

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, KWEE, KTHX, 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, 2022 – May 31, 2023

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed from All Sources
Traffic Assistant	1-9, 11-33, 34, 35, 40, 42	35	3
KTHX Production Manager	1-9, 11-21, 23-29, 32-35, 40-42, 44	35	2
Account Executive	1-9, 12-16, 18-26, 38-35, 39-42, 44	35	5
BoardOp/Rem. Tech	1-9, 11-35, 40-42, 44	35	5
Program Director	1-9, 11-32, 34, 40-41, 44	39	2
Promotions Director	1-9, 12-26, 28-30, 32-35, 39, 40, 41, 44	35	9
BoardOp/PIB	1, 3-9, 12-35, 42	35	1

Total number of persons interviewed during applicable period: 27

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©(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 opportunity and preventing discrimination. The Lotus Communications Corp. Annual Managers’ meeting was held Monday, December 5 through Wednesday, December 7, 2022 in Los Angeles. The corporate agenda was dedicated in part 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. 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</p>	<p>December 5 through December 7, 2022</p>	<p>All Lotus Corp Management</p>	<p>Lotus Communications Corp.</p>

<p>recruitment lists and inform those organizations who wish to be notified of job openings. As part of Lotus' commitment to ensure a safe working environment for future and current employees, all stations conduct monthly EEO meetings reinforcing their nondiscrimination mission statement and provide an opportunity to discuss upcoming and future Outreach programs. In addition, Lotus is requiring quarterly reports outlining the Outreach activity for that quarter enabling stations to be more aware of their commitment to the community.</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, 2022– May 31, 2023</p>	<p>Lotus Radio Corp Hiring Managers</p>	<p>Lotus Radio Corp</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. In the current year, we have trained the following employees for additional duties. Ashley Wells On Air Talent was cross trained in Promotions to assist the Promotion Director so she could assist during busy times and when Promotions Director was out of vacation. Krysta Anderson Board Op was cross trained in Promotions to assist the Promotion Director. Dustin Mayo Administrative Assistant continued cross training in Traffic to assist the Traffic Dept. Dustin Mayo, Krysta Anderson and Anneliese Brown were cross trained at the Front Desk to assist with phone and prizes while the Receptionist was out ill or on vacation. Toni Kirkham Remote Tech was cross trained as On Air and Board Op.</p>	<p>June 1, 2022– May 31, 2023</p>	<p>All Lotus Corp Management and Employees</p>	<p>Lotus Radio Corp</p>
<p><u>Menu Option #9</u> – Establishment of a mentoring program for station personnel. All new hires (from outside or within the station) are offered a mentor to help them through the learning/training process. Account Executives shadow current Account Executives in addition to other employees in other departments to understand the importance of how their role leads to the overall station performance. Remote Techs shadow other Remote Techs for instruction on the set up of remotes and vehicle maintenance. Board Operators and On-Air Talent shadow other Board Operators and On-Air Talent for</p>	<p>June 1, 2022– May 31, 2023</p>	<p>Lotus Radio new employees and current employees</p>	<p>Lotus Radio Corp</p>

<p>instruction of the boards and on-air procedures. Business Managers attend mentoring at the Corporate office and from other Business Managers in the Company to become efficient to meet deadlines. Receptionists are mentored by the Administrative and/or Sales Assistant and Promotions Director. All employees are encouraged to shadow employees in other departments to understand the importance of their role and the effects on other departments. Employees that were mentored: Olivia Huerta, Terry Heiser, Chris Engel, Krysta Anderson, Dave Mencarelli, Jose Miranda-Aguilar, Maria Torres-Martinez, Paul Spock, McKenna McAdoo, Chris Payne, Gailyn Murdoco, Sean Powers, Will Munson, Cheyenne Merritt, Ian Petersen, Jason Charleton, Anneliese Brown</p>			
<p><u>Menu Option #14</u> – Provision of training to management-level personnel as to methods for ensuring equal employment opportunity and preventing discrimination: All Lotus Radio Corp personnel are required by Lotus Human Resources to participate in Diversity and sexual harassment training through ADP HR Portal</p>	<p>June 1, 2022 – May 31, 2023</p>	<p>All Lotus personnel</p>	<p>Lotus Communications 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 Nevada Broadcasters Foundation. The scholarship provides the opportunity for local high school students who want to study broadcasting in college to be granted a scholarship award. The foundation</p>	<p>June 15, 2022</p>	<p>Lotus Radio Corp Management</p>	<p>Nevada Broadcasters Foundation and Grizzly Ranch Golf Course</p>

