

## 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, 2024– May 31, 2025**

<b>Full-Time Position</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source for Successful Applicant</b>	<b>Total Number Interviewed from All Sources</b>
Account Executive	1-29,31,33, 38-40	34	4
Account Executive	1-29,31,33,39,40	37	9

Total number of persons interviewed during applicable period: 13

## 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
<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.	June 1, 2024– May 31, 2025	Lotus Radio Corp Hiring Managers	Lotus Radio Corp
<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.	June 1, 2024– May 31, 2025	All Lotus Corp Management and Employees	Lotus Radio Corp
<u>Menu Option #9</u> – Establishment of	June 1, 2024–	Lotus Radio new	Lotus Radio

<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 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>	May 31, 2025	employees and current employees	Corp
<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>	June 1, 2024– May 31, 2025	All Lotus personnel	Lotus Communications Corp
<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 learning/training</p>	June 1, 2024– May 31, 2025	Lotus Radio new employees and current employees	Lotus Radio Corp

<p>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 9/5/24: PT and Seasonal job fair at the University of Nevada Reno attended by Promotions Director. Job Fair 11/7/24: Fall All majors Internship and FT Job Fair at UNR attended by Rock Stations Program Director. Job Fair 2/13/24: UNR Spring Career &amp; Internship career FT Fair – attended General Manager and Sales Manager</p>	<p>9/5/24-PT and Seasonal job fair at UNR; 11/7/24 -Fall All Majors Internship and FT Job Fair at UNR; 2/13/24-UNR Spring Career &amp; Internship career FT Fair at UNR</p>	<p>Hiring Managers at Lotus Radio Corp</p>	<p>University of Nevada, Reno</p>
<p><u>Menu Option #7</u> - Participation in scholarship programs designed to</p>	<p>June 1, 2024– May 31, 2025</p>	<p>Lotus Radio Corp</p>	<p>Nevada Broadcasters</p>

<p>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, 2024.</p>			<p>Foundation</p>
--	--	--	-------------------

<p><u>MENU OPTION #14</u> - 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>11/6/24- 11/8/24</p>	<p>General Manager and Business Manager</p>	<p>Lotus Communications Corp – Los Angeles</p>
--	-----------------------------	---	--

### 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	0 0	Account Executive Account Executive
2	Bureau of Vocational Rehabilitation 4001 S. Virginia Suite H Reno, NV 89502 Phone: 775-834-1970 Post to Employnv.gov Email: businessservices@detr.nv.gov	0 0	Account Executive Account Executive
3	Nevada Urban Indians 9480 Gateway Drive, #100 Reno, NV 89521 Phone: 775-788-7600	0 0	Account Executive Account Executive
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	Account Executive Account Executive
5	Veterans Employment 1929 S Carson Street Carson City, NV 89701 Contact: Resource Center Phone: 775-684-0400 Fax: 775-684-0466	0 0	Account Executive Account Executive
6	Nevada Women's Fund 770 Smithridge Drive, #300	0 0	Account Executive Account Executive

	Reno, NV 89512 Contact: Isabelle Rodriguez Wilson Phone: 775-786-2335 Fax: 775-786-8152 Email: isabelle@nevadawomensfund.org	0 0	
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	Account Executive Account Executive
8	NAACP PO Box 7757 Reno, NV 89510 Contact: Lonnie Feemster Phone: 775-322-2992 Email: lonnielfeemster@netscape.net	0 0	Account Executive Account Executive
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	Account Executive Account Executive
10	*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 <a href="mailto:Renfro.Denice@jobcorps.org">Renfro.Denice@jobcorps.org</a>	0 0	Account Executive Account Executive
11	*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	Account Executive Account Executive
12	University of NV – Reynolds School of Journalism Mail Stop 310 Reno, NV 89557 Contact: Sally Echeto	0 0	Account Executive Account Executive



