

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 Station(s) 670AM KIRN.

Lotus Oxnard Corp. is an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and to ensure 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 August 1, 2017 through July 31, 2018

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
General Manager	See Attached Recruitment (Source #1- 49)	Referral (Source #21)	4
Account Executive	See Attached Recruitment (Source #1- 49)	Referral (Source #21)	5
Digital Sales Coordinator	See Attached Recruitment (Source #1- 49)	LinkedIn (Source #48)	5
Business Manager	See Attached Recruitment (Source #1- 49)	LinkedIn (Source #48)	4

Total number of persons interviewed during applicable period: 18

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 activities. For this reporting period we participated in or conducted the following:

Activity/Description	Date	Staff Participant(s)	Sponsor / Initiator
<p>Menu Option #14: <i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</i></p> <p>Every month Lotus Los Angeles Corp. is having its EEO meetings in order to train its supervisors constantly the importance of non-discrimination as it relates to hiring and in the workplace. KIRN provide and share the best practices for providing equal employment opportunities.</p>	<p>08/01/2017 through 07/31/2018</p>	<p>Kane Biscaya General Manager, EEO Director</p> <p>Negin Navidi, Business Manager until 6/18/18, Christine Zeinali New Business Manager since 6/18/2018</p> <p>Alireza Hekmatshoar, Program Director</p> <p>Siamak Sabetimani, Production Manager</p>	
<p>Option #6: participation in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies);</p> <p>KIRN uses California Broadcasters Association, Craigslist, Iranian Hotline, indeed, Southern California Broadcasters Association, UCLA Extension, California Lutheran website, KIRN website amongst other job banks and websites, job fairs and resources for all part time and full-time positions and vacancies.</p> <p>KIRN used the job banks for outreach for Full time receptionist; Part time writer and news assistant; Part time on air talent for sports show; Part time writer and announcer for news program.</p>	<p>From August 2017 through July 2018</p>	<p>Outreaches were done for one full time receptionist and multiple positions for part time on air hosts for show hosts, news, sports, music show, and board operator.</p>	<p>Internet and Job bank postings</p>

<p>Option #1: <i>participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions;</i></p> <p>Los Angeles City College, along with Los Angeles County Office of Education, Department of Public Social Services (GAIN and GROW), Weingart Center Association and other business partners, hosted the 5th Annual Fall Classic Hiring Spree Committee on October 27, 2017 from 9am to 12 noon at Los Angeles City College located in 855 North Vermont Ave, Los Angeles, CA 90029. The purpose of this event was to serve students, support communities, and leading educators in these tough economic situations and the challenges for everyone. Event similar to these will help in the economic recovery. Through the collaborative efforts, Department of Public Social Service is trying to establish a working model to create employment opportunities for a diversified pool of job seekers. This event was an excellent opportunity for the companies to market their various job openings, meet prospective candidates and conduct on-the-spot interviews, as well as enhancing the companies' visibility to the surrounding community. KIRN participated in this job fair as we are always in search of new on-air talents.</p>	10/27/2017	Business Manager Program Director Public Relations	County of Los Angeles Department of Public Social Services GAIN/GROW Division; LACCG; Los Angeles County of Public Social Services; Weingart Center Association
<p>Option #1: <i>participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions;</i></p> <p>Pars Equality Center Job Fair was held at 4954 Van Nuys Blvd. Suite 201 Sherman Oaks, CA 91403 on 11/03/17</p> <p>The event was free and open to hiring employers to attend as well as the Job Seekers. There were 200-250 job seekers and 12 employers. Pars Equality is a nonprofit organization and its effort is to assist the Iranian people in their transition and help them find jobs. This event was to give the employers the opportunity to showcase their companies' employment opportunities, services, as well as build a partnership that will transcend into a lasting relationship in order to meet the needs of the community. KIRN is always looking for on air talents.</p>	11/03/17	Business Manager Program Director Public Relations	Pars Equality Center

