

## 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, 2023– May 31, 2024

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed from All Sources
On Air	1-9,12-14,15-16,17-19,21-23,24-32,39-41	31	15
KTHX Production Manager	2-4, 5-8, 12,14,15,16,17,18,19,20-22,24,25,26-27,28,29,30,34,31,32,39-41	35	4
FT Admin Assist	1-2,4-6,7-9,11-15,16-19,20-23,24-27,28-30,31-33,34,39	40	8
FT GSM	1-3,5-6,8-9,12-14,15-20,21-24,26-30,31-32,34,39-41	35	14

Total number of persons interviewed during applicable period: 41

**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:

<b>Activity / Description</b>	<b>Date</b>	<b>Staff Participant(s)</b>	<b>Sponsor / Initiator</b>
<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, 2023– May 31, 2024</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, 2023– May 31, 2024</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 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 1/19/24, 4/19/24 and 5/17/24; sharing our success stories on 11/17/23; tactic update and online audio on 10/20/23; selling digital for political on 10/18/23; understanding reports on 9/29/23; OTT vs online video on 9/8/23; mobile conquering vs mobile display 8/18/23; Spanish targeting followup and social mirroring on 8/4/23; Spanish targeting on 7/28/23; audience targeting on 7/14/23; survey FAQ &amp; ideas on 6/16/23; peacock TV OTT on 6/2/23.</p>	<p>June 1, 2023– May 31, 2024</p>	<p>Lotus Radio new employees and current employees</p>	<p>Lotus Radio 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 &amp; sexual harassment training yearly thru ADP.</p>	<p>June 1, 2023– May 31, 2024</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 through the</p>	<p>June 1, 2023– May 31, 2024</p>	<p>Lotus Radio new employees and current employees</p>	<p>Lotus Radio Corp</p>

<p>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>			
<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 8/31/23: PT and Seasonal job fair at the University of Nevada Reno attended by Promotions Director. Job Fair 9/4/23: No NV Central Labor Council – booth set up at Reno Labor Fest attended by Account Executives and General Manager. Job Fair 11/7/23: Fall All Majors Internship &amp; Full-Time Job Fair attended by Sports Program Director. Job Fair 2/15/24: UNR Internship and FT Fair – attended by Program Director</p>	<p>8/31/23-PT and Seasonal job fair at UNR; 9/4/23 Reno Labor Fest; 11/7/23-Fall All Majors Internship and FT Job Fair at UNR; 2/15/24-UNR Internship and FT Fair at UNR</p>	<p>Hiring Managers at Lotus Radio Corp</p>	<p>University of Nevada, Reno and Reno Labor Fest</p>

<p><b>MENU OPTION #14</b> - Provision of training to Management level personnel as to methods of insuring equal employment opportunity and preventing discrimination. The Lotus Communications Corp. Annual Manager's meeting was held Monday November 27 through Thursday November 30 in Los Angeles. During this meeting the Business Managers had a meeting with Corporate HR regarding the continuous effort to review and provide information and training to ensure equal opportunity and the prevention of discrimination. General Manager and Business Manager held an individual meeting 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. 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.</p>	<p>11/27-11/30/23</p>	<p>General Manager and Business Manager</p>	<p>Lotus Communications Corp – Los Angeles</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: 785-1303 Fax: 329-8710 Email: sthomas@RSIC.org	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
2	Bureau of Vocational Rehabilitation 4001 S. Virginia Suite H Reno, NV 89502 Phone: 775-834-1970 <a href="mailto:j-stafford@detr.nv.gov">j-stafford@detr.nv.gov</a> Post to Employnv.gov Email: businessservices@detr.nv.gov	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
3	Nevada Urban Indians 9480 Gateway Drive, #100 Reno, NV 89521 Phone: 775-788-7600 Email: cbell@nvui.org	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
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: <a href="http://www.tmcc.edu/human-resources/employment">www.tmcc.edu/human-resources/employment</a> and use career link under employer tab Handshake	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
5	Veterans Employment 1929 S Carson Street Carson City, NV 89701 Contact: Resource Center Phone: 775-684-0400 Fax: 775-684-0466	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
6	Nevada Women's Fund	0	On Air

	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	KTHX Prod. Manager FT Admin Assist FT GSM
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	On Air KTHX Prod. Manager FT Admin Assist FT GSM
8	NAACP PO Box 7757 Reno, NV 89510 Contact: Lonnie Feemster Phone: 775-322-2992 Email: lonnielfeemster@netscape.net	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
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	On Air KTHX Prod. Manager FT Admin Assist FT GSM
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: 775-789-1000 775-789-1098 Renfro.Denice@jobcorps.org	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM

