	5
4.	Sales All Stations- Sales Assistant	See Attachment Referral Sources 1-29	KFMA Website (Source #13)	3

Total number of persons interviewed during applicable period: **16**

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>	June 2018 through May 2019	General Manager EEO Director Promotions Directors Program Directors	AZ Lotus Corp.
<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>	June 1, 2018 through May 31 st , 2019	All AZ Lotus Corp Department Heads	AZ Lotus Corp
<p>Menu Option #16</p> <p>AZ Lotus Corp. manned a booth at our concert event SUNDOWN and talked to listeners who stopped by and let them fill out applications for possible future job openings. We also directed people to our web site for more information on the job descriptions of open positions.</p>	Saturday, August 11 th , 2018 6:00pm – 11:00pm	KLPX/KFMA KCMT/KTKT Promotions Department Various Department Heads	AZ Lotus Corp.
<p>Menu Option #1</p> <p>Arizona Broadcasters Association Fall Career Fair AZ Lotus Corp. displayed information on our job openings. Applications and resumes were taken from approximately 20-30 job seekers who stopped by our booth during the 3-hour fair.</p>	Thursday, September 13 th , 2018 10:00am – 1:00pm	EEO Director Executive Assistant Business Office Assistant	Arizona Broadcasters Association
<p>Menu Option #14</p> <p><i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination.</i> The Lotus Communications Corp. Annual Managers' meeting was held November 26 through November 30, 2018 in Las Vegas, Nevada. Part of the corporate agenda was dedicated 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. As part of the procedural review 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. In addition, Lotus stations conduct monthly EEO meetings reinforcing their non-discrimination mission statement and provide an opportunity to discuss upcoming and future Outreach programs.</p>	November 26 th through November 30 th , 2018.	General Manager, Ken Kwilosz Sales Manager, Dee Anne Thomas Sales Manager, Ericka Aguilar	Arizona Lotus Broadcasting
<p>Menu Option #1</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 40-50 job seekers who stopped by our booth during the 5-hour fair.</p>	Tuesday, March 19 th , 2019 10:00am – 3:00pm	EEO Director Executive Assistant Various Department Heads	Arizona Broadcasters Association

Menu Option #16

AZ Lotus Corp. manned a booth at our concert event KFMA-Day and invited listeners to stop by and get information regarding open positions. Many people stopped by to speak to our promotions department that was on-site and were directed to our website for more information on the job descriptions and to apply.

Saturday, March 23rd
2019
12:30pm – 10:00pm

KLPX/KFMA
KCMT/KTKT
KMZ/KFFN
Promotions Department

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	2 1 1 0 4 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
2	Market Referral	0 0 1 0 1 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
3	Tucson Urban League * 2305 S. Park Ave. Tucson, AZ 85713 Paul Reed 520-791-0701	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
4	Chicanos Por La Causa * 250 N. Silverbell Rd. Tucson, AZ 85745 520-884-5567	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
5	Regional Administrative Center * 2797 E. Ajo Way Tucson, AZ 85713 Sean Lopez	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
6	NAACP 2160 N. 6 th Ave. Tucson, AZ 85705 Raymond Jarvis 520-622-8277	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
7	Arizona Broadcasters Association 2302 N. 3 rd St. Phoenix, AZ 85004 Art Brooks 602-252-4833 www.azbroadcasters.org	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
8	ITT Technical Institute * 1455 W. River Rd. Tucson, AZ 85704 James Jaramillo 520-408-7488	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
9	Hispanic Chamber of Commerce * 823 E. Speedway Blvd. Tucson, AZ 85719 Fred Orozco 520-620-0005	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
10	Pascua Yaqui Employment & Training 7474 S. Camino de Oeste Tucson, AZ 85746	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
11	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. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations

12	KLPX Web Site www.klpx.com	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
13	KFMA Web Site www.kfma.com	1 0 0 1 2 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
14	KTKT Web Site www.labuena943.com	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
15	KCMT Web Site www.kcmt.com	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
16	KMXZ Web Site www.mixfm.com	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
17	ESPN Web Site espntucson.com	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
18	KLPX On-Air Advertisement	1 0 2 0 3 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
19	KFMA On-Air Advertisement	1 0 0 1 2 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
20	KTKT On-Air Advertisement	1 0 0 0 1 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
21	KCMT On-Air Advertisement	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
22	KMXZ On-Air Advertisement	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
23	ESPN On-Air Advertisement	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
24	AZ Lotus Corp. Bulletin Board	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
25	Internal Candidate / Existing Employee	0 1 0 1 2 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations

26	Unsolicited Applications / Walk-Ins	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
27	Job / Career Fairs	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
28	Trade Magazines (All Access, FMQB, R&R)	0 0 0 0 0 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations
29	Web Sites other than station's web sites (TucsonHelpWanted.com, Allaccess.com, Radionotas.com, Mediarecruiter.com, Careerbuilder.com, Craigslist.com, Indeed.com, Facebook, etc.)	0 0 1 0 1 - (all positions)	1. Traffic- Traffic Assistant – All Stations 2. Sales-Sales Assistant - All Stations 3. New Business Developer- General Market 4. Sales – Sales Assistant – All Stations