

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 the following stations: KOZZ, KDOT, KUUB, KPLY, KHIT, KFOY.

Lotus Radio Corp., an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and to ensuring 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, 2013 – May 31, 2014

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed from All Sources
ACCOUNT EXEC	1-26,28,31,33-40	34	10 (2)
ACCOUNT EXEC	1-26,28,31,33-40	34	
ACCOUNT EXEC	1-10,12-26,28-31,33-40	36	6 (2)
ACCOUNT EXEC	1-10,12-26,28-31,33-40	36	
TRAFFIC COORDINATOR	1-28,30-31,33-40	40	3
ACCOUNT EXEC	1-26,28,30,33-40	34	6
OPERATIONS MANAGER	1-9,11-28,30-40	32	6

Total number of persons interviewed during applicable period: 31

SUPPLEMENTAL RECRUITMENT MEASURES:

In addition to direct job vacancy announcements and hiring procedures, we complied 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><u>Menu Option #14</u> – Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination: Reiterating the Rules – In lieu of the 2013 Annual Lotus Corporate Management Meeting in which the subject of preventing discrimination is discussed, as well as the FCC outreach of hiring procedures, sign and return this memo regarding rules and regulations pertaining to recruitment and the use of some of the FCC 16 menu options that will be incorporated in the upcoming “Annual FCC Report of Full-time Hires and Menu Options” for this fiscal year’s report.</p> <ol style="list-style-type: none"> 1. Recruit all full-time hires using lists of women and minority organizations, educational institutions, public and private companies, employee referrals, etc. 2. Recruit all part-time positions allowing for promotions to full-time as time as long as the complete “outreach” is done. 3. Continue the monthly EEO meetings containing the anti-discrimination mission statement and references to job needs, as well as references to recent and/or upcoming job fairs, career days, management training, etc. 	<p>June 1, 2013 -May 31, 2014</p>	<p>All Lotus Corp Management</p>	<p>Lotus Communications Corp</p>

<p><u>Menu Option #14</u> – Provision of training to management-level personnel as to methods for ensuring equal employment opportunity and the preventing discrimination: The Annual Business Managers Conference, attended by all stations’ Business Managers, Corporate Executives, and the Human Resource Director for all Lotus Stations, was held September 16th through September 18th at the Omni Hotel in San Diego, CA. Items of discussion included the FCC job recruitment process, career development, job performance reviews, etc.</p>	<p>September 16, 2013 – September 18, 2013</p>	<p>All Lotus Corp Business Managers</p>	<p>Lotus Communications Corp.</p>
<p><u>Menu Option #16</u> – Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities: Each month, station management personnel meet to discuss our EEO mission statement, including but not limited to, upcoming menu options that promote 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 1, 2013– May 31, 2014</p>	<p>Lotus Radio Corp Management</p>	<p>Lotus Radio Corp.</p>

<p><u>Menu Option #6</u> – Participate in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies): All open positions are listed on the Nevada Broadcasters Association website which promotes outreach generally plus serves as an important information resource for Nevada’s Radio and Television broadcast stations addressing questions and concerns. They also respond to questions and concerns from the public, providing a better understanding of the role that broadcasters play in their communities and in their interest.</p>	<p>June 1, 2013– May 31, 2014</p>	<p>Tammy Jo Baxter/EEO Coordinator</p>	<p>Lotus Radio Corp</p>
<p><u>Menu Option #7</u> - Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting: Lotus Radio Corp partnered with the Ronald McDonald House Charity Scholarship Program. It provides the opportunity for local high school students who want to study broadcasting in college to be granted a \$1,000 broadcast scholarship award, which is matched by Ronald McDonald House. The Ronald McDonald House Charity Scholarship program reaches out to youths of all ethnicities and backgrounds.</p>	<p>Oct 12, 2013 – May 9, 2014</p>	<p>Lotus Radio Corp Management / RMHC scholarship Board</p>	<p>Lotus Radio Corp./ RMHC</p>
<p><u>Menu Option #8</u> – Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions: Lotus Radio Corp offers training programs to all employees interested in cross-training in different departments. Part-time employees especially have</p>	<p>June 1, 2013 – May 31, 2014</p>	<p>All Lotus Corp Management and Employees</p>	<p>Lotus Radio Corp</p>

