

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, KTHX, KUUB, KPLY, KHIT, KCKQ.

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, 2019 – May 31, 2020

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed from All Sources
Account Executive	1-31, 33-38, 40-44	36	4
On Air Announcer	1-38, 40-44	36	15
Account Executive	1-31, 33-38, 40-44	41	12

Total number of persons interviewed during applicable period: 31

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
<p><u>Menu Option #14</u> – Provision of training to management as to methods of ensuring equal opportunity and preventing discrimination.</p> <p>The Lotus Communications Corp. Annual Managers’ meeting was held November 5, 2019 through November 7, 2019 in Tucson, Arizona. A significant portion of the agenda was dedicated to our continuing effort to review and provided guidance and training to ensure equal opportunity and the prevention of discrimination.</p> <p>The Chief Compliance Officer held individual meetings with each manager reviewing and discussing on going efforts to provide equal opportunities for current and future job openings. All Menu Options were examined to determine their effectiveness and how to enhance the individual station Outreach program.</p> <p>The stations are encouraged to create Outreach campaigns that reach a diverse and significant segment of the community they serve. Even though it is now acceptable to meet your obligation to widely disseminate information about job openings solely through the use of online recruitment sources, Lotus requires every station unit to review recruitment lists and to inform those</p>	<p>Nov 5-7, 2019</p>	<p>All Lotus Corp Management</p>	<p>Lotus Communications Corp.</p>

<p>organizations that wish to be notified when job openings occur.</p> <p>A review of monthly EEO meetings were discussed. Lotus requires each station unit to conduct a monthly EEO meeting. These meetings are designed to review Lotus' Equal Employment Opportunity policy and the importance of non-discrimination as it relates to hiring and workplace environment. Discussions also include how the station can improve upon their Outreach programs with new creative ideas on how to reach their community.</p> <p>Additional discussions include Public Service Announcements and their Public Affairs programming.</p>			
<p><u>Menu Option #5</u> – Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. Established internship program with UNR Dean of Journalism School. While program is offered to students, non took advantage. The program is designed to teach students each facet of the radio business including but not limited to Programming, Promotions, Sales and Administration.</p>	<p>Dec 10, 2019 – March 17, 2020</p>	<p>Lotus Radio General Manager and Dean of UNR Journalism School</p>	<p>Lotus Radio Corp/UNR</p>
<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</p>	<p>June 1, 2019– May 31, 2020</p>	<p>Lotus Radio Corp Hiring Managers</p>	<p>Lotus Radio Corp</p>

<p>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><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: Employment applications and job notices are posted at remote events.</p>	<p>June 1, 2019– May 31, 2020</p>	<p>Lotus Radio Corp Staff</p>	<p>Lotus Radio Corp</p>
<p><u>Menu Option #7</u> – Participation in scholarship programs designed to 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 \$1,200 towards the Scholarship during a fundraiser in June, 2019.</p>	<p>June1, 2019 – June 12, 2019</p>	<p>Lotus Radio Corp Management / Nevada Broadcasters Foundation</p>	<p>Lotus Radio Corp/Nevada Broadcasters Foundation</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</p>	<p>June 1, 2019– May 31, 2020</p>	<p>All Lotus Corp Management and Employees</p>	<p>Lotus Radio Corp</p>

<p>Corp offers training programs to all employees interested in cross-training in different departments. In the current year, we have trained the following employees for additional duties. Bryan Elliott trained to become On Air Personality in addition to his duties as a Board Op; Shawn Fincham trained from a PT Board Operator to a FT Utility Player/On Air Personality; Ashley Scherkenbach and Connie Waters have moved from PT Receptionists to FT Administrative Assistants which includes Receptionist and admin duties.</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. 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 Sales Assistant and Promotions Director as well as sitting with employees in every department to understand the importance of their</p>	<p>June 1, 2019 – May 31, 2020</p>	<p>Lotus Radio new employees and current employees</p>	<p>Lotus Radio Corp</p>