12	*Community Services Agency 1090 E 8 <sup>th</sup> St Reno, NV 89512 Contact: Karen Coffman Phone: 775-335-3136 Fax: 775-786-5743, 775-996-3299	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
13	University of NV – Reynolds School of Journalism Mail Stop 310 Reno, NV 89557 Contact: Sally Echeto <a href="mailto:businesscareers@unr.edu">businesscareers@unr.edu</a> and Fax: 775-784-6656	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
14	*Veterans Center 5580 Mill Street, #600 Reno, NV 89502 Contact: Perfecto Manuta Phone: 775-323-1294 Email: <a href="mailto:perfecto.manuta@va.gov">perfecto.manuta@va.gov</a>	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
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	On Air KTHX Prod. Manager FT Admin Assist FT GSM
16	Nevada Broadcasters Association 1050 E Flamingo Road, #S102 Las Vegas, NV 89119 Contact: 702-794-4994 Fax: 702-794-4997 Email: <a href="mailto:jeanette@nevadabroadcasters.org">jeanette@nevadabroadcasters.org</a>	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
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	On Air KTHX Prod. Manager FT Admin Assist FT GSM
18	*Pro Net/JOIN 1201 Terminal #104 Reno, NV 89502 Contact: Resource Department	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM



	Phone: 336-4450 Fax: 284-9661		
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: <a href="mailto:thecenter@unr.edu">thecenter@unr.edu</a>	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
20	*Northern NV International Center Northern Refugee Settlement Program 855 W. 7 <sup>th</sup> Street, #270 Mail Stop 0910 Reno, NV 89503 Contact: Carina Black Phone: 775-784-7515 x221 Email: <a href="mailto:cblack@unr.edu">cblack@unr.edu</a> ; <a href="mailto:nnic@unr.edu">nnic@unr.edu</a>	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
21	*Boys & Girls Club 2680 E 9 <sup>th</sup> Street Reno, NV 89512 Contact: Shauna Douglas Phone: 775-331-5437 Email: <a href="mailto:sdouglass@bgctm.org">sdouglass@bgctm.org</a>	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
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	On Air KTHX Prod. Manager FT Admin Assist FT GSM
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	On Air KTHX Prod. Manager FT Admin Assist FT GSM
24	Reno Sparks Chamber of Commerce 449 South Virginia Street Reno, NV 89501 Phone: 775-337-3030 Fax: 775-337-3038	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
25	Future Business Leaders of America	0	On Air

	320 Greenbrae Drive Sparks, NV 89431 Contact: Evan Cunningham Phone: 622-5330 Email: evan.cunningham66@gmail.com	0 0 0 0	KTHX Prod. Manager FT Admin Assist FT GSM
26	NV Black Cultural Awareness PO Box 21448 Reno, NV 89515 Phone: 775-329-8990 Email: <a href="mailto:admin@nnbcas.org">admin@nnbcas.org</a>	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
27	Western Nevada College Career Connect 2201 West College Parkway Carson City, Nevada 89703 Phone: 775-445-3281 Fax: 775-445-3150 Post to: <a href="http://www.wnc.edu/jobs/student_jobs/off_campus/">www.wnc.edu/jobs/student_jobs/off_campus/</a>	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
28	University of NV Grad Student Association 1664 N. Virginia St. Reno, NV 89557 Phone: 775-682-7114 Fax: 775-682-7119 Email: <a href="mailto:gsa@unr.edu">gsa@unr.edu</a> Post: <a href="http://www.unr.edu/career">www.unr.edu/career</a> Choose employer tab and post to employment opportunities	0 0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
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	On Air KTHX Prod. Manager FT Admin Assist FT GSM
30	Nevada Job Connect 4001 S. Virginia St. Reno, NV 89502 775-284-9600 Fax: 775-284-9663	0 0 2 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
31	<a href="http://www.allaccess.com">www.allaccess.com</a> Matt Parvis	14 1	On Air KTHX Prod. Manager

	Get the posting from Programming	0 1	FT Admin Assist FT GSM
32	Email to all employees/In-House Bulletin Make a copy of sent email	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
33	Radio Ads on KOZZ, KDOT, KTHX, KWEE, KHIT, KPLY, FOY and streaming	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
34	Notice on all Lotus Radio Corp Websites (KOZZ, KDOT, KWEE, KTHX, KPLY, KHIT) and Corporate	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
35	Former/Current Lotus Employees	1 2 0 4	On Air KTHX Prod. Manager FT Admin Assist FT GSM
36	Client referrals	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
37	Walk-in	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
38	Craigslist.org		On Air KTHX Prod. Manager FT Admin Assist FT GSM
39	Word of Mouth	0 1 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
40	Indeed.com	0	On Air

		0 6 9	KTHX Prod. Manager FT Admin Assist FT GSM
41	JobSpider.com	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
42	Remote Bins	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
43	Facebook/Twitter/Instagram/LinkedIn	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM
44	Nevada Job Connect 4001 S. Virginia Street Reno, NV 89502 775-284-9600 Fax: 775-284-9663	0 0 0 0	On Air KTHX Prod. Manager FT Admin Assist FT GSM