

**LOTUS SACRAMENTO CORP
ANNUAL EEO PUBLIC FILE REPORT
FOR THE PERIOD
AUGUST 1, 2025 – JULY 31, 2026**

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, 2025, through July 31, 2026

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
Account Executive	See Attached Recruitment Sources 1-15	Employee Referral (Source #1)	7
Total number of persons interviewed during applicable period:			7

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.	8/01/25 – 7/31/26	Accounting Asst Business Mgr., General Mgr.	Lotus Sacramento Corp
<u>Menu 9. – Mentoring Program:</u> Lotus Sacramento Corp. established a specialized Mentoring Program for its Sales Department. The initiative targets professionals seeking to build confidence and technical expertise in digital media. The program utilizes a hybrid learning model led by mentor Kapi Thomas. She conducted weekly interactive web-conference training sessions for all participants. She also facilitated individual support via one-on-one meetings as needed to address specific challenges. Her core objectives were to enhance confidence, empower sales representatives to pitch digital products comfortably, and build knowledge by deepening the team's understanding of complex digital media landscapes. The ultimate goal is to equip participants with skills to help them move forward in their career path.	8/7/25 – 12/29/25	General Mgr., Account Executives (2)	Lotus Digital Corp and Lotus Sacramento Corp
<u>Menu 1. – Job Fair</u> Lotus packets and applications were given out at the Job and Resource Fair job fair on Thursday, August 21 st , 2025. The participants requested job applications and information about Lotus Sacramento Corp. We had a Promotions Assistant and an HR Assistant on hand to answer potential applicants' questions about the company and different departments within Lotus Sacramento Corp., as well as broadcasting careers in general.	8/21/25	Accounting/HR Assistant., Promotions Assistant	California Human Development
<u>Menu 3. – Cosponsor Job Fair:</u> Lotus Sacramento Corp cosponsored, and participated in, the Best Hire Career Fair on Thursday, September 12, 2024. Lotus packets and applications were given out. We had a Promotions Assistant and an HR Assistant on hand to answer potential applicants' questions about the company and different departments within Lotus Sacramento Corp., as well as broadcasting careers in general.	9/16/25	Accounting/HR Assistant., Promotions Assistant	Best Hire Career Fairs and Lotus Sacramento Corp
<u>Menu 1. – Job Fair</u> Lotus Sacramento Corp participated in the Yolo County Job Fair on Thursday, October 23 rd , 2025. We had The General Manager, a Promotions Assistant, and an HR Assistant on hand to answer potential applicants' questions about the company and different departments within Lotus Sacramento Corp., as well as broadcasting careers in general.	10/23/25	General Manager, Accounting/HR Assistant., Promotions Assistant	YoloWorks! Employment & Business Engagement Services

<u>Menu 1. – Job Fair</u> Lotus Sacramento Corp participated in the Employment, Training, and Resource Fair on Wednesday, January 21 st , 2026. We had a Promotions Assistant on hand to answer potential applicants' questions about the company and different departments within Lotus Sacramento Corp., as well as broadcasting careers in general.	1/21/26	Promotions Assistant	ShelterInc
<u>Menu 3. – Cosponsor Job Fair:</u> Lotus Sacramento Corp cosponsored and participated in Best Hire Career Fair on Thursday, May 28 th , 2026. Lotus packets and applications were given out. We had a Promotions Assistant on hand to answer potential applicants' questions about the company and different departments within Lotus Sacramento Corp., as well as broadcasting careers in general.	5/28/26	Promotions Assistant	Best Hire Career Fairs and Lotus Sacramento Corp
<u>Menu 3. – Cosponsor Job Fair:</u> Lotus Sacramento Corp cosponsored Best Hire Career Fairs on Thursday, July 16 th , 2026. Lotus packets and applications were given out. We had a Promotions Assistant and an Account Executive on hand to answer potential applicants' questions about the company and different departments within Lotus Sacramento Corp., as well as broadcasting careers in general.	7/16/26	Promotions Assistant, Account Executive	Best Hire Career Fairs and Lotus Sacramento Corp

RECRUITMENT SOURCES:

* Designates an entity requesting notification.

#Source	Recruitment Source: (With Contact Information)	Total Number of Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
1	Employee Referral	2	Account Executive
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc.)	0	Account Executive
3	Lotus Sacramento Corporation – Bulletin Boards 1442 Ethan Way, Suite 101 Sacramento, CA 95825 (916) 779-0900	0	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	1	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	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	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	Account Executive
8	Asian Resources 5709 Stockton Blvd Sacramento, CA 95824 P: (916) 454-1838 Maibao.y@asianresources.org	1	Account Executive
9	Greater Sacramento Urban League 3725 Marysville Blvd. Sacramento, CA 95838 P: (916) 286-8600 mjanuary@gsul.org	0	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	Account Executive

11	Pride Industries 10030 Foothills Blvd. Roseville, CA 95747 P: (916) 788-2100 F: (800) 888-0447 Diana.erickson@prideindustries.com	0	Account Executive
12	Indeed.com	3	Account Executive
13	Best Hire Career Fairs 3790 Paradise Rd. Las Vegas, NV 89169 (702) 331-9444 aaron@besthire.us	0	Account Executive
14	LinkedIn Linkedin.com	0	Account Executive
15	Employment Development Department 2901 50 th St Sacramento, CA 95817	0	Account Executive
	Total:	7	