

**LOTUS SACRAMENTO CORPORATION
ANNUAL EEO PUBLIC FILE REPORT
FOR THE PERIOD
AUGUST 1, 2018 – JULY 31, 2019**

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 KVMX 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, 2018 through July 31, 2019

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from all Sources
Account Executive	See Attached Recruitment Sources 1-38	Indeed.com	4
On-Air Talent	See Attached Recruitment Sources 1-38	Employee Referral	4
Total number of person interviewed during applicable period:			8

*Due to exigent circumstance and specialized knowledge required for General Manager position internal candidate was promoted within the same business unit.

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>Menu Option #14 - Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination.</p> <p>The Lotus Communications Corp. Annual Managers' meeting was held November 26 through November 30, 2018 in Las Vegas, Nevada. 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.</p> <p>All station management personnel held individual meetings with the Chief Compliance Officer to review and discuss the ongoing effort to provide equal opportunities for current and future job openings. 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.</p> <p>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>11/26/18-11/30/18</p>	<p>General Manager, Local Sales Manager</p>	<p>Lotus Communications Corporation Headquarters</p>
<p>Menu 1 – Job Fair</p> <p>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</p>	<p>6/12/19</p>	<p>Sales Manager</p>	<p>National Career Fair</p>

Sacramento Corporation. Our staff answered job seeker's questions about the company and different departments within Lotus Sacramento Corporation.			
Menu 5 – Internship Program Lotus Sacramento has sponsored a work study program in collaboration with Cristo Rey High School to assist Hispanic high school students to gain broadcast work experience and skills. One student per school year would be onsite weekly for a 6-hour work day. They participated in station promotional events, learned the technical aspects of broadcast radio, as well as radio administration.	September 2018 to May 2019	General Manager, Business Manager, Promotions Assistants, On-Air Talent	Lotus Sacramento and Cristo Rey High School
Menu 8 – Training Program State of Hispanics half day training. Lotus Sacramento participated in this training event that reviewed the Hispanic demographics, business climate, and pending legislation affect minorities in our local market. Knowledge of entrepreneurship and business startup was obtained. The event featured a panel of Hispanic business experts.	9/27/18	General Manager, Local Sales Manager, Business Manager, Account Executives	Sacramento Hispanic Chamber of Commerce
Menu 8 – Training Program All staff participated in a 2-hour webinar training program for prevention of Harassment in the Workplace. This is an expansion of training from past years that only focused on Supervisors. Now all employees are equally trained	Completed by 4/15/19	All staff	Lotus Communications Corporation Headquarters and Think HR
Menu 8 – Training Program Lotus Sacramento participated in the Entrepreneur Spotlight program and awards ceremony. The event featured several Hispanic community, political and business leaders and their road to success. Each group spoke regarding their efforts that benefited the local community. Several event sponsors were on hand to share their positive interaction with the featured leaders with the attendees.	2/8/19	General Manager, Local Sales Manager, Business Manager, Promotions team, Account Executives	Sacramento Hispanic Chamber of Commerce

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	0 1	Account Executive On-Air Talent
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc)	0 0	Account Executive On-Air Talent
3	Lotus Sacramento Corporation – Bulletin Boards 1442 Ethan Way, Suite 101 Sacramento, CA 95825 (916) 779-0900	0 0	Account Executive On-Air Talent
4	Lotus Sacramento Corporation – On Air Announcements	0	Account Executive

