

**LOTUS SACRAMENTO CORPORATION  
ANNUAL EEO PUBLIC FILE REPORT  
FOR THE PERIOD  
AUGUST 1, 2017 – JULY 31, 2018**

**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 status KMJE 92.1 FM (Sacramento, CA), KVMX 890 AM (Sacramento, CA).

Lotus Sacramento Corporation, 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, 2017 through July 31, 2018**

<b>Full-Time Position</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source for Successful Applicant</b>	<b>Total No. Interviewed from all Sources</b>
<b>Promotions Assistant</b>	See Attached Recruitment Sources 1-38	Network	5
<b>Account Executive</b>	See Attached Recruitment Sources 1-38	Network	11
<b>Business Manager *</b>	See Attached Recruitment Source 8 (exigent circumstance)	Accounting Principals	7
<b>Traffic Coordinator</b>	See Attached Recruitment Sources 1-38	Ziprecruiter.com	3
<b>Total number of person interviewed during applicable period:</b>			26

\*Due to exigent circumstance and specialized knowledge required for Business Manager position only one source for recruitment was utilized.

**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
<p><b><u>Menu 14 – Rules &amp; Regulations Memo</u></b>                      The Lotus Communications Corp. Annual Managers’ meeting was held November 12 -16, 2017 in Tucson, Arizona. Part of the corporate agenda was dedicated to our continuing effort to review and provide information and training to ensure equal opportunity and the prevention of discrimination. All station management personnel met with the Chief Compliance Officer. As part of the procedural review 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 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.                      In addition, Lotus stations conduct monthly EEO meetings reinforcing their non-discrimination mission statement and provide an opportunity to discuss upcoming and future Outreach programs.</p>	<p>11/12/17- 11/16/17</p>	<p>General Manager, Local Sales Manager</p>	<p>Lotus Communications Corporation Headquarters</p>
<p><b><u>Menu 1 – Job Fair</u></b>                      Lotus packets and applications were given out at the National Career Fair in Sacramento, CA on 10/4/17. There were approximately 1,000 people in attendance. We had applications request job applications and information about Lotus Sacramento Corporation. Our staff answered job seeker’s questions about the company and different departments within Lotus Sacramento Corporation.</p>	<p>10/4/17</p>	<p>General Manager, Promotions Coordinator</p>	<p>National Career Fair</p>

<p><b>Menu 1 – Job Fair</b>          Lotus packets and applications were given out at the National Career Fair in Sacramento, CA on 3/21/18. There were approximately 1,100 people in attendance. We had applications that requested job applications and information about Lotus Sacramento Corporation. Our staff answered job seeker’s questions about the company and departments within Lotus Sacramento Corporation.</p>	3/21/18	Local Sales Manager	National Career Fair
<p><b>Menu 2 – Hosted Job Fair</b>          Lotus Sacramento hosted a career fair where multiple local employers were represented. Lotus packets and applications were given out at this free event held a local community center. There were approximately 200 people in attendance. We had applications request job applications and information about Lotus Sacramento Corporation. Our staff answered job seeker’s questions about the company and different departments within Lotus Sacramento Corporation.</p>	3/8/18	General Manager, Local Sales Manager, Remote Technician	Lotus Sacramento Corp.
<p><b>Menu 8 – Training Program</b>          Lotus Sacramento hired a broadcast professional from the Radio Advertising Bureau to train the management and sales staff. Topics covered included understanding personality types and generational difference when working together. Also covered advanced sales and script writing techniques. The training lasted 8 hours and took place at a local hotel meeting room.</p>	4/19/18	General Manager, Business Manager, Local Sales Manager, Account Executives, Traffic Coordinator	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	2 1 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc)	1 1 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
3	Lotus Sacramento Corporation – Bulletin Boards 1442 Ethan Way, Suite 101 Sacramento, CA 95825	0 1 0	Account Executive Promotions Assistant Business Manager