<p>Option #14: <i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</i></p> <p>The Lotus Communications Corp. Annual Managers' meeting was held November 13 & 15, 2017 at the corporate headquarters in Los Angeles, California. Part of the agenda was dedicated to reviewing the ongoing FCC outreach program. The purpose is to ensure equal opportunity and nondiscrimination in every aspect of the station employment policy and procedure. The stations are encouraged to go beyond their requirements and create a variety of outreach campaigns in an effort to recruit qualified candidates for current and future job opportunities. The stations are also required to review their recruitment list regularly to be sure they are effectively reaching out to women and minority organizations affording the most opportunity for the existing workforce. Additionally, the Lotus policy of Monthly EEO meetings reinforce the nondiscrimination mission statement and provide an opportunity to discuss upcoming and the creation of effective Outreach programs. Discussions also focused on the online Public File for both those stations who were required to be online by the end of the year and for those preparing to go online by the required March 2018 date.</p>	<p>November 13-15/2017</p>	<p>Jay A. Levine, SR. VP & Chief Compliance Officer</p>	
<p>Option #9: <i>Establishment of a mentoring program for station personnel</i></p> <p>Cecilia Marquez, traffic manager, mentored and trained Sina Bayat new account executive for our sister station KIRN radio.</p>	<p>February 21 – February 28 2018 (new hire was made in February 2018)</p>	<p>Cecilia Marquez</p>	<p>KIRN 670am Internal Training</p>
<p>Option #9: <i>Establishment of a mentoring program for station personnel</i></p> <p>Cecilia Marquez, traffic manager, mentored and trained Layla Hawkins Lotfi new account executive for our sister station KIRN radio.</p>	<p>March 6 – March 13 2018 (new hire was made in March 2018)</p>	<p>Cecilia Marquez</p>	<p>KIRN 670am Internal Training</p>

<p>Option #3: <i>Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.</i></p> <p>KIRN 670 co-hosted Glendale Community College's seasonal hiring spree from 10am to 2pm at Plaza Vaquero. This was the third job fair that KIRN cohosted with Glendale Community college in cooperation with KWKW ESPN de Portes 1330am. The employers paid \$100 per booth and the payments were made directly to Glendale Community College to cover their cost.</p> <p>This event was open to public. This job fair was promoted on KIRN air through commercials, live mentions and live interviews. Also, KWKW promoted this event on their station. There were over 20 employers offering seasonal, part time, and full-time jobs. There were approximately 2,000 jobseekers at this event. The attendees consisted of the students and also the general public. Some of the companies had on spot hiring.</p> <p>KIRN was recruiting for Part time Copy writer at this Job Fair. Applications were accepted and brief interviews were conducted on site by KIRN's Program Director who was the hiring manager.</p>	3/27/18	Business Manager Program Director Public Relations	Glendale Community College
<p>Option #1: <i>participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions;</i></p> <p>Pars Equality Center Job Fair was held at 4954 Van Nuys Blvd. Suite 201 Sherman Oaks, CA 91403 on 5/25/2018</p> <p>The event was free and open to hiring employers to attend as well as the Job Seekers. There were 200-250 job seekers and 12 employers. Pars Equality is a nonprofit organization and its effort is to assist the Iranian people in their transition and help them find jobs. This event was to give the employers the opportunity to showcase their companies' employment opportunities, services, as well as build a partnership that will transcend into a lasting relationship in order to meet the needs of the community. KIRN is always looking for on air talents.</p>	05/25/18	Business Manager Program Director Public Relations	Pars Equality Center

<p>Option #1: <i>participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions;</i></p> <p>The Zev Yaroslavsky family Support Center (ZYFSC) Job Fair was held at 7555 Van Nuys Blvd, Van Nuys, CA 91405 on 06/14/18</p> <p>The event was free and open to hiring employers to attend as well as the Job Seekers. There were 800-1000 job seekers. The Zev Yaroslavsky family Support Center (ZYFSC) is a nonprofit organization and its effort is to assist the Iranian people in their transition and help them find jobs. This event was to give the employers the opportunity to showcase their companies' employment opportunities, services, as well as build a partnership that will transcend into a lasting relationship in order to meet the needs of the community. KIRN is always looking for on air talents.</p>	06/14/18	Business Manager Program Director Public Relations	The Zev Yaroslavsky family Support Center (ZYFSC)
<p>Menu Option #14 <i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</i></p> <p>Business Manager's meeting was held in Seattle WA, the week of 6/18-6/22/18. One of the topics was to remind everyone of the importance of providing Equal Employment opportunities in regards to hiring practices. And</p> <p>HR Director continuously provides all Supervisors and Managers with materials, Articles, links to ensure equal opportunity and nondiscrimination in every aspect of the station employment policy and procedure.</p>	6/18-6/22 2018	KIRN Business Manager	
<p>Menu Option #5: <i>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p> <p>KIRN and KWKW/KFWB continue to assist Intern and help a university student whose major is in communication to learn necessary basic skills for broadcast employment.</p>	7/1-7/31/18	KIRN's and KWKW's/KFWB's Program Directors	

RECRUITMENT SOURCES:

- Designates an entity requesting notification.

