

**LOTUS SACRAMENTO CORPORATION
ANNUAL EEO PUBLIC FILE REPORT
FOR THE PERIOD
AUGUST 1, 2019 – JULY 31, 2020**

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 (Placerville, CA), KVMX 890 AM (Olivehurst, 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, 2019 through July 31, 2020

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
Account Executive	See Attached Recruitment Sources 1-37	Indeed.com (Source #37)	9
Account Executive	See Attached Recruitment Sources 1-37	Employee Referral (Source #1)	9
Account Executive	See Attached Recruitment Sources 1-37	Employee Referral (Source #1)	9
Promotions Assistant	See Attached Recruitment Sources 1-37	Employee Referral (Source #1)	2
Total number of persons interviewed during applicable period:			29

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><u>Menu 6. - Job Bank Posting:</u> Lotus Sacramento Corp posts all job opening notifications in the California Broadcasters Association’s Job Bank website. (yourcba.com)</p>	8/01/19 – 7/31/20	Business Mgr.	California Broadcasters Association
<p><u>Menu 6. - Job Bank Posting:</u> Lotus Sacramento Corp., posts all job openings in the Indeed job bank, which gives immediate notification to job seekers worldwide. (Indeed.com)</p>	8/1/19 - 7/31/20	Business Mgr.	Lotus Sacramento Corp. and indeed.com
<p><u>Menu 1. – Job Fair:</u> Lotus Sacramento packets and applications were given out at the National Career Fair in Sacramento, CA on 09/18/19. We had applicants request job applications and information about Lotus Sacramento Corp., and our General Manager answered questions about the company and different departments within Lotus Sacramento Corp as well as broadcasting careers in general.</p>	9/18/19	General Mgr. & Promotions Assistant	National Career Fair
<p><u>Menu 14. – Management Training:</u> The Lotus Communications Corp. Annual Managers’ meeting was held 11/5/19 – 11/7/19, 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 held individual meetings with the Chief Compliance Officer to review and discuss the on going 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.</p>	11/5/19 – 11/7/19	Corporate Officers, General Mgr.	Lotus Communications Corp
<p><u>Menu 1. – Job Fair:</u> Lotus Sacramento packets and applications were given out at the National Career Fair in Sacramento, CA on 12/19/19. We had applicants request job applications and information about Lotus Sacramento Corp., and our General Manager answered questions about the company and different departments within Lotus Sacramento Corp as well as broadcasting careers in general.</p>	12/19/19	General Mgr. & Promotions Assistant	National Career Fair
<p><u>Menu 1. – Job Fair:</u> Lotus Sacramento participated in Steps to College 2020 on Saturday, February 1, 2020. We had applicants request job applications and information about Lotus Sacramento Corp. A Manager and a representative from our Promotion’s Department were there to answer questions about the company and different departments within Lotus Sacramento Corp as well as broadcasting careers in general.</p>	2/1/20	General Mgr. & Promotions Assistant	Consulate General of Mexico

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	7 7 7 1	Account Executive Account Executive Account Executive Promotions Asst.
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc.)	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
3	Lotus Sacramento Corporation – Bulletin Boards 1442 Ethan Way, Suite 101 Sacramento, CA 95825 (916) 779-0900	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
4	Lotus Sacramento Corporation – On Air Announcements 1442 Ethan Way, Suite 101 Sacramento, CA 95825 (916) 779-0900	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
5	Department of Employment & Social Services 744 P St. Sacramento, CA 95814 (916) 227-0301	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
6	Employment Development Department 5007 Broadway Sacramento, CA 95820 (916) 227-0330	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
7	NAACP Sacramento 816 H St #205 Sacramento, CA 95814 (916) 498-1898	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
8	Accounting Principals 1750 Creekside Oaks Dr. #225 Sacramento, CA 95833 (916) 403-6100	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
9	Department of Employment & Social Services 25 N Cottonwood St. Woodland, CA 95695 (530) 661-2750	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
10	Sacramento Works Career Center 925 Del Paso Blvd Sacramento, CA 95815 (916) 263-3800	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
11	California Indian Manpower Consortium 738 N Market Blvd Sacramento, CA 95834 (916) 920-0285	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
12	Asian Resources 5709 Stockton Blvd Sacramento, CA 95824 (916) 454-1892	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
13*	County of Sacramento Dept. of Human Assistance 2433 Marconi Ave Sacramento, CA 95821 (916) 874-3800	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.

14	Sacramento Asian Chamber of Commerce 2012 H St #101 Sacramento, CA 95811 (916) 446-7883	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
15	American River College 4700 College Oak Dr., Sacramento, CA 95841 (916) 484-8011	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
16	APSEA Foundation P.O. Box 22188 Sacramento, CA 95822 info@apseafoundation.org	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
17	Sacramento Black Chamber of Commerce 5770 Freeport Blvd. #44 Sacramento, CA 95822 (916) 231-0416	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
18	Department of Rehabilitation 8701 Center Pkwy, Ste., 100 Sacramento, CA 95823 (916) 682-3232	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
19*	California State University, Sacramento 6000 J Street Sacramento, CA 95819 (916) 278-6011	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
20	Commission on Status of Women 901 P St. #142A Sacramento, CA 95814 (916) 651-5405	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
21	Council of Asian Pacific Islanders Together for Advocacy & Leadership 5665 Freeport Blvd. No. 2 Sacramento, CA 95822	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
22	Center for Employment Training 8376 Fruitridge Rd Sacramento, CA 95828 (916) 393-7401	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
23	Community College Foundation 1901 Royal Oaks Dr. #100 Sacramento, CA 95815 916) 418-5100	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
24*	Sacramento City College 3835 Freeport Blvd. Sacramento, CA 95822 (916) 558-2351	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
25	Croatian-American Cultural Center 3730 Auburn Blvd. Sacramento, CA 95821 (916) 489-0339	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
26	US Department of Veteran Affairs 1111 Howe Avenue Suite 390 Sacramento, CA 95825 (916) 566-7430	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
27	Greater Sacramento Urban League 3725 Marysville Blvd Sacramento, CA 95838 (916) 286-8600	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
28	Los Rios Community College District 1919 Spanos Ct Sacramento, CA 95825 (916) 568-3041	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
29	National Organization for Women 915 L Street, Suite C245 Sacramento, CA 95814 (916) 442-3414	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
30	Sacramento Job Corps 3100 Meadowview Rd Sacramento, CA 95832 (916) 394-0770	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.

31	Sacramento Employment and Training 925 Del Paso Blvd Sacramento, CA 95815 (916) 263-3800	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
32	California Department of Education 1430 N St Sacramento, CA 95814 (916) 319-0800	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
33	Sacramento Vocational Services 6950 21 st Ave Sacramento, CA 95820 (916) 381-1300	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
34	Sacramento Hispanic Chamber of Commerce 1451 River Park Drive #220 Sacramento, CA 95815 (916) 486-7700	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
35	California Broadcasters Associations 915 L Street #1150 Sacramento, CA 958140 (916) 444-2237	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
36	National Career Fair 1291 Galleria Drive, Ste., 125 Henderson, NV 89014 (702) 818-8893	0 0 0 0	Account Executive Account Executive Account Executive Promotions Asst.
37	Indeed.com	2 2 2 1	Account Executive Account Executive Account Executive Promotions Asst.
Total:		29	