role and the effects on other departments.			
<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: Hiring Managers attended the Job & Career Expo at the American Job Center of Nevada, 4001 S. Virginia Street, Reno, NV on August 1, 2019 from 11am – 3pm with the target audience of 17-24 year old individuals; Hiring Managers attended the University of Nevada, Reno PT Job & Internship Expo at the Joe Crowley Student Union Ballroom on August 29, 2019 from 10am – 2pm; Hiring Managers attended the Truckee Meadows Job/Internship Fair at the Red Mountain Building Dandini Campus on October 9, 2019 from 10am - 1pm; Hiring Managers attended the University of Nevada Spring Career & Internship Expo at the Joe Crowley Student Union Ballroom on February 13, 2020 from 10am – 2pm.	August 1, 2019; August 29, 2019; October 9, 2019; February 13, 2020	Lotus Radio Corp Hiring Managers	Lotus Radio Corp/American Job Center Fair/UNR Job Fairs/TMCC Job Fair
<u>Menu Option #14</u> – Provision of training to management-level personnel as to methods for ensuring equal employment opportunity and the preventing discrimination: All new hires are required by Lotus Human Resources to participate in Diversity training through ADP HR Portal	June 1, 2019 – May 31, 2020	All Lotus personnel	Lotus Communications Corp
<u>Menu Option #15</u> – Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast	July 17, 2019, January 22, 2020, March 4, 2020, March 10, 2020	Lotus Radio Corp Management and personnel/EAR; WIN Nevada; BANN	Lotus Radio Corp/EAR; WIN Nevada; BANN

positions. We had the pleasure to explain our industry and employment needs to the following organizations: EAR–Executive Association of Reno is comprised of business owners and leaders in the community. On March 4, 2020, Lotus Radio's General Manager gave an overview of what we are as a company and what we are for the community. In the presentation it was shared that we use our own stations for outreach as well as civic organizations like EAR to recruit and retain the best possible employees.

WIN Nevada who are comprised of business owners and community leaders held a speed networking event on March 10, 2020. Lotus Radio sponsored the event and was given the opportunity to explain what it needed for local business to realize the outreach potential our stations offer to attract and retain qualified employees.

BANN–Builders Association of Northern Nevada is comprised of local contractors and labor unions. Included in a presentation given by one of the Lotus Radio Account Executives on July 17, 2019 and January 22, 2020. She outlined the employment opportunities and explained the positions and the many opportunities they present, including Sales. Her presentation also included community service opportunities that radio supports, recruitment for their employees at all levels that include digital and building their business.

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: Jodaye@RSIC.org	0 0 0	Account Executive On Air Announcer Account Executive
2	Bureau of Vocational Rehabilitation 4001 S. Virginia Suite H Reno, NV 89502 Contact: Linda Williams Phone: 834-1970 Fax: 834-1983, 834-1984	0 0 0	Account Executive On Air Announcer Account Executive
3	Nevada Urban Indians 1475 Terminal Way Reno, NV 89502 Contact: Mike Green Phone: 788-7600 Fax: 788-7611	0 0 0	Account Executive On Air Announcer Account Executive
4	Truckee Meadows Community College Job Placement 7000 Meadows Community Blvd Reno, NV 89512 Contact: Career Center Phone: 673-7063 Fax: 673-7268 Email: tmcc.edu/careercenter	0 0 0	Account Executive On Air Announcer Account Executive
5	Veterans Employment 1929 S Carson Street Carson City, NV 89701 Contact: Resource Center Phone: 684-0400 Fax: 684-0466	0 0 0	Account Executive On Air Announcer Account Executive
6	Nevada Women's Fund 770 Smithridge Drive, #300 Reno, NV 89512 Contact: Isabelle Rodriguez Wilson	0 0 0	Account Executive On Air Announcer Account Executive