<p>chances to learn new skills. Employees hired as Remote Techs have the opportunity to become Board Operators or Air-Talent, or shift into the industry's administrative sector. In the current year, we had two Remote Techs trained as Board Operators, and one was also trained as a Sports Air-Talent. We also promoted a Board Operator to full-time Sales Assistant.</p>			
<p><u>Menu Option #9</u> – Establishment of a mentoring program for station personnel: All new employees are offered a mentor to help them through the learning/training process. New Account Executives have the entire sales staff as their mentors. They also spend time in other departments to become familiar with them, and learn about the broadcast industry as a whole. In the current year, we had four new Account Executives participate in this process.</p>	<p>June 1, 2013 – May 31, 2014</p>	<p>Lotus Radio Corp Management and employees.</p>	<p>Lotus Radio Corp</p>

RECRUITMENT SOURCES:

* Designates an entity requesting notification

# Source	Recruitment Source: Name, Address, Contact Person, Telephone Number	Total No. Interviewees Provided by Source For Period	Full-time Positions for Which This Source Was Utilized
1	Reno Sparks Indian Colony 98 Colony Road Reno, NV 89502 Contact: Jessica O'Daye Phone: 785-1303 Fax: 329-8710 Email: Jodaye@RSIC.org	0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager

2	Bureau of Vocational Rehabilitation 4001 S. Virginia Suite H Reno, NV 89502 Contact: Linda Williams Phone: 834-1970 Fax: 834-1983, 834-1984	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
3	Nevada Urban Indians 1475 Terminal Way Reno, NV 89502 Contact: Mike Green Phone: 788-7600 Fax: 788-7611	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
4	Truckee Meadows Community College Job Placement 7000 Meadows Community Blvd Reno, NV 89512 Contact: Career Center Phone: 673-7063 Fax: 673-7268 Email: tmcc.edu/careercenter	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
5	Veterans Employment 1929 S Carson St Carson City, NV 89701 Contact: Resource Center Phone: 684-0400 Fax: 684-0469	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
6	Nevada Women's Fund 770 Smithridge Drive, #300 Reno, NV 89512 Contact: Isabelle Rodriguez Wilson Phone: 786-2335 Fax: 786-8152 Email: isabelle@nevadawomensfund.org	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
7	Career College of Northern NV 1421 Pullman Drive Sparks, NV 89434 Contact: Rita Williams Phone: 856-2266 Fax: 856-0935	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager

8	NAACP PO Box 7757 Reno, NV 89510 Contact: Lonnie Feemster Phone: 322-2992 Email: lonnielfeemster@netscape.net	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
9	*Intertribal Council of NV 680 Greenbrae Drive, Suite 265 Sparks, NV 89431 Contact: Risa Stearns Phone: 355-0600 Fax: 355-0648	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
10	Nevada Hispanic Services 1711 N Roop Street Carson City, NV 89701 Contact: Jon Children Phone: 885-1055 Fax: 885-7039, 885-6980	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
11	Hispanic Chamber of Commerce 1479 S. Wells Street, Suite 15 Reno, NV 89502 Contact: Maury Centeno Phone: 786-4100 Fax: 358-1992 Email: maury.centeno@usbank.com	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
12	*Sierra Nevada Job Corp 14175 Mt Charleston Reno, NV 89506 Contact: Jill Schaefer Phone: 789-0829 Fax: 789-1078 Email: schaefer.jill@jobcorps.org	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
13	*Community Services Agency 1090 E 8 th St Reno, NV 89512 Contact: Karen Coffman Phone: 335-3136 Fax: 786-5743, 996-3299 Email: kcoffman@csareno.org	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager

14	University of NV – Reynolds School of Journalism Mail Stop 310 Reno, NV 89557 Contact: Sally Echeto Phone: 784-4519 Fax: 784-6656 Email: echeto@unr.edu	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
15	*Veterans Center 5580 Mill Street, #600 Reno, NV 89502 Contact: Justin Brandenburg Phone: 323-1294 Fax: 322-8123 Email: justin.brandenburg@va.gov	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
16	International Students & Scholars 120 Fitzgerald Bldg MS074 Reno, NV 89557-0144 Contact: Elizabeth Adamska Phone: 784-6874 Fax: 327-5845	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
17	AARP 1135 Terminal Way, Suite 102 Reno, NV 89502 Contact: Claudia Bonner Phone: 323-2243 Fax: 323-7368	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
18	Nevada Broadcasters Association 1050 E Flamingo Road, #S102 Las Vegas, NV 89119 Contact: 702-794-4994 Fax: 702-794-4997 Email: clay@nevadabroadcasters.org	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
19	Sierra NV College 999 Tahoe Boulevard Incline Village, NV 89451 Contact: Erica Jensen Phone: 831-1314 Fax: 831-6223	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager

20	Morrison University 10315 Professional Circle Suite 201 Reno, NV 89521 Contact: Donna Tillman Phone: 850-0700 Fax: 850-0711	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
21	*Pro Net/JOIN 1201 Terminal #104 Reno, NV 89502 Contact: Resource Department Phone: 336-4450 Fax: 336-4798 Email: cwilson@join.org	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
22	Center for Student Cultural Diversity Mail Stop 0144 Joe Crowley Student Union Reno, NV 89557 Contact: Dorothy Barry Phone: 784-4936 Fax: 784-1402, 682-8977 Email: dbarry@unr.edu	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
23	*American Women's Business Association PO Box 20268 Reno, NV 89510 Contact: James Benesch Phone: 786-2335 Fax: 322-5014	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
24	*State of NV Dept of Employment Security (NV Job Connect-online form) 4001 S. Virginia Ste H Reno, NV 89502 Contact: Wayne Irvine Phone: 284-9660 Fax: 284-9663, 688-1279 Email: businessservices@nvdepr.org	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
25	*Northern NV International Center 821 N Center Street Reno, NV 89509 Contact: Job Vacancy Phone: 784-7515 Fax: 337-1939	0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive

		0	Operations Manager
26	*Boys & Girls Club 2680 E 9 th Street Reno, NV 89512 Contact: Shauna Douglas Phone: 331-3605 Fax: 331-9012	0 0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
27	Carson Valley Chinese Culture Grp 1428 Cheddington Street Gardnerville, NV 89410 Contact: Sonia Carlson Phone: 782-8067	0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
28	*Nevada Indian Commission 5366 Snyder Avenue Carson City, NV 89701 Contact: Sherry Rupert Phone: 687-8333 Fax: 687-8330	0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
29	NV Office of Vet Services 5640 Reno Corp Drive Reno, NV 89512 Contact: Job Vacancy Phone: 688-1653 Fax: 688-1656	0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
30	Reno Sparks Chamber of Commerce 449 South Virginia Street Reno, NV 89501 Phone: 337-3030 Fax: 337-3038	0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
31	Future Business Leaders of America 320 Greenbrae Drive Sparks, NV 89431 Contact: Evan Cunningham Phone: 622-5330 Email: evan.cunningham66@gmail.com	0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager

32	www.allaccess.com	0 0 0 0 3	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
33	In House Bulletin – Break-room	0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
34	Radio Ads on KUUB, KOZZ, KDOT, KHIT, KPLY	7 0 0 3 0	Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
35	Notice on all Lotus Radio Corp Websites (KOZZ, KDOT, KUUB)	0 1 0 1 0	Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
36	Former/Current Lotus Employees	2 3 1 0 3	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
37	Client Referral	0 0 0 0 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager

38	Walk-in	0 2 0 1 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
39	Craigslist.org	1 0 1 1 0	Account Executive Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager
40	Word of Mouth	0 0 1 0 0	Account Executive Account Executive Account Executive Traffic Coordinator Account Executive Operations Manager