	1442 Ethan Way, Suite 101 Sacramento, CA 95825 (916) 779-0900	0	On-Air Talent
5	Department of Employment & Social Services 744 P St. Sacramento, CA 95814 (916) 227-0301	0 0	Account Executive On-Air Talent
6	Employment Development Department 5007 Broadway Sacramento, CA 95820 (916) 227-0330	0 0	Account Executive On-Air Talent
7	NAACP Sacramento 816 H St #205 Sacramento, CA 95814 (916) 498-1898	0 0	Account Executive On-Air Talent
8	Accounting Principals 1750 Creekside Oaks Dr. #225 Sacramento, CA 95833 (916) 403-6100	0 0	Account Executive On-Air Talent
9	Department of Employment & Social Services 25 N Cottonwood St. Woodland, CA 95695 (530) 661-2750	0 0	Account Executive On-Air Talent
10	Sacramento Works Career Center 925 Del Paso Blvd Sacramento, CA 95815 (916) 263-3800	0 0	Account Executive On-Air Talent
11	California Indian Manpower Consortium 738 N Market Blvd Sacramento, CA 95834 (916) 920-0285	0 0	Account Executive On-Air Talent
12	Asian Resources 5709 Stockton Blvd Sacramento, CA 95824 (916) 454-1892	0 0	Account Executive On-Air Talent
13*	County of Sacramento Dept of Human Assistance 2433 Marconi Ave Sacramento, CA 95821 (916) 874-3800	0 0	Account Executive On-Air Talent
14	Sacramento Asian Chamber of Commerce 2012 H St #101 Sacramento, CA 95811 (916) 446-7883	0 0	Account Executive On-Air Talent
15	American River College 4700 College Oak Dr Sacramento, CA 95841 (916) 484-8011	0 0	Account Executive On-Air Talent
16	APSEA Foundation P.O. Box 22188 Sacramento, CA 95822 info@apseafoundation.org	0 0	Account Executive On-Air Talent
17	Sacramento Black Chamber of Commerce 5770 Freeport Blvd. #44 Sacramento, CA 95822 (916) 231-0416	0 0	Account Executive On-Air Talent
18	Department of Rehabilitation 8701 Center Pkwy, Ste 100 Sacramento, CA 95823 (916) 682-3232	0 0	Account Executive On-Air Talent
19*	California State University, Sacramento 6000 J Street Sacramento, CA 95819 (916) 278-6011	0 0	Account Executive On-Air Talent

20	Commission on Status of Women 901 P St. #142A Sacramento, CA 95814 (916) 651-5405	0 0	Account Executive On-Air Talent
21	Council of Asian Pacific Islanders Together for Advocacy & Leadership 5665 Freeport Blvd. No. 2 Sacramento, CA 95822 (916) 392-6471	0 0	Account Executive On-Air Talent
22	Center for Employment Training 8376 Fruitridge Rd Sacramento, CA 95828 (916) 393-7401	0 0	Account Executive On-Air Talent
23	Community College Foundation 1901 Royal Oaks Dr. #100 Sacramento, CA 95815 916) 418-5100	0 0	Account Executive On-Air Talent
24*	Sacramento City College 3835 Freeport Blvd. Sacramento, CA 95822 (916) 558-2351	0 0	Account Executive On-Air Talent
25	Croatian-American Cultural Center 3730 Auburn Blvd. Sacramento, CA 95821 (916) 489-0339	0 0	Account Executive On-Air Talent
26	US Department of Veteran Affairs 1111 Howe Avenue Suite 390 Sacramento, CA 95825 (916) 566-7430	0 0	Account Executive On-Air Talent
27	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, CA 95838 (916) 286-8600	0 0	Account Executive On-Air Talent
28	Los Rios Community College District 1919 Spanos Ct Sacramento, CA 95825 (916) 568-3041	0 0	Account Executive On-Air Talent
29	National Organization for Women 915 L Street, Suite C245 Sacramento, CA 95814 (916) 442-3414	0 0	Account Executive On-Air Talent
30	Sacramento Job Corps 3100 Meadowview Rd Sacramento, CA 95832 (916) 394-0770	0 0	Account Executive On-Air Talent
31	Sacramento Employment and Training 925 Del Paso Blvd Sacramento, CA 95815 (916) 263-3800	0 0	Account Executive On-Air Talent
32	California Department of Education 1430 N St Sacramento, CA 95814 (916) 319-0800	0 0	Account Executive On-Air Talent
33	Sacramento Vocational Services 6950 21 st Ave Sacramento, CA 95820 (916) 381-1300	0 0	Account Executive On-Air Talent
34	Sacramento Hispanic Chamber of Commerce 1451 River Park Drive #220 Sacramento, CA 95815 (916) 486-7700	0 0	Account Executive On-Air Talent
35	California Broadcasters Associations 915 L Street #1150 Sacramento, CA 958140	0 0	Account Executive On-Air Talent

	(916) 444-2237		
36	National Career Fair 1291 Galleria Drive, Ste 125 Henderson, NV 89014 (702) 818-8893	0 0	Account Executive On-Air Talent
37	Indeed.com	4 3	Account Executive On-Air Talent
	TOTAL	8	