<p>reaches out to youth of all ethnicities and backgrounds. Lotus Radio Corp donated \$1,200 towards the Scholarship during a fundraiser in June, 2022.</p>			
<p><u>Menu Option #1</u> – Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions. 9/8/22 – UNR PT Job & Internship Fair attended by David Hadel, Promotions Director. 9/28/22 – TMCC Fall Job Fair attended by David Hadel, Promotions Director. 10/25/22 – UNR Fall Career & Internship Fair attended by Jon Ballard, Program Director and David Hadel, Promotions Director. 2/16/23 – UNR Spring Career & Internship Fair attended by Keri Baer, Business Manager.</p>	<p>9/8/22 – UNR PT Job & Internship Fair; 9/28/22 – TMCC Fall Job Fair; 10/25/22 – UNR Fall Career & Internship Fair; 2/16/23 – UNR Spring Career & Internship Fair</p>	<p>Hiring Managers at Lotus Radio Corp</p>	<p>University of Nevada, Reno and Truckee Meadows Community College</p>
<p><u>Menu Option #14</u> – Provision of training to management as to methods of ensuring equal opportunity and preventing discrimination. The Lotus Communications Corp. Business Managers’ meeting was held Monday, May 22 through Wednesday, May 24, 2023 in Los Angeles. The corporate agenda was dedicated in part to our continuing effort to review and provide information and training to ensure equal opportunity and the prevention of discrimination. Business Manager’s held individual meetings with the Human Resource Officer to review and discuss the on-going effort to provide equal opportunities for current and future job openings. The stations are encouraged to create Outreach campaigns that reach a diverse and significant portion of the community they serve.</p>	<p>May 22 through May 24, 2023</p>	<p>Business Manager of all Lotus Communication properties</p>	<p>Lotus Communications Corp and MFM</p>

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. As part of Lotus' commitment to ensure a safe working environment for future and current employees, all stations conduct monthly EEO meetings reinforcing their nondiscrimination mission statement and provide an opportunity to discuss upcoming and future Outreach programs.

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: sthomas@RSIC.org	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
2	Bureau of Vocational Rehabilitation 4001 S. Virginia Suite H Reno, NV 89502 Phone: 775-834-1970 j-stafford@detr.nv.gov Post to Employnv.gov Email: businessservices@detr.nv.gov	0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director
3	Nevada Urban Indians 9480 Gateway Drive, #100 Reno, NV 89521 Phone: 775-788-7600 Email: cbell@nvui.org	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
4	Truckee Meadows Community College Job Placement 7000 Meadows Community Blvd Reno, NV 89512 Contact: Career Center Phone: 775-673-7063 Fax: 775-673-7268 Post: www.tmcc.edu/human-resources/employment and use career link under employer tab Handshake	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
5	Veterans Employment 1929 S Carson Street Carson City, NV 89701 Contact: Resource Center Phone: 775-684-0400	0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director

5	Fax: 775-684-0466	0 0	Promotions Director BoardOp/PIB
6	Nevada Women's Fund 770 Smithridge Drive, #300 Reno, NV 89512 Contact: Isabelle Rodriguez Wilson Phone: 775-786-2335 Fax: 775-786-8152 Email: isabelle@nevadawomensfund.org	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
7	Career College of Northern NV 1421 Pullman Drive Sparks, NV 89434 Contact: Rita Williams Phone: 775-856-2266 Email: rmclaughlin@ccnn4u.com	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
8	NAACP PO Box 7757 Reno, NV 89510 Contact: Lonnie Feemster Phone: 775-322-2992 Email: lonniefeemster@netscape.net	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
9	*Intertribal Council of NV 680 Greenbrae Drive, Suite 265 Sparks, NV 89431 Contact: Risa Stearns Phone: 775-355-0600 Fax: 775-355-0648	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
10	Nevada Hispanic Services 1711 N Roop Street Carson City, NV 89701 Contact: Jon Children, Omar Phone: 885-1055 Email: omar@carsonulc.org	AS OF 8/23/2022-NO LONGER A RECRUITING SOURCE	N/A
11	*Sierra Nevada Job Corp 14175 Mt Charleston Reno, NV 89506 Temp-nationaloffice@jobcorps.gov Post to recruiting.jobcorp.gov Phone: 1-800-733-5627	0 0 0 0	Traffic Assistant KTHX Prod. Manager BoardOp/Rem. Tech Program Director

12	*Community Services Agency 1090 E 8 th St Reno, NV 89512 Contact: Karen Coffman Phone: 775-335-3136 Fax: 775-786-5743, 775-996-3299	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
13	University of NV – Reynolds School of Journalism Mail Stop 310 Reno, NV 89557 Contact: Sally Echeto businesscareers@unr.edu and Fax: 775-784-6656	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
14	*Veterans Center 5580 Mill Street, #600 Reno, NV 89502 Contact: Perfecto Manuta Phone: 775-323-1294 Email: perfecto.manuta@va.gov	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
15	AARP 1135 Terminal Way, Suite 102 Reno, NV 89502 Contact: Becky Gordon Phone: 775-323-2243 Fax: 775-323-7368	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
16	Nevada Broadcasters Association 1050 E Flamingo Road, #S102 Las Vegas, NV 89119 Contact: 702-794-4994 Fax: 702-794-4997 Email: jeanette@nevadabroadcasters.org	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
17	Sierra NV University 999 Tahoe Boulevard Incline Village, NV 89451 Contact: Erica Jensen Phone: 775-831-1314 Fax: 775-832-1678	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
18	*Pro Net/JOIN 1201 Terminal #104	0 0	Traffic Assistant KTHX Prod. Manager

