

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, KTHX (Commencing Aug 2016), KUUB, KPLY, KHIT, KFOY (June & July 2016), KCKQ.

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, 2016 – May 31, 2017

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed from All Sources
Account Executive	1-31,33-38,40-42	41	7
PIB/Board Op	1-2,4-31,33-38,40-41	33	9
Air Talent	1-31,33-38,40,42	35	6

Total number of persons interviewed during applicable period: 22

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 as to methods of ensuring equal employment opportunity and preventing discrimination: The Lotus Communications Corp. Annual Managers’ meeting was held November 15 & 16, 2016 at the corporate headquarters in Los Angeles, California. Part of the agenda was dedicated to reviewing the ongoing FCC Outreach program. The purpose is to ensure equal opportunity and nondiscrimination in every aspect of the station employment policy and procedure. The stations are encouraged to go beyond their requirements and create a variety of Outreach campaigns in an effort to recruit qualified candidates for current and future job opportunities. The stations are also required to review their recruitment list regularly to be sure they are effectively reaching out to women and minority organizations affording the most opportunity for the existing workforce. Additionally, the Lotus policy of Monthly EEO meetings reinforce the nondiscrimination mission statement and provide an opportunity to discuss upcoming and the creation of effective Outreach programs. Discussions also focused on the Online Public File for both those stations who were required to be</p>	<p>Nov 15 & 16, 2016</p>	<p>All Lotus Corp Management</p>	<p>Lotus Communications Corp.</p>

<p>online by the end of the year and for those preparing to go online by the required March 2018 date.</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 Human Resources for all Lotus Stations, was held September 21st through September 23rd at the Avalon Hotel in Palm Springs, CA. Items of discussion included EEO Compliance, FCC job recruitment process, and new Federal & State laws, etc.</p>	<p>September 21, 2016 – September 23, 2016</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</p>	<p>June 1, 2016– May 31, 2017</p>	<p>Lotus Radio Corp Management</p>	<p>Lotus Radio Corp</p>

broadcasting to job candidates who might otherwise be unaware of such opportunities.			
<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: Employment applications and job notices are posted at remote events.	June 1, 2016– May 31, 2017	Lotus Radio Corp Staff	Lotus Radio Corp
<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.	Nov 4, 2016 – May 31, 2017	Lotus Radio Corp Management / RMHC scholarship Board	Lotus Radio Corp./ RMHC
<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 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	June 1, 2016– May 31, 2017	All Lotus Corp Management and Employees	Lotus Radio Corp

<p>sector. In the current year, we had a Remote Tech promoted to FT PIB/Board Op and the FT PIB/Board Op to Account Executive.</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 1 new Account Executive participate in this process.</p>	<p>June 1, 2016– May 31, 2017</p>	<p>Lotus Radio Corp Management and employees.</p>	<p>Lotus Radio Corp</p>
<p>Menu Option #14 – Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. Lila Vizcarra, Chief Compliance Investigator, Outreach Specialist and Kara Jenkins, NERC Administrator from the Dept. of Employment, Training and Rehabilitation (DETR), Equal Rights Commission conducted a seminar, attended by all Department Heads, on the subject of harassment including sexual, workplace discrimination & diversity as it relates to hiring as well as in the workplace.</p>	<p>Dec 14, 2016</p>	<p>Lotus Radio Corp Mgmt</p>	<p>Lotus Radio Corp./NV Equal Rights Commission for the NV Dept. of Employment, Training and Rehabilitation</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	Account Executive PIB/Board Op Air Talent
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	Account Executive PIB/Board Op Air Talent
3	Nevada Urban Indians 1475 Terminal Way Reno, NV 89502 Contact: Mike Green Phone: 788-7600 Fax: 788-7611	0 0 0	Account Executive PIB/Board Op Air Talent
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	Account Executive PIB/Board Op Air Talent
5	Veterans Employment 1929 S Carson St Carson City, NV 89701 Contact: Resource Center Phone: 684-0400 Fax: 684-0469	0 0 0	Account Executive PIB/Board Op Air Talent

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	Account Executive PIB/Board Op Air Talent
7	Career College of Northern NV 1421 Pullman Drive Sparks, NV 89434 Contact: Rita Williams Phone: 856-2266 Fax: 856-0935	0 0 0	Account Executive PIB/Board Op Air Talent
8	NAACP PO Box 7757 Reno, NV 89510 Contact: Lonnie Feemster Phone: 322-2992 Email: lonniefeemster@netscape.net	0 0 0	Account Executive PIB/Board Op Air Talent
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	Account Executive PIB/Board Op Air Talent
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	Account Executive PIB/Board Op Air Talent
11	*Sierra Nevada Job Corp 14175 Mt Charleston Reno, NV 89506 Contact: Jill Schaefer Phone: 789-0829 Fax: 789-1078 Email: schaefer.jill@jobcorps.com	0 0 0	Account Executive PIB/Board Op Air Talent

