

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, KXZZ, 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, 2025– May 31, 2026

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed from All Sources
Office Manager	1-29, 31,32,33,34,39,40	34	7
Chief Engineer	10-12,14-16,19,25-31, 32,37,43	37	4
Assistant PD	1-29,31,32,33, 34,39,40	34	8

Total number of persons interviewed during applicable period: 19

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 #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, 2025– May 31, 2026</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.</p>	<p>June 1, 2025– May 31, 2026</p>	<p>All Lotus Corp Management and Employees</p>	<p>Lotus Radio Corp</p>
<p><u>Menu Option #9</u> – Establishment of</p>	<p>June 1, 2025–</p>	<p>Lotus Radio new</p>	<p>Lotus Radio</p>

<p>a mentoring program for station personnel as it pertains to Digital marketing and training on Digital tactics. Skill Development – Assist those who participate gain confidence and knowledge to understand and sell digital media. Account Executives attended digital training on 7/16/25, 8/20/25,9/19/25,10/15/25,10/15/25, and 11/12/25; All Company Team Check in Digital Meetings on 6/27/25, 6/6/25, 7/18/25, 8/29/25, 8/15/25, 1/30/26, 2/27/26, 3/25/26,4/24/26, Online Audio touch base training on 7/2/25; YouTube TV Discussion on 11/24/25; Political Digital Follow Up on 12/16/25; Master Class Intro on 12/5/25; Master Class Trainings on 1/16/26, 1/9/26, 2/20/26, 2/13/26, 2/6/26, 3/20/26, 3/12/26, 3/6/26, 4/17/26, 4/10, 4/3 and 5/8/26.</p>	<p>May 31, 2026</p>	<p>employees and current employees</p>	<p>Corp</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. All Managers are sent to the manager’s diversity & sexual harassment training yearly thru ADP.</p>	<p>June 1, 2025– May 31, 2026</p>	<p>All Lotus personnel</p>	<p>Lotus Communications 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. Mentors: All new hires (from outside or within the station) are offered a mentor to help them</p>	<p>June 1, 2025– May 31, 2026</p>	<p>Lotus Radio new employees and current employees</p>	<p>Lotus Radio Corp</p>

<p>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 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.</p>			
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<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 Job Fair 9/4/25: PT and Seasonal job fair at the University of Nevada Reno attended by Katya Navejar and Raul Alvarado, Promotions Director. Job Fair 11/5/25: Fall Career & Internship Fair UNR attended Katya Navejar, Office Manager. Job Fair 2/12/26: UNR Spring Career & Internship Fair attended by Terry Heiser, KHIT, KPLY & KFOY Program Director</p>	<p>9/4/25-PT and Seasonal job fair at UNR; 11/5/25 -Fall All Majors Internship and FT Job Fair at UNR; 2/12/26-UNR Spring Career & Internship career FT Fair at UNR</p>	<p>Hiring Managers at Lotus Radio Corp</p>	<p>University of Nevada, Reno</p>
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<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 reaches out to youth of all ethnicities and backgrounds. Lotus Radio Corp donated \$1,250 towards the Scholarship during a fundraiser in June, 2025.</p>	<p>June 1, 2025– May 31, 2026</p>	<p>Lotus Radio Corp</p>	<p>Nevada Broadcasters Foundation</p>
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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: 775-785-1303 Fax: 775-329-8710 Email: Sthomas@RSIC.org	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
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	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
3	Nevada Urban Indians 9480 Gateway Drive, #100 Reno, NV 89521	0 0 0	AE OFFICE MANAGER CHIEF ENGINEER