18	Reno, NV 89502 Contact: Resource Department Phone: 336-4450 Fax: 284-9661	0 0 0 0 0	Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
19	Center for Student Cultural Diversity Mail Stop 0144 Joe Crowley Student Union Reno, NV 89557 Phone: 775-784-4936 Fax: 775-682-8977 Email: thecenter@unr.edu	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
20	*Northern NV International Center Northern Refugee Settlement Program 855 W. 7 th Street, #270 Mail Stop 0910 Reno, NV 89503 Contact: Carina Black Phone: 775-784-7515 x221 Email: cblack@unr.edu ; nnic@unr.edu	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
21	*Boys & Girls Club 2680 E 9 th Street Reno, NV 89512 Contact: Shauna Douglas Phone: 775-331-5437 Email: sdouglass@bgctm.org	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
22	*Nevada Indian Commission 5366 Snyder Avenue Carson City, NV 89701 Contact: Sherry Rupert Phone: 775-687-8333 Fax: 775-687-8330	0 0 0 0 0 0	Traffic Assistant Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
23	NV Office of Vet Services 5640 Reno Corp Drive Reno, NV 89512 Contact: Job Vacancy Phone: 775-688-1653 Fax: 775-688-1656	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
24	Reno Sparks Chamber of Commerce 449 South Virginia Street	0 0	Traffic Assistant KTHX Prod. Manager

24	Reno, NV 89501 Phone: 775-337-3030 Fax: 775-337-3038	0 0 0 0 0	Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
25	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 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
26	NV Black Cultural Awareness PO Box 21448 Reno, NV 89515 Phone: 775-329-8990 Email: admin@nnbcas.org	0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director BoardOp/PIB
27	Western Nevada College Career Connect 2201 West College Parkway Carson City, Nevada 89703 Phone: 775-445-3281 Fax: 775-445-3150 Post to: www.wnc.edu/jobs/student_jobs/off_campus/	0 0 0 0 0	Traffic Assistant KTHX Prod. Manager BoardOp/Rem. Tech BoardOp/PIB
28	University of NV Grad Student Association 1664 N. Virginia St. Reno, NV 89557 Phone: 775-682-7114 Fax: 775-682-7119 Email: gsa@unr.edu Post: www.unr.edu/career Choose employer tab and post to employment opportunities	0 0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
29	Northern Nevada Veterans Resource Center 36 Battle Born Way Sparks, NV 89431 Phone: 775-418-5026; 775-827-2955 Fax: 775-327-4892	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB

30	*Operation: EMPLOY 4331 Settler Ct. Reno, NV 89502 Phone: 775-312-2288 Email: shane@opemploy.org	0 0 0 0 0 0	Traffic Assistant Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
31	www.allaccess.com Matt Parvis Get the posting from Programming	0 0 0 0 0	Traffic Assistant Account Executive BoardOp/Rem. Tech Program Director BoardOp/PIB
32	Email to all employees/In-House Bulletin Make a copy of sent email	0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director Board Op/ PIB
33	Radio Ads on KOZZ, KDOT, KTHX, KWEE, KHIT, KPLY, FOY and streaming	0 0 0 0 0 0 1	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director Board Op/PIB
34	Notice on all Lotus Radio Corp Websites (KOZZ, KDOT, KWEE, KTHX, KPLY, KHIT) and Corporate	0 0 0 0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director BoardOp/PIB
35	Former/Current Lotus Employees	2 1 3 2 4 1	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Promotions Director BoardOp/PIB
36	Client referrals		
37	Walk-in		
38	Craigslist.org		
39	Word of Mouth	1	Account Executive

		1 2	Program Director Promotions Director
40	Indeed.com	1 1 1 2 1 3	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director
41	JobSpider.com	0 0 0 0 0	KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director
42	Remote Bins	0 0 0 0	Traffic Assistant KTHX Prod. Manager Account Executive BoardOp/Rem. Tech
43	Facebook/Twitter/Instagram/LinkedIn		
44	Nevada Job Connect 4001 S. Virginia Street Reno, NV 89502 775-284-9600 Fax: 775-284-9663	0 0 0 0 0	KTHX Prod. Manager Account Executive BoardOp/Rem. Tech Program Director Promotions Director