# Source	Recruitment Source: Name, Address, Contact Person, Telephone Number	Total Number Interviewees Provided by Source During Period	Full-time Positions for Which This Source Was Utilized
1	*Actors Work Program Phyllis Friedman 5757 Wilshire Blvd. #400 L.A., CA 90036 323-933-9244 323-933-7615 fax csorenson@actorsfund.org www.actorsfund.org	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
2	*Asian American Drug Abuse Dean Nakinishi 2900 Crenshaw Blvd. Los Angeles, CA. 90016 hr@aadapinc.org www.aadapinc.org 323-293-6284 323-295-4075 fax	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
3	*Asian American Study Center / UCLA Meg 3230 Campbell Hall L.A., CA 90024 310-825-2974 310-206-9844 fax meg@ucla.edu www.aasc.ucla.edu	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
4	*Asian Rehab Service Center Tom Chung 1701 E. Washington Blvd. Los Angeles, CA. 90021 www.asianrehab.org 213-743-9242 ext. 151 213-743-9266 fax	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
5	*Bulletin Board KIRN Poopak Mozaffari 3301 Barham Blvd. Suite 300 Los Angeles, CA. 90068 323-878-1266 323-512-7452 fax	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
6	*Cal State University at Chico Career Center 400 W. First Street #270 Chico, CA 95929 530-898-5253 530-898-4881 fax careercenter@csuchico.edu www.csuchico.edu/career	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive

7	*California Broadcasters Association /CBA Joe Berry 915 L Street Suite #1150 Sacramento, Ca 95814 JBerry@yourCBA.com www.yourcba.com	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
8	*California Institute of Arts Amy Young 24700 Mc Bean Pkwy Valencia, CA 91335 661-253-7892 661-253-7872 careers@calart.edu www.calart.edu	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
9	*California Lutheran University: www.callutheran.edu	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
10	*California State University of Northridge (CSUN) Career Center Patricia Gainer 18111 Nordhoff Street University Hall Suite 105 Northridge, CA 91330-8241 www.csun.edu 818-677-5563 Direct Line 818-677-2878 General Office 818-677-4593 fax	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
11	*California Workforce Investment Board (Private Employee Agency) Douglas Sale 777 12th Street Suite 200 Sacramento, CA 95814 Receptionist cwibinfo@cwib.ca.gov www.cwib.ca.gov 916-324-3369 916-324-3068 fax	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
12	*Community Career Development Rhonda Rose 3550 Wilshire Blvd. #500 L.A., CA 90010 rrose@communitycareer.org www.communitycareer.org 213-365-9829 213-365-9839 fax	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
13	*Craigslist.com	2 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
14	CSULA / Job Juanita Arreola 5151 State University Dr. L.A., CA 90032 323-343-3000 323-343-3649 fax www.calstatela.edu	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive

15	*CSUN/Dept. of Journalism Kent Kirkton 18111 Nordhoff Street Northridge, CA 91330-8241 www.csun.edu 818-677-3135 Direct Line 818-677-3438	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
16	*EDD (Public Employee Agency) Chris Garcia 12715 South Pioneer Blvd. Norwalk, CA. 90650 celiag@edd.ca.gov www.edu.ca.gov 562-929-9147 562-929-9168 fax	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
17	*Employment Development Department / EDD Monique Zahiri 15400 Sherman Way Blvd. #140 Van Nuys, Ca 91410 818-267-3347 818-781-3810 Fax Monique.Zahiri@edd.ca.gov	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
18	*Gain/Grow Division Los Angeles County Office of Education Nahid Moradi Career Development Program Specialist 6736 Laurel Canyon Blvd. , Suite #300 North Hollywood, CA 91606 P: 818-764-8312 F: 818-764-8320 Moradi_Nahid@lacoedu	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
19	*Glendale College Arpi Amirian 1500 N. Verdugo Rd. Glendale, CA 91208 818-240-1000 X5421 818-241-5455 fax www.glendale.edu/ses	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
20	*Hispanic Chamber of Commerce Victoria Palacio Mail@hcoc.org P: 714-953-4289	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
21	*In House referrals Poopak Mozaffari 3301 Barham Blvd. Suite 300 Los Angeles, CA. 90068 323-878-1266 323-512-7452 fax	1 0 0 1	General Manager Business Manager Digital Sales Coordinator Account Executive
22	*Iranianhotline.com	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
23	*Jewish Family Services Los Angeles Mastaneh Moghadam mmoghadam@jfsla.org http://www.jfsla.org/	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive

24	*Jewish Vocational Services / JVS Tali Lerea 22622 Vanowen Street West Hills, CA 91307 818-464-3222 818-501-7758 fax tlerea@jvsla.org www.jvsla.org	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
25	*JVS Marina Del Ray Work Source Center Patti Howard Human Resources 13160 Mindanao Way, Suite 240 Marina Del Ray, Ca 90292 P: 310-309-6000 Ext. 210 F: 310-309-6032 poward@jvsla.org	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
26	*KIRN Website 670amkirk.com	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
27	*LA Family Housing Employment Fair Tony Jaramillo 7817 N. Lankershim Blvd. North Hollywood, CA 91605 818-371-6286 van_nuysws@yahoo.com	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
28	*L.A.V.C. Job Resource Center 5800 Fulton Ave. Van Nuys, CA 91401 Patricia Guerrero guerreropt@lavc.edu Post jobs at: collegcentral.com/lavc 818-947-2334 818-947-2978 fax coop@lavc.edu www.lavc.edu	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
29	*Los Angeles Pierce College Patricia Garcia 6201 Winnetka Ave. Woodland Hills, CA. 91371 818-719-6453 818-710-4124 fax jobcenp@piercecollege.edu www.piercecollege.edu	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
30	*Los Angeles Valley College Tony Jaramillo 5800 Fulton Ave. Valley Glen, CA 91401 P: 818-947-2941 F: 818-947-2940 jaramiaj@lavc.edu	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
31	*Mexican American Opportunities Human Resources / Araceli Cruz 401 N. Garfield Avenue Montebello, CA 90640 323-890-9600 323-721-9039 acruz@maof.org www.maof.org	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive

32	*NAACP P.O.Box 56468 Los Angeles, CA. 90056 323-397-1171 310-397-1179 fax Naacpla@sbcglobal.net www.naacp.org	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
33	*National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, CA 91105 P: 626-792-6462 F: 626-792-6051 info@nhmc.org	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
34	*North Valley Occupational Center Nadia Diaz 11450 Sharp Ave. Mission Hills, CA. 91345 818-365-9645 ext. 330 818-361-9510 fax www.nvoc.org	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
35	*Pacific Gateway Workforce Investment Network Cort Huckabone 3447 Atlantic Avenue Long Beach, CA 90807 562-570-4576 562-570-4551 fax corthuckabone@longbeach.gov www.pacificgatewayworkforce.com	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
36	*Pacific Gateway Workforce Investment Network Harbor Work Source Center Negussie Zeleke 1851 N. Gaffey St. Suite #F San Pedro, CA 90731 P: 310-732-5700 F: 310-241-0798	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
37	*Pars Equality Center Peyman Malaz, Program Manager, Pars Equality Center, Los Angeles <u>(818) 616-3091</u> 4954 Van Nuys Blvd., Suite 201 Sherman Oaks, CA 91403	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
38	*Pars Equality Center Job Fairs Peyman Malaz, Program Manager, Pars Equality Center, Los Angeles <u>(818) 616-3091</u> 4954 Van Nuys Blvd., Suite 201 Sherman Oaks, CA 91403	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
39	*Radio Ad. KIRN Poopak Mozaffari 3301 Barham Blvd. Suite 300 Los Angeles, CA. 90068 323-878-1266 323-512-7452 fax	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
40	*San Diego State University Angela 5500 Campanile Dr. San Diego, CA 92182 619-594-5450	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive

	619-594-7431 fax jmsdesk@mail.sdsu.edu www.jms.sdsu.edu		
41	*Southern California Broadcasters Association (SCBA) Director of Events & Member Services 5670 Wilshire Blvd. #200 Los Angeles, CA 90036 tcallahan@scba.com P: 323-930-5598 F: 323-930-5595 www.scba.com	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
42	*UCLA / Extension Sharon Kamiya 10995 Le Conte Avenue L.A., CA 90024 310-206-1902 www.career.ucla.edu	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
43	*USC Annenberg School for Communication & Journalism Tim Burgess 3502 Wall Way #140 L.A., CA 90089 213-740-3912 213-740-8036 fax tburgess@usc.edu www.annenberg.usc.edu	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
44	*Venice Skill Center Ojuana Marshall 611 5 th Avenue Venice, CA 90291 310-664-5889 310-392-3461 fax Ocm3009@lausd.net www.lausd.net	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
45	*Verdugo Job Center (Public Employee Agency) Gail Jordan 818-937-8013 1255 South Central Avenue Glendale, CA. 91204 818-409-0476 818-409-0496 fax gjordan@ci.glendale.ca.us www.verdugojobcenter.org	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
45	*Women at work 3871 E. Colorado Blvd. Pasadena, CA. 91106 626-796-6870 ext.17 626-793-7396 fax www.womenatwork.org	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
46	*YWCA / Greater Los Angeles Margaret Brown 2501 W. Vernon Avenue L.A., CA 90008 323-295-4288 323-295-9178 fax Magaret.brown@ywcagla.org www.ywcagla.org	0 0 0 0	General Manager Business Manager Digital Sales Coordinator Account Executive
47	*3 rd Annual Fall Classic Hiring Spree at Los Angeles City college Job Fair	0 0	General Manager Business Manager

	Los Angeles County Office of Education Gain/Grow division 1625 West Olympic Blvd. Suite 900 Los Angeles, CA 90015 P: 213-908-0831 F: 213-908-0843	0 0	Digital Sales Coordinator Account Executive
48	* www.linkedin.com	0 3 3 2	General Manager Business Manager Digital Sales Coordinator Account Executive
49	* www.indeed.com	1 1 2 2	General Manager Business Manager Digital Sales Coordinator Account Executive