	Phone: 786-2335 Fax: 786-8152 Email: isabelle@nevadawomensfund.org		
7	Career College of Northern NV 1421 Pullman Drive Sparks, NV 89434 Contact: Rita Williams Phone: 856-2266 Fax: 856-0935	0 0 0	Account Executive On Air Announcer Account Executive
8	NAACP PO Box 7757 Reno, NV 89510 Contact: Lonnie Feemster Phone: 322-2992 Email: lonnielfeemster@netscape.net	0 0 0	Account Executive On Air Announcer Account Executive
9	*Intertribal Council of NV 680 Greenbrae Drive, Suite 265 Sparks, NV 89431 Contact: Risa Stearns Phone: 355-0600 Fax: 355-0648	0 0 0	Account Executive On Air Announcer Account Executive
10	Nevada Hispanic Services 1711 N Roop Street Carson City, NV 89701 Contact: Jon Children, Omar Phone: 885-1055 Fax: 885-7039, 885-6980 Email: omar@carsonulc.org	0 0 0	Account Executive On Air Announcer Account Executive
11	*Sierra Nevada Job Corp 14175 Mt Charleston Reno, NV 89506 Contact: Jill Schaefer Phone: 789-0829 Fax: 789-1078 Email: schaefer.jill@jobcorps.com	0 0 0	Account Executive On Air Announcer Account Executive
12	*Community Services Agency 1090 E 8 th St Reno, NV 89512 Contact: Karen Coffman Phone: 335-3136 Fax: 786-5743, 996-3299 Email: kcoffman@csareno.org	0 0 0	Account Executive On Air Announcer Account Executive

13	University of NV – Reynolds School of Journalism Mail Stop 310 Reno, NV 89557 Contact: Sally Echeto Phone: 784-4519 Fax: 784-6656 Email: gauldena@unr.edu ; echeto@unr.edu	0 0 0	Account Executive On Air Announcer Account Executive
14	*Veterans Center 5580 Mill Street, #600 Reno, NV 89502 Contact: Justin Brandenburg, Jeremy Schachter Phone: 323-1294 Fax: 322-8123 Email: justin.brandenburg@va.gov , jeremy.schachter@va.gov	0 0 0	Account Executive On Air Announcer Account Executive
15	International Students & Scholars 120 Fitzgerald Bldg MS074 Reno, NV 89557-0144 Contact: Elizabeth Adamska Phone: 784-6874 Fax: 327-5845	0 0 0	Account Executive On Air Announcer Account Executive
16	AARP 1135 Terminal Way, Suite 102 Reno, NV 89502 Contact: Claudia Bonner Phone: 323-2243 Fax: 323-7368	0 0 0	Account Executive On Air Announcer Account Executive
17	Nevada Broadcasters Association 1050 E Flamingo Road, #S102 Las Vegas, NV 89119 Contact: 702-794-4994 Fax: 702-794-4997 Email: suzanne@nevadabroadcasters.org	0 0 0	Account Executive On Air Announcer Account Executive
18	Sierra NV College 999 Tahoe Boulevard Incline Village, NV 89451 Contact: Erica Jensen Phone: 831-1314 Fax: 831-6223	0 0 0	Account Executive On Air Announcer Account Executive
19	*Pro Net/JOIN	0	Account Executive

