

LOTUS SACRAMENTO CORP ANNUAL EEO PUBLIC FILE REPORT FOR THE PERIOD AUGUST 1, 2023 – JULY 31, 2024

Statement of EEO Policy

This Equal Employment Opportunity (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 radio stations KVMX-FM-AM 92.1 FM, 104.7FM, 105.5FM, and 890 AM (Sacramento, CA).

Lotus Sacramento 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 job vacancies filled during the reporting period August 1, 2023 through July 31, 2024

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
N/A	N/A	N/A	N/A
Total number of persons interviewed during applicable period:			N/A

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><u>Menu 16. – Employment Opportunity Information Dissemination:</u> Each month station management personnel meet to discuss our EEO mission statement including but not limited to upcoming and future menu options promoting 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>	8/01/23 – 7/31/24	Business Mgr., Accounting/HR Assistant., General Mgr.	Lotus Communications Corp
<p><u>Menu 9. – Mentoring Program:</u> Lotus Sacramento Corp. has set up a Mentoring Program for individuals in the Sales Department to assist those who participate gain confidence and knowledge to understand and sell digital media. Collaborating with mentor Kapi Thomas, participants will attend weekly Group Mentoring via weekly interactive Web-Conference training and individual meetings as needed.</p>	8/4/23 – 1/10/24	General Mgr., Account Executives	Lotus Communications Corp.
<p><u>Menu 3. – CoSponsor Job Fair:</u> Lotus Sacramento Corp cosponsored Best Hire Career Fairs on Thursday, September 14, 2023. We had job applications and information about Lotus Sacramento Corp., such as the different departments within Lotus Sacramento Corp as well as broadcasting careers in general.</p>	9/14/23	Promotions Assistant Account Executive	Best Hire Career Fairs
<p><u>Menu 1. – Job Fair</u> Lotus Sacramento Corp participated in Veterans Job Fair on Wednesday, November 8, 2023. We had job applications and information about Lotus Sacramento Corp., such as the different departments within Lotus Sacramento Corp as well as broadcasting careers in general.</p>	11/8/23	Promotions Assistant	Employment Development Department
<p><u>Menu 3. – CoSponsor Job Fair:</u> Lotus Sacramento Corp cosponsored Best Hire Career Fairs on Wednesday, December 6, 2023. We had job applications and information about Lotus Sacramento Corp., such as the different departments within Lotus Sacramento Corp as well as broadcasting careers in general.</p>	12/6/23	Promotions Assistant Account Executive	Best Hire Career Fairs
<p><u>Menu 1. – Job Fair</u> Lotus Sacramento Corp participated in the Mark Sanders In Person Job Fair on Wednesday, February 28, 2024. We had job applications and information about Lotus Sacramento Corp., such as the different departments within Lotus Sacramento Corp as well as broadcasting careers in general.</p>	2/28/24	Promotions Assistant	Employment Development Department
<p><u>Menu 14. – Mandatory Harassment Prevention Training:</u> Lotus Sacramento Corp. is committed to providing a positive work environment that recognizes and respects all of our current and potential employees. To affirm that notion, all station management was required to complete a course offered by Employers Group on Harassment Prevention Training. A section of the course included EEO training for hiring managers. It encompassed promoting Equal Employment</p>	3/26/24 – 4/30/24	All Staff and Managers	Lotus Communications Corp; Employers Group

Opportunity and our policy of non-discrimination as it relates to hiring in the workplace.			
<u>Menu 9. – Mentoring Program:</u> Bayside Business Leaders. has set up a Mentoring Program for individuals in the businesses to assist. Those who participate, gain confidence and knowledge to understand and survival of business during a low economy. Collaborating with mentor Shari Fitzpatrick and Johnny Shroyer.	4/10/24	General Mgr., Account Executives	Bayside Business Leaders
<u>Menu 1. – Job Fair</u> Lotus Sacramento Corp participated in the Spring Expo Job Fair on Thursday, April 11, 2024. We had job applications and information about Lotus Sacramento Corp., such as the different departments within Lotus Sacramento Corp as well as broadcasting careers in general.	4/11/24	Promotions Assistant	Employment Development Department
<u>Menu 3. – CoSponsor Job Fair:</u> Lotus Sacramento Corp cosponsored Best Hire Career Fairs on Thursday, May 16, 2024. We had job applications and information about Lotus Sacramento Corp., such as the different departments within Lotus Sacramento Corp as well as broadcasting careers in general.	5/16/24	Promotions Assistant Account Executive	Best Hire Career Fairs
<u>Menu 4. – Career Days:</u> Lotus Sacramento Corp participated in the 2024 Hispanic Radio Conference Agenda for Radio Ink on Wednesday, June 12, 2024 – Thursday, June 13, 2024. We had job applications and information about Lotus Sacramento Corp., such as the different departments within Lotus Sacramento Corp as well as broadcasting careers in general.	6/12/23 – 6/13/24	General Mgr.	Radio Ink
<u>Menu 3. – CoSponsor Job Fair:</u> Lotus Sacramento Corp cosponsored Best Hire Career Fairs on Thursday, July 18, 2024. We had job applications and information about Lotus Sacramento Corp., such as the different departments within Lotus Sacramento Corp as well as broadcasting careers in general.	7/18/24	Promotions Assistant Account Executive	Best Hire Career Fairs

RECRUITMENT SOURCES:

* Designates an entity requesting notification.

#Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
1	Employee Referral		
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc.)		
3	Lotus Sacramento Corporation – Bulletin Boards 1442 Ethan Way, Suite 101 Sacramento, CA 95825 (916) 779-0900		
4	Sacramento Works Job Center – Hillsdale 5655 Hillsdale Blvd. #8 Sacramento, CA 95842 P: (916) 263-4100 F: (916) 263-4076 Tatyana.Solimena@seta.net		
5	Sacramento Employment and Training Agency 925 Del Paso Blvd. Suite 100 Sacramento, CA 95815 P: (916) 263-6677 Shameek.ford@seta.net		
6	Lotus Communications Corporation (Career Page) 3301 Barham Blvd. Suite 200 Los Angeles, CA 90068 P: (323) 878-1234 www.lotuscorp.com		
7	Lotus Sacramento Corp – Website 1442 Ethan Way, Suite 101 Sacramento, CA 95825 P: (916) 779-0900 F: (916) 779-1041 www.lancherasuperstation.com		
8	Asian Resources 5709 Stockton Blvd Sacramento, CA 95824 P: (916) 454-1838 Maibao.y@asianresources.org		
9	Greater Sacramento Urban League 3725 Marysville Blvd. Sacramento, CA 95838 P: (916) 286-8600 mjanuary@gsul.org		
10	Bach Viet Association Inc. 1050 Fulton Ave. #110 Sacramento, CA 95825 P: (916) 481-0340 F: (916) 481-2815 Shaheer.qayomi@bachviet.org		

11	Pride Industries 10030 Foothills Blvd. Roseville, CA 95747 P: (916) 788-2100 F: (800) 888-0447 Diana.erickson@prideindustries.com		
12	Indeed.com		
13	Best Hire Career Fairs 3790 Paradise Rd. Las Vegas, NV 89169 (702) 331-9444 aaron@besthire.us		
		Total:	N/A