12	*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	Account Executive PIB/Board Op Air Talent
13	University of NV – Reynolds School of Journalism Mail Stop 310 Reno, NV 89557 Contact: Sally Echeto Phone: 784-4519 Fax: 784-6656 Email: gauldena@unr.edu	0 0 0	Account Executive PIB/Board Op Air Talent
14	*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	Account Executive PIB/Board Op Air Talent
15	International Students & Scholars 120 Fitzgerald Bldg MS074 Reno, NV 89557-0144 Contact: Elizabeth Adamska Phone: 784-6874 Fax: 327-5845	0 0 0	Account Executive PIB/Board Op Air Talent
16	AARP 1135 Terminal Way, Suite 102 Reno, NV 89502 Contact: Claudia Bonner Phone: 323-2243 Fax: 323-7368	0 0 0	Account Executive PIB/Board Op Air Talent
17	Nevada Broadcasters Association 1050 E Flamingo Road, #S102 Las Vegas, NV 89119 Contact: 702-794-4994 Fax: 702-794-4997 Email: Melanie@nevadabroadcasters.org	0 1 0	Account Executive PIB/Board Op Air Talent

18	Sierra NV College 999 Tahoe Boulevard Incline Village, NV 89451 Contact: Erica Jensen Phone: 831-1314 Fax: 831-6223	0 0 0	Account Executive PIB/Board Op Air Talent
19	*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	Account Executive PIB/Board Op Air Talent
20	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: thecenter@unr.edu	0 0 0	Account Executive PIB/Board Op Air Talent
21	*American Women's Business Association PO Box 20268 Reno, NV 89510 Contact: James Benesch Phone: 786-2335 Fax: 322-5014	0 0 0	Account Executive PIB/Board Op Air Talent
22	*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@nvdestr.org	0 0 0	Account Executive PIB/Board Op Air Talent
23	*Northern NV International Center 821 N Center Street Reno, NV 89509 Contact: Job Vacancy Phone: 784-7515 Fax: 337-1939	0 0 0	Account Executive PIB/Board Op Air Talent

24	*Boys & Girls Club 2680 E 9 th Street Reno, NV 89512 Contact: Shauna Douglas Phone: 331-3605 Fax: 331-9012	0 0 0	Account Executive PIB/Board Op Air Talent
25	Carson Valley Chinese Culture Grp 1428 Cheddington Street Gardnerville, NV 89410 Contact: Sonia Carlson Phone: 782-8067	0 0 0	Account Executive PIB/Board Op Air Talent
26	*Nevada Indian Commission 5366 Snyder Avenue Carson City, NV 89701 Contact: Sherry Rupert Phone: 687-8333 Fax: 687-8330	0 0 0	Account Executive PIB/Board Op Air Talent
27	NV Office of Vet Services 5640 Reno Corp Drive Reno, NV 89512 Contact: Job Vacancy Phone: 688-1653 Fax: 688-1656	0 0 0	Account Executive PIB/Board Op Air Talent
28	Reno Sparks Chamber of Commerce 449 South Virginia Street Reno, NV 89501 Phone: 337-3030 Fax: 337-3038	0 0 0	Account Executive PIB/Board Op Air Talent
29	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	Account Executive PIB/Board Op Air Talent
30	NV Black Cultural Awareness PO Box 21448 Reno, NV 89515 Email: admin@nbcas.org	0 0 0	Account Executive PIB/Board Op Air Talent

31	Western Nevada College Career Connect 2201 West College Parkway Carson City, NV 89703 Phone: 775-445-3281 Fax: 775-445-3150, 445-3286 Email: Claudia.cervantes@wnc.edu Post to: www.wnc.edu/jobs/student_jobs/off_campus/	0 0 0	Account Executive PIB/Board Op Air Talent
32	www.allaccess.com	0 0 0	Account Executive PIB/Board Op Air Talent
33	Email to all employees/In-House Bulletin	1 2 4	Account Executive PIB/Board Op Air Talent
34	Radio Ads on KUUB, KOZZ, KDOT, KHIT, KPLY, KFOY, KCKQ, KTHX	0 0 0	Account Executive PIB/Board Op Air Talent
35	Notice on all Lotus Radio Corp Websites (KOZZ, KDOT, KUUB, KPLY, KTHX)	0 2 2	Account Executive PIB/Board Op Air Talent
36	Former/Current Lotus Employees	0 1 0	Account Executive PIB/Board Op Air Talent
37	Client Referral	1 0 0	Account Executive PIB/Board Op Air Talent

38	Walk-in	1 1 0	Account Executive PIB/Board Op Air Talent
39	Craigslist.org	0 0 0	Account Executive PIB/Board Op Air Talent
40	Word of Mouth	0 0 0	Account Executive PIB/Board Op Air Talent
41	Indeed.com	4 2 0	Account Executive PIB/Board Op Air Talent
42	Jobspider.com	0 0 0	Account Executive PIB/Board Op Air Talent