



ARIZONA LOTUS CORP.

KLPX-FM

KFMA-FM

KCMT-FM

KTKT-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 / 92.1 & 101.3 KFMA-FM / 102.1 KCMT-FM / 990 KTKT-AM.

Arizona Lotus Corp., an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and to ensure equal opportunity in employment and non-discrimination in all of its policies and practices, including the area of 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, 2010 through May 31, 2011.

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
1.	Sales KLPX/KFMA Sales Acct. Exec	See Attachment Referral Sources 1-28	In-House Referral (source #1)	11
2.	Sales KLPX/KFMA Sales Acct. Exec	See Attachment Referral Sources 1-28	KLPX Web Site (source #16)	11
3.	Sales KCMT/KTKT Sales Acct. Exec	See Attachment Referral Sources 1-28	In-House Referral (source #1)	8
4.	Sales KCMT/KTKT Sales Acct. Exec	See Attachment Referral Sources 1-28	Web Site other than station's (source #28)	8
5.	Sales KCMT/KTKT Sales Acct. Exec	See Attachment Referral Sources 1-28	In-House Referral (source #1)	10
6.	Programming KFMA On-Air AMD Host	See Attachment Referral Sources 1-28	Trade Magazines (source #27)	6

Total number of persons interviewed during applicable period: 54

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>Menu Option #6 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, Radionotas.com, Careerbuilders.com and more.</p>	June 2010 through May 2011	General Manager EEO Director Promotions Directors Program Directors	AZ Lotus Corp.
<p>Menu Option #5 University of Arizona / Management Internship for the College of Fine Arts School of Music. Intern completed 135 hours and earned 3 credits. Acknowledged by the U of A Associate Professor. (Internship contract on file)</p>	August , 2010 through December 18, 2010	Promotions Director	AZ Lotus Corp.
<p>Menu Option #1 ABA Broadcasters Fall Career Fair AZ Lotus Corp. displayed information on our job openings and interviewed applicants. Approximately 75 potential applicants stopped by our booth during the 3 hour Fair.</p>	November 10, 2010	EEO Director EEO Assistant Promotions Director General Manager	Arizona Broadcasters Association
<p>Menu Option #14 The Lotus Annual Corporate Meeting was held December 6th & 7th at the Lotus Corporate Headquarters located at 3301 Barham Blvd, Los Angeles, California. In attendance were all Corporate executives including the General Managers of all Lotus Radio & TV stations, Corporate executives included President, Senior Vice Presidents of Finance and Compliance, Corporate Controller and Corporate Chief Engineer of all Lotus Radio and Television stations. During the two-day period, individual private meetings were held in the office of the Senior Vice President and Chief of Compliance to discuss the EEO Outreach responsibilities and the all important "menu options" yet to be completed before the end of each market's fiscal year.</p>	December 6, 2010 through December 7, 2010	General Manager	Lotus Communications Corporation
<p>Menu Option #5 University of Arizona / Management Internship for the College of Fine Arts School of Music. Intern completed 135 hours and earned 3 credits. Acknowledged by the U of A Faculty Sponsor. (Internship contract on file)</p>	January 24, 2011 through May 4, 2011	Promotions Director	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	1 1 2 2 4 1 11 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
2	Market Referral	1 1 0 0 0 3 5 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
3	Tucson Urban League * 2305 S. Park Ave. Tucson, AZ 85713 Paul Reed 520-791-0701	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
4	Chicanos Por La Causa * 200 N. Stone Ave. Tucson, AZ 85701-1208 Noemi Navarro 520-882-0018	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
5	Regional Administrative Center * 2797 E. Ajo Way Tucson, AZ 85713 Sean Lopez	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
6	NAACP 2160 N. 6 th Ave. Tucson, AZ 85705 Raymond Jarvis 520-622-8277	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
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 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
8	Tucson Convention Center * 260 S. Church St. Tucson, AZ 85701 Vikki Hibberd 520-791-4101	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
9	ITT Technical Institute * 1455 W. River Rd. Tucson, AZ 85704 James Jaramillo 520-408-7488	0 0 0 0 0 0 0	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host

		0 - (all positions)	
10	Dist. Central Office Pima Community College Job Placement 4905 C. E. Broadway Blvd. Tucson, AZ 85709-1110 Mary Holmes	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
11	Hispanic Chamber of Commerce * 823 E. Speedway Blvd. Tucson, AZ 85719 Fred Orozco 520-620-0005	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
12	AZ Dept. of Economic Security * 5441 E. 22 nd St. Tucson, AZ 85711 Olga Pinedo 520-584-8172	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
13	Pascua Yaqui Employment & Training 7474 S. Camino de Oeste Tucson, AZ 85746	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
14	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 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
15	KLPX Web Site www.klp.com	3 3 1 1 1 0 9 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
16	KFMA Web Site www.kfma.com	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
17	KTKT Web Site www.ktktam.com	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
18	KCMT Web Site www.kcmt.com	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
19	KLPX On-Air Advertisement	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host

20	KFMA On-Air Advertisement	1 1 0 0 0 0 2 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
21	KTKT On-Air Advertisement	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
22	KCMT On-Air Advertisement	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
23	AZ Lotus Corp. Bulletin Board	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
24	Internal Candidate / Existing Employee	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
25	Unsolicited Applications / Walk-Ins	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
26	Job / Career Fairs	0 0 0 0 0 0 0 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
27	Trade Magazines (All Access, FMQB, R&R)	0 0 0 0 0 1 1 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host
28	Web Sites other than station's web sites (TucsonHelpWanted.com, Radionotas.com, Mediarecruiter.com, Careerbuilder.com, Craigslist.com, etc.)	5 5 5 5 5 1 26 - (all positions)	1. Sales - KLPX/KFMA Acct. Exec. 2. Sales - KLPX/KFMA Acct. Exec. 3. Sales - KCMT/KTKT Acct. Exec. 4. Sales - KCMT/KTKT Acct. Exec. 5. Sales - KCMT/KTKT Acct. Exec. 6. On-Air - KFMA AM Drive Host