

**LOTUS SACRAMENTO CORP
ANNUAL EEO PUBLIC FILE REPORT
FOR THE PERIOD
AUGUST 1, 2024 – JULY 31, 2025**

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 92.1 FM & 105.5FM, and KSAC 104.7FM & 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, 2024 through July 31, 2025

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
Sales Manager	See Attached Recruitment Sources 1-15	LinkedIn (Source #14)	3
Account Executive	See Attached Recruitment Sources 1-15	Employee Referral (Source #1)	9
Account Executive	See Attached Recruitment Sources 1-15	Employee Referral (Source #1)	9
Total number of persons interviewed during applicable period:			21

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
<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.	8/01/24 – 7/31/25	Business Mgr., Accounting/HR Assistant., General Mgr.	Lotus Communications Corp
<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.	8/1/24 – 5/16/25	General Mgr., Account Executives	Lotus Communications Corp.
<u>Menu 1. – Job Fair</u> Lotus Sacramento Corp participated in Employment Development Department and California Human Development job fair on Thursday, August 15 th , 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.	8/15/24	Account Executive, Promotions Assistant, Accounting Assistant	Employment Development Department
<u>Menu 8. – Personnel Training:</u> Lotus Bakersfield Corp. provided an educational opportunity for the Business Manager to acquire skills that will further his career in Broadcasting. At his request, Lotus approved and provided tickets to the (WELU) “Workplace and Employment Law” seminar on November 21, 2024 and December 6, 2024	11/21/24, 12/6/24	Business Mgr	WELU
<u>Menu 3. – CoSponsor Job Fair:</u> Lotus Sacramento Corp cosponsored Best Hire Career Fairs on Thursday, September 12, 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.	9/12/24	Promotions Assistant, General Mgr	Best Hire Career Fairs
<u>Menu 14. – Management Training:</u> The Lotus Communications Corp. Annual Managers’ meeting was held Monday, November 6 through Wednesday, November 8, 2024, 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	11/6/24 – 11/8/24	Corporate Officers, General Mgr., Business Mgr., Local Sales Mgr.	Lotus Communications Corp

reach a diverse and sizable 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 using 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 non-discrimination 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 and reinforcing their non-discrimination 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.			
<u>Menu 3. – CoSponsor Job Fair:</u> Lotus Sacramento Corp cosponsored Best Hire Career Fairs on Wednesday, December 11 th , 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.	12/11/24	General Mgr Promotions Assistant	Best Hire Career Fairs
<u>Menu 9. – Mentoring Program:</u> Lotus Sacramento Corp. had set a training overview for the accounting assistant to oversee the duties of a business manager.	1/27/25 – 1/29/25	Accounting Assistant	Lotus Sacramento Corp.

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	1 3 3	Sales Manager Account Executive Account Executive
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc.)	0 0 0	Sales Manager Account Executive Account Executive
3	Lotus Sacramento Corporation – Bulletin Boards 1442 Ethan Way, Suite 101 Sacramento, CA 95825 (916) 779-0900	0 0 0	Sales Manager Account Executive Account Executive
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	0 0 0	Sales Manager Account Executive Account Executive
5	Sacramento Employment and Training Agency 925 Del Paso Blvd. Suite 100 Sacramento, CA 95815 P: (916) 263-6677 Shameek.ford@seta.net	0 0 0	Sales Manager Account Executive Account Executive
6	Lotus Communications Corporation (Career Page) 3301 Barham Blvd. Suite 200 Los Angeles, CA 90068 P: (323) 878-1234 www.lotuscorp.com	0 0 0	Sales Manager Account Executive Account Executive
7	Lotus Sacramento Corp – Website 1442 Ethan Way, Suite 101 Sacramento, CA 95825 P: (916) 779-0900 F: (916) 779-1041 www.larancherasuperstation.com	0 0 0	Sales Manager Account Executive Account Executive
8	Asian Resources 5709 Stockton Blvd Sacramento, CA 95824 P: (916) 454-1838 Maibao.y@asianresources.org	0 0 0	Sales Manager Account Executive Account Executive
9	Greater Sacramento Urban League 3725 Marysville Blvd. Sacramento, CA 95838 P: (916) 286-8600 mjanuary@gsul.org	0 0 0	Sales Manager Account Executive Account Executive
10	Bach Viet Association Inc. 1050 Fulton Ave. #110 Sacramento, CA 95825 P: (916) 481-0340 F: (916) 481-2815 Shaheer.qayomi@bachviet.org	0 0 0	Sales Manager Account Executive Account Executive

11	Pride Industries 10030 Foothills Blvd. Roseville, CA 95747 P: (916) 788-2100 F: (800) 888-0447 Diana.erickson@prideindustries.com	0 0 0	Sales Manager Account Executive Account Executive
12	Indeed.com	1 3 3	Sales Manager Account Executive Account Executive
13	Best Hire Career Fairs 3790 Paradise Rd. Las Vegas, NV 89169 (702) 331-9444 aaron@besthire.us	0 1 1	Sales Manager Account Executive Account Executive
14	LinkedIn Linkedin.com	1 0 0	Sales Manager Account Executive Account Executive
15	Employment Development Department 2901 50 th St Sacramento, CA 95817	0 2 2	Sales Manager Account Executive Account Executive
	Total:	21	