

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, 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 (Source #1- 51)	Referral (Source #21)	5
Traffic Coordinator	See Attached Recruitment (Source #1- 51)	Indeed (Source #49)	24
Digital coordinator	Promoted Employee	In house	5
Digital Sales Coordinator	Promoted Employee	In house	4

Total number of persons interviewed during applicable period: 38

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 - Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination. 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. 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. 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 organizations that wish to be notified when job openings occur. 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. Additional discussions include Public Service Announcements and their Public Affairs programming.</p>	<p>11/05/2019 through 11/07/2019</p>	<p>Kane Biscaya General Manager, EEO Director</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); KIRN uses California Broadcasters Association,</p>	<p>From August 2019 through</p>	<p>Outreaches were done for one full time traffic coordinator, digital sales coordinator, account executive, and</p>	<p>Internet and Job bank postings</p>

<p>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 account executive, traffic coordinator, digital sales coordinator; Part time writer and news assistant; Part-time on-air talent for sports show; Part time writer and announcer for news program.</p>	<p>July 2020</p>	<p>multiple positions for part-time on-air hosts for show hosts, news, sports, music show, and board operator.</p>	
<p>Option #9: <i>Establishment of a mentoring program for station personnel</i></p> <p>Kane Biscaya, general manager, mentored and trained Sheida Mina, promoted employee for digital coordinator position for our station KIRN radio.</p>	<p>May 11 – May 28 2020 (new position was made in May2020)</p>	<p>Kane Biscaya</p>	<p>KIRN 670am Internal Training</p>
<p>Option #9: <i>Establishment of a mentoring program for station personnel</i></p> <p>Christine Zeinali, business manager, mentored and trained Reza Alisamir new traffic coordinator for station KIRN radio.</p>	<p>December 16 2019– January 5 2020 (new hire was made in December 2019)</p>	<p>Christine Zeinali</p>	<p>KIRN 670am Internal Training</p>
<p>Option #8: <i>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></p> <p>Radio Iran 670AM and Iranian Hotline held a free admission zoom webinar with the subject of “Effective Management of Small Businesses in the Time of COVID-19” on July 23, 2020 from 7:30pm-8:30pm.</p> <p>We have one speaker at the event and he provided valuable information on how to manage small businesses in the time of COVID19. At the end of event speaker answered attendees’ questions.</p>	<p>7/23/2020</p>	<p>Christine Zeinali Kane Biscaya Alireza Hekmatshoar</p>	

<p>Option #8: <i>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></p> <p>Radio Iran 670AM and Iranian Hotline held a free admission business event at Skirball Cultural Center with the subject of “Building Better Business” at 2701 N Sepulveda Blvd. Los Angeles CA 90049 on August 28, 2019.</p> <p>We have invited 3 speakers at the event and they provided valuable information in regards to Business Law, business success fundamentals, and social media marketing to help individuals and businesses learn and grow. At the end of event speakers answered attendees’ questions.</p>	8/26/2019	Christine Zeinali Kane Biscaya Alireza Hekmatshoar	
<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>Loyola Marymount University Job Fair was held at 1 Loyola Marymount University Dr, Los Angeles, CA 90045 on 10/26/2019</p> <p>The event was free and open to hiring employers to attend as well as the Job Seekers. 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>	10/26/19	Program Director Alireza Hekmatshoar	Loyola Marymount University
<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 supposed to be held in Los Angeles CA , the week of 5/18/20-5/20/20. But the meeting was cancelled due to COVID-19.</p>	5/18/20-5/20/20	KIRN Business Manager Christine Zeinali	

<p>Menu Option #14 <i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</i></p> <p>BBC international from London held a private webinar for KIRN with the subject of “Mental wellbeing and resilience for Media Organizations”</p>	6/24/2020	<p>KIRN Program Director</p> <p>Alireza Hekmatshoar</p>	
<p>Menu Option #14 <i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</i></p> <p>Glendale Chamber Kaiser Permanente held a zoom webinar under COVID-19– Restarting The workforce topic.</p> <p>This webinar provided valuable insights on the growing evidence of effective mitigation strategic and the various tactics employers can deploy to safety open back up for the business.</p> <p>The webinar content was focused on returning to work and included clinical updates, getting back to business, and common questions around both clinical and operational processes.</p>	6/29/20	<p>KIRN business Manager</p> <p>Christine Zeinali</p>	
<p>Menu Option #14 <i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</i></p> <p>Employers Group held a seminar named Your Workplace & Employment Law Update (WELU) on November 12, 2019 from 7:45 am-4:30 pm at 2500 North Hollywood Way, Burbank, California 91505. Seminar covered the issues, laws, and practices California businesses need to be aware of for the upcoming year. Employers Group delivers its WELU before the new year begins so HR and business leaders have time to adequately prepare for changes in the law and compliance complexities. Employers Group’s program also covered timely workplace issues that impact how companies do business.</p>	11/12/19	<p>KIRN business Manager</p> <p>Christine Zeinali</p>	

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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator Digital Sales Coordinator Account Executive
9	*California Lutheran University: www.callutheran.edu	0 0 0 0	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator Digital Sales Coordinator Account Executive
13	*Craigslist.com	0 0 0 0	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator Digital Sales Coordinator Account Executive
20	*Hispanic Chamber of Commerce Victoria Palacio Mail@hcoc.org P: 714-953-4289	0 0 0 0	Digital Coordinator Traffic Coordinator Digital Sales Coordinator Account Executive
21	*In House referrals Christine Zeinali 3301 Barham Blvd. Suite 300 Los Angeles, CA. 90068 323-878-1266 323-512-7452 fax	1 3 2 0	Digital Coordinator Traffic Coordinator Digital Sales Coordinator Account Executive
22	*Iranianhotline.com	0 0 0 0	Digital Coordinator Traffic Coordinator Digital Sales Coordinator Account Executive
23	*Jewish Family Services Los Angeles Mastaneh Moghadam mmoghadam@jfsla.org http://www.jfsla.org/	0 0 0 0	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator Digital Sales Coordinator Account Executive
26	*KIRN Website 670amkirn.com	0 0 0 0	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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: collegecentral.com/lavc 818-947-2334 818-947-2978 fax coop@lavc.edu www.lavc.edu	0 0 0 0	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator 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	Digital Coordinator Traffic Coordinator Digital Sales Coordinator Account Executive
47	*3 rd Annual Fall Classic Hiring Spree at Los Angeles City college Job Fair	0 0	Digital Coordinator Traffic Coordinator

	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	2 9 2 4	Digital Coordinator Traffic Coordinator Digital Sales Coordinator Account Executive
49	* www.indeed.com	0 8 0 1	Digital Coordinator Traffic Coordinator Digital Sales Coordinator Account Executive
50	KIRN Hotline	0 1 0 0	Digital Coordinator Traffic Coordinator Digital Sales Coordinator Account Executive
51	ArmenianBD 415 E. Harvard St., Suite 100, Glendale, CA 91205 https://armenianbd.com/ advertise@armenianbd.com P: (818) 551-1239	2 3 0 0	Digital Coordinator Traffic Coordinator Digital Sales Coordinator Account Executive