	<a href="mailto:businesscareers@unr.edu">businesscareers@unr.edu</a> and Fax: 775-784-6656		
13	*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	Account Executive Account Executive
14	AARP 1135 Terminal Way, Suite 102 Reno, NV 89502 Contact: Becky Gordon Phone: 775-323-2243 Fax: 775-323-7368	0 0	Account Executive Account Executive
15	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	Account Executive Account Executive
16	Sierra NV University 999 Tahoe Boulevard Incline Village, NV 89451 Contact: Erica Jensen Phone: 775-831-1314 Fax: 775-832-1678	0 0	Account Executive Account Executive
17	*Pro Net/JOIN 1201 Terminal #104 Reno, NV 89502 Contact: Resource Department Phone: 336-4450 Fax: 284-9661	0 0	Account Executive Account Executive
18	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	Account Executive Account Executive
19	*Northern NV International Center Northern Refugee Settlement	0 0	Account Executive Account Executive

	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>		
20	*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	Account Executive Account Executive
21	*Nevada Indian Commission 5366 Snyder Avenue Carson City, NV 89701 Contact: Sherry Rupert Phone: 775-687-8333 Fax: 775-687-8330	0 0	Account Executive Account Executive
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	Account Executive Account Executive
23	Reno Sparks Chamber of Commerce 449 South Virginia Street Reno, NV 89501 Phone: 775-337-3030 Fax: 775-337-3038	0 0	Account Executive Account Executive
24	Future Business Leaders of America 320 Greenbrae Drive Sparks, NV 89431 Contact: Evan Cunningham Phone: 622-5330 Email: <a href="mailto:evan.cunningham66@gmail.com">evan.cunningham66@gmail.com</a>	0 0	Account Executive Account Executive
25	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	Account Executive Account Executive
26	Western Nevada College	0	Account Executive

	<p>Career Connect  2201 West College Parkway  Carson City, Nevada 89703  Phone: 775-445-3281  Fax: 775-445-3150  <b>Post to:</b>  <a href="http://www.wnc.edu/jobs/student_jobs/off_campus/">www.wnc.edu/jobs/student_jobs/off_campus/</a></p>	0	Account Executive
27	<p>University of NV  Grad Student Association  1664 N. Virginia St.  Reno, NV 89557  Phone: 775-682-7114  Fax: 775-682-7119  Email: gsa@unr.edu  <b>Post:</b> <a href="http://www.unr.edu/career">www.unr.edu/career</a>  Choose employer tab and post to employment opportunities</p>	0 1	Account Executive Account Executive
28	<p>Northern Nevada Veterans Resource Center  36 Battle Born Way  Sparks, NV 89431  Phone: 775-418-5026; 775-827-2955  <b>Fax: 775-327-4892</b></p>	0 0	Account Executive Account Executive
29	<p>Nevada Job Connect  4001 S. Virginia St  Reno, NV 89502  775-284-9600  Fax: 775-284-9663</p>	0 0	Account Executive Account Executive
30	<p><a href="http://www.allaccess.com">www.allaccess.com</a>  Matt Parvis  <b>Get the posting from Programming</b></p>	0 0	Account Executive Account Executive
31	<p>Email to all employees/In-House Bulletin  <b>Make a copy of sent email</b></p>	0 0	Account Executive Account Executive

32	Radio Ads on KOZZ, KDOT, KTHX, KXZZ, KHIT, KPLY, KFOY and streaming	0 0	Account Executive Account Executive
33	Notice on all Lotus Radio Corp Websites (KOZZ, KDOT, KXZZ, KTHX, KPLY, KHIT, KFOY) and Corporate	0 0	Account Executive Account Executive
34	Former/Current Lotus Employees	1 1	Account Executive Account Executive
35	Client referrals	0 0	Account Executive Account Executive
36	Walk-in	0 0	Account Executive Account Executive
37	Word of Mouth	0 2	Account Executive Account Executive
38	Indeed.com	0 5	Account Executive Account Executive
39	Jobspider.com	0 0	Account Executive Account Executive
40	Remote Bins	0 0	Account Executive Account Executive
41	Facebook/Twitter/Instagram	0 0	Account Executive Account Executive
42	LinkedIn	3 0	Account Executive Account Executive

43	Nevada Job Connect 4001 S. Virginia Street Reno, NV 89502 775-284-9600 Fax: 775-284-9663	0 0	Account Executive Account Executive