



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, 2020 through May 31, 2021.**

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
1. Sales All Stations-Sales Assistant	See Attachment Referral Sources 1-35	Kino Center (Source #5)	13
Sales All Stations-Account Executive	See Attachment Referral Sources 1-35	Websites (Source #35) Websites (Source #35)	8
Management All Stations-General Manager	See Attachment Referral Sources 1-35	In-House Employee Referral (Source #1)	9

Total number of persons interviewed during applicable period: **30**

## 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
<b>Menu Option #6</b> 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.	June 2020 through May 2021	General Manager EEO Director Promotions Directors Program Directors	AZ Lotus Corp.
<b>Menu Option #16</b> 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.	June 1, 2020 through May 31 <sup>st</sup> , 2021	All AZ Lotus Corp Department Heads	AZ Lotus Corp
<b>Menu Option #14</b> <i><b>Provision of training to management as to methods of ensuring equal opportunity and preventing discrimination.</b></i> Due to the Covid-19 pandemic, the annual Lotus Communications Corp. managers meeting were conducted virtually from Monday, December 7, 2020 through Thursday, December 10, 2020. 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 met with the Chief Compliance Officer. 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. Since the pandemic greatly impacted the stations ability to participate in the usual in person events, much of the discussion centered around how to reach out to the community in these unpredictable times. The stations are encouraged to create Outreach campaigns that reach a diverse and significant portion of the community they serve. How to use the virtual technology available was discussed and ideas were discussed that could be implemented. 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.	December 7 <sup>th</sup> , through December 10 <sup>th</sup> , 2020	KLPX/KFMA/KFFN/KMXZ KCMT/KTKT  General Manager, Dane Wilt General Sales Manager, Dee Anne Thomas Local Sales Manager, Ericka Aguilar Local Sales Manager, Anthony Defazio	Arizona Lotus Broadcasting

## 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	6  6 - (all positions)	1. Sales Assistant-All Stations
2	Market Referral	0  0- (all positions)	1. Sales Assistant-All Stations
3	Tucson Urban League * 2305 S. Park Ave. Tucson, AZ 85713 Paul Reed 520-791-0701	0  0 - (all positions)	1. Sales Assistant-All Stations
4	Chicanos Por La Causa * 250 N. Silverbell Rd. Tucson, AZ 85745 520-884-5567	0  0 - (all positions)	1. Sales Assistant-All Stations
5	Kino Service Center * 2797 E. Ajo Way Tucson, AZ 85713 Sean Lopez 520-724-7700	1  1 - (all positions)	1. Sales Assistant-All Stations
6	NAACP 2160 N. 6 <sup>th</sup> Ave. Tucson, AZ 85705 Raymond Jarvis 520-622-8277	0  0 - (all positions)	1. Sales Assistant-All Stations
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 Assistant-All Stations
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 Assistant-All Stations
9	Hispanic Chamber of Commerce * 823 E. Speedway Blvd. Tucson, AZ 85719 Fred Orozco 520-620-0005	0  0 - (all positions)	1. Sales Assistant-All Stations
10	Pascua Yaqui Employment & Training* 7474 S. Camino de Oeste Tucson, AZ 85746 520-883-5040	0  0 - (all positions)	1. 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 <a href="mailto:rsmith@csd.pima.gov">rsmith@csd.pima.gov</a>	0  0 - (all positions)	1. Sales Assistant-All Stations
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 Assistant-All Stations

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 Assistant-All Stations
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 Assistant-All Stations
15	Tucson Metro Chamber of Commerce* 465 W. St. Mary's Rd. Tucson, Az 85701 (520)792-1212	0  0 - (all positions)	1. Sales Assistant-All Stations
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 Assistant-All Stations
17	Pima County One Stop Career Center* 2797 E. Ajo Way Tucson, Az 85713 Vera Westerman (520)724-5735	3  3 - (all positions)	1. Sales Assistant-All Stations
18	KLPX Web Site <a href="http://www.klpX.com">www.klpX.com</a>	0  0 - (all positions)	1. Sales Assistant-All Stations
19	KFMA Web Site <a href="http://www.kfma.com">www.kfma.com</a>	2  2- (all positions)	1. Sales Assistant-All Stations
20	KTKT Web Site <a href="http://www.labuena943.com">www.labuena943.com</a>	0  0 - (all positions)	1. Sales Assistant-All Stations
21	KCMT Web Site <a href="http://www.kcmt.com">www.kcmt.com</a>	0  0 - (all positions)	1. Sales Assistant-All Stations
22	KMXZ Web Site <a href="http://www.mixfm.com">www.mixfm.com</a>	0  0 - (all positions)	1. Sales Assistant-All Stations
23	KFFN Web Site <a href="http://www.esptucson.com">www.esptucson.com</a>	0  0 - (all positions)	1. Sales Assistant-All Stations
24	KLPX On-Air Advertisement	1 1 - (all positions)	1. Sales Assistant-All Stations
25	KFMA On-Air Advertisement	1 1- (all positions)	1. Sales Assistant-All Stations
26	KTKT On-Air Advertisement	0 0- (all positions)	1. Sales Assistant-All Stations
27	KCMT On-Air Advertisement	1 1 - (all positions)	1 Sales Assistant-All Stations
28	KMXZ On-Air Advertisement	0 0- (all positions)	1 Sales Assistant-All Stations
29	KFFN On-Air Advertisement	0 0 - (all positions)	1. Sales Assistant-All Stations

30	AZ Lotus Corp. Bulletin Board	0 0 - (all positions)	1. Sales Assistant-All Stations
31	Internal Candidate / Existing Employee	1 1- (all positions)	1. Sales Assistant-All Stations
32	Unsolicited Applications / Walk-Ins	0 0 - (all positions))	1. Sales Assistant-All Stations
33	Job / Career Fairs	0 0 - (all positions)	1. Sales Assistant-All Stations
34	Trade Magazines (All Access, FMQB, R&R)	0 0 - (all positions)	1. Sales Assistant-All Stations
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.)	14  14 - (all positions)	1. Sales Assistant-All Stations