	Phone: 775-788-7600 Email: cbell@nvui.org	0	ASSISTANT PD
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	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
5	Veterans Employment 1929 S Carson St Carson City, NV 89701 Contact: Resource Center Phone: 775-684-0400 Fax: 775-684-0466	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
6	Nevada Women's Fund 770 Smithridge Drive, #300 Reno, NV 89512 Contact: Isabelle Rodriguez Wilson Phone: 775-786-2335 Fax: 775-786-8152 E: isabelle@nevadawomensfund.org	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
7	Career College of Northern NV 1421 Pullman Drive Sparks, NV 89434 Contact: Rita Williams Phone: 775-856-2266 rmclaughlin@ccnn4u.com	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
8	NAACP PO Box 7757 Reno, NV 89510 Contact: Lonnie Feemster Phone: 775-322-2992 E: lonnielfeemster@netscape.net	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
9	*Intertribal Council of NV 680 Greenbrae Drive, Suite 265	0 0	AE OFFICE MANAGER

	Sparks, NV 89431 Contact: Risa Stearns Phone: 775-355-0600 Fax: 775-355-0648	0 0	CHIEF ENGINEER ASSISTANT PD
10	*Sierra Nevada Job Corp 14175 Mt Charleston Reno, NV 89506 Temp-nationaloffice@jobcorps.gov Post to recruiting.jobcorp.gov Phone: 775-789-1000 Fax: 775-789-1098 Email: renfro.Denice@jobcorps.org	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
11	*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	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
12	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	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
13	*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	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
14	AARP 1135 Terminal Way, Suite 102 Reno, NV 89502 Contact: Becky Gordon Phone: 775-323-2243 Fax: 775-323-7368	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
15	Nevada Broadcasters Association 1050 E Flamingo Road, #S102	0 0	AE OFFICE MANAGER

	Las Vegas, NV 89119 Contact: 702-794-4994 Fax: 702-794-4997 Email: jeanette@nevadabroadcasters.org	0 0	CHIEF ENGINEER ASSISTANT PD
16	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	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
17	*Pro Net/JOIN The American Job Center 1201 Terminal #104 Reno, NV 89502 Contact: Resource Department Phone: 775-336-4450 Fax: 775-284-9661	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
18	Center for Student Cultural Diversity The Center, Every Student, Every Story Mail Stop 0144 Joe Crowley Student Union Reno, NV 89557 Phone: 775-784-4936 Email: thecenter@unr.edu	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
19	*Northern NV International Center Northern Refugee Re-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	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
20	*Boys & Girls Club 2680 E 9 th Street Reno, NV 89512 Contact: Shauna Douglas Phone: 775-331-5437	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD

	Email: sdouglass@bgctm.org		
21	*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	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
22	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	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
23	Reno Sparks Chamber of Commerce 449 South Virginia Street Reno, NV 89501 Phone: 775-337-3030 Fax: 775-337-3038	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
24	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	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
25	NV Black Cultural Awareness PO Box 21448 Reno, NV 89515 Phone: 775-329-8990 Email: admin@nbcas.org	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
26	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	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
27	University of NV Grad Student Association	0 0	AE OFFICE MANAGER

	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	CHIEF ENGINEER ASSISTANT PD
28	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	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
29	Nevada Job Connect 4001 S. Virginia Street Reno, NV 89502 775-284-9600 Fax: 775-284-9663	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
30	www.allaccess.com Matt Parvis	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
31	Email to all employees/In-House Bulletin	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
32	Radio Ads on KOZZ, KDOT, KTHX, KXZZ, KHIT, KPLY, FOY and streaming	0 0 0 1	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
33	Notice on all Lotus Radio Corp Websites (KOZZ, KDOT, KXZZ, KTHX, KPLY, KHIT) and Corporate	0 0 3 3	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
34	Former/Current Lotus Employees	0 2 0 2	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
35	Client referrals	0 0 0	AE OFFICE MANAGER CHIEF ENGINEER

		0	ASSISTANT PD
36	Walk-in	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
37	Word of Mouth	2 0 0 2	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
38	Indeed.com	0 4 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
39	JobSpider.com	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
40	Remote Bins	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
41	Facebook/Twitter/Instagram	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD
42	Linked In	0 0 0 0	AE OFFICE MANAGER CHIEF ENGINEER ASSISTANT PD