	1201 Terminal #104 Reno, NV 89502 Contact: Resource Department Phone: 336-4450 Fax: 336-4798 Email: businessservices@detr.nv.gov ; cwilson@join.org	0 0 0	On Air Announcer Account Executive
20	Center for Student Cultural Diversity Mail Stop 0144 Joe Crowley Student Union Reno, NV 89557 Contact: Dorothy Barry Phone: 784-4936 Fax: 784-1402, 682-8977 Email: thecenter@unr.edu	0 0 0	Account Executive On Air Announcer Account Executive
21	*American Women's Business Association PO Box 20268 Reno, NV 89510 Contact: James Benesch Phone: 786-2335 Fax: 322-5014	0 0 0	Account Executive On Air Announcer Account Executive
22	*State of NV Dept of Employment Security (NV Job Connect-online form) 4001 S. Virginia Ste H Reno, NV 89502 Contact: Wayne Irvine Phone: 284-9660 Fax: 284-9663, 688-1279 Email: businessservices@nvdetr.org	0 0 0	Account Executive On Air Announcer Account Executive
23	*Northern NV International Center 821 N Center Street Reno, NV 89509 Contact: Job Vacancy Phone: 784-7515 Fax: 337-1939	0 0 0	Account Executive On Air Announcer Account Executive
24	*Boys & Girls Club 2680 E 9 th Street Reno, NV 89512 Contact: Shauna Douglas Phone: 331-3605 Fax: 331-9012	0 0 0	Account Executive On Air Announcer Account Executive

	Email: sdouglass@bctm.org		
25	Carson Valley Chinese Culture Grp 1428 Cheddington Street Gardnerville, NV 89410 Contact: Sonia Carlson Phone: 782-8067	0 0 0	Account Executive On Air Announcer Account Executive
26	*Nevada Indian Commission 5366 Snyder Avenue Carson City, NV 89701 Contact: Sherry Rupert Phone: 687-8333 Fax: 687-8330	0 0 0	Account Executive On Air Announcer Account Executive
27	NV Office of Vet Services 5640 Reno Corp Drive Reno, NV 89512 Contact: Job Vacancy Phone: 688-1653 Fax: 688-1656	0 0 0	Account Executive On Air Announcer Account Executive
28	Reno Sparks Chamber of Commerce 449 South Virginia Street Reno, NV 89501 Phone: 337-3030 Fax: 337-3038	0 0 0	Account Executive On Air Announcer Account Executive
29	Future Business Leaders of America 320 Greenbrae Drive Sparks, NV 89431 Contact: Evan Cunningham Phone: 622-5330 Email: evan.cunningham66@gmail.com	0 0 0	Account Executive On Air Announcer Account Executive
30	NV Black Cultural Awareness PO Box 21448 Reno, NV 89515 Phone: 775-329-8990 Fax: 775-329-8990 x4 Email: admin@nbcas.org	0 0 0	Account Executive On Air Announcer Account Executive
31	Western Nevada College Career Connect 2201 West College Parkway Carson City, NV 89703 Phone: 775-445-3281 Fax: 775-445-3150, 445-3286 Email: Claudia.cervantes@wnc.edu	0 0 0	Account Executive On Air Announcer Account Executive

	Post to: 0www.wnc.edu/jobs/student_jobs/off _campus/		
32	www.allaccess.com /Facebook	9	On Air Announcer
33	Email to all employees/In-House Bulletin	0 0 0	Account Executive On Air Announcer Account Executive
34	Radio Ads on KOZZ, KDOT, KTHX, KUUB, KPLY, KHIT, KCKQ,	0 0 0	Account Executive On Air Announcer Account Executive
35	Notice on all Lotus Radio Corp Websites (KOZZ, KDOT, KTHX, KUUB, KPLY, KHIT) Lotus Communications Corp	0 0 0	Account Executive On Air Announcer Account Executive
36	Former/Current Lotus Employees	3 6 0	Account Executive On Air Announcer Account Executive
37	Client Referral	0 0 0	Account Executive On Air Announcer Account Executive
38	Walk-in	0 0 0	Account Executive On Air Announcer Account Executive
39	Craigslist.org		
40	Word of Mouth	0 0 0	Account Executive On Air Announcer Account Executive

41	Indeed.com	1 0 12	Account Executive On Air Announcer Account Executive
42	JobSpider.com	0 0 0	Account Executive On Air Announcer Account Executive
43	Remote Bins	0 0 0	Account Executive On Air Announcer Account Executive
44	*Operation: Employ 634 Ryland St, #130 Reno, NV 89502 shane@opemploy.org	0 0 0	Account Executive On Air Announcer Account Executive