	(916) 779-0900	0	Traffic Coordinator
4	Lotus Sacramento Corporation – On Air Announcements 1442 Ethan Way, Suite 101 Sacramento, CA 95825 (916) 779-0900	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
5	Department of Employment & Social Services 744 P St. Sacramento, CA 95814 (916) 227-0301	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
6	Employment Development Department 5007 Broadway Sacramento, CA 95820 (916) 227-0330	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
7	NAACP Sacramento 816 H St #205 Sacramento, CA 95814 (916) 498-1898	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
8	Accounting Principals 1750 Creekside Oaks Dr. #225 Sacramento, CA 95833 (916) 403-6100	0 0 7 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
9	Department of Employment & Social Services 25 N Cottonwood St. Woodland, CA 95695 (530) 661-2750	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
10	Sacramento Works Career Center 925 Del Paso Blvd Sacramento, CA 95815 (916) 263-3800	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
11	California Indian Manpower Consortium 738 N Market Blvd Sacramento, CA 95834 (916) 920-0285	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
12	Asian Resources 5709 Stockton Blvd Sacramento, CA 95824 (916) 454-1892	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
13*	County of Sacramento Dept of Human Assistance 2433 Marconi Ave Sacramento, CA 95821 (916) 874-3800	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
14	Sacramento Asian Chamber of Commerce 2012 H St #101 Sacramento, CA 95811 (916) 446-7883	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
15	American River College 4700 College Oak Dr Sacramento, CA 95841 (916) 484-8011	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
16	APSEA Foundation P.O. Box 22188	0 0	Account Executive Promotions Assistant

	Sacramento, CA 95822 info@apseafoundation.org	0 0	Business Manager Traffic Coordinator
17	Sacramento Black Chamber of Commerce 5770 Freeport Blvd. #44 Sacramento, CA 95822 (916) 231-0416	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
18	Department of Rehabilitation 8701 Center Pkwy, Ste 100 Sacramento, CA 95823 (916) 682-3232	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
19*	California State University, Sacramento 6000 J Street Sacramento, CA 95819 (916) 278-6011	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
20	Commission on Status of Women 901 P St. #142A Sacramento, CA 95814 (916) 651-5405	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
21	Council of Asian Pacific Islanders Together for Advocacy & Leadership 5665 Freeport Blvd. No. 2 Sacramento, CA 95822 (916) 392-6471	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
22	Center for Employment Training 8376 Fruitridge Rd Sacramento, CA 95828 (916) 393-7401	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
23	Community College Foundation 1901 Royal Oaks Dr. #100 Sacramento, CA 95815 916) 418-5100	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
24*	Sacramento City College 3835 Freeport Blvd. Sacramento, CA 95822 (916) 558-2351	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
25	Croatian-American Cultural Center 3730 Auburn Blvd. Sacramento, CA 95821 (916) 489-0339	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
26	US Department of Veteran Affairs 1111 Howe Avenue Suite 390 Sacramento, CA 95825 (916) 566-7430	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
27	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, CA 95838 (916) 286-8600	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
28	Los Rios Community College District 1919 Spanos Ct Sacramento, CA 95825 (916) 568-3041	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator

29	National Organization for Women 915 L Street, Suite C245 Sacramento, CA 95814 (916) 442-3414	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
30	Sacramento Job Corps 3100 Meadowview Rd Sacramento, CA 95832 (916) 394-0770	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
31	Sacramento Employment and Training 925 Del Paso Blvd Sacramento, CA 95815 (916) 263-3800	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
32	California Department of Education 1430 N St Sacramento, CA 95814 (916) 319-0800	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
33	Sacramento Vocational Services 6950 21 <sup>st</sup> Ave Sacramento, CA 95820 (916) 381-1300	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
34	Sacramento Hispanic Chamber of Commerce 1451 River Park Drive #220 Sacramento, CA 95815 (916) 486-7700	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
35	California Broadcasters Associations 915 L Street #1150 Sacramento, CA 958140 (916) 444-2237	0 0 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
36	National Career Fair 1291 Galleria Drive, Ste 125 Henderson, NV 89014 (702) 818-8893	5 3 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
37	Indeed.com Website	0 2 0 0	Account Executive Promotions Assistant Business Manager Traffic Coordinator
38	ZipRecruiter Website	0 0 0 3	Account Executive Promotions Assistant Business Manager Traffic Coordinator
	TOTAL	26	