

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, 2023 through July 31, 2024

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
0	0	0	0

Total number of persons interviewed during applicable period: 0

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 #16 Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p> <p>32 x 15 second spots aired in 670am KIRN radio station from 12am-12am briefly explaining about the job opportunities and invited and encouraged participants to visit our website for more information and provide an employment application if interested.</p> <p>By providing this KIRN shows is contributing a creative approach to reach community during very unusual times.</p>	1.24.2024-2.8.2024	Business manager Christine Zeinali, Programing director Alireza	
<p>Menu Option #16 Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p> <p>32 x 15 second spots aired in 670am KIRN radio station from 12am-12am briefly explaining about the job opportunities and invited and encouraged participants to visit our website for more information and provide an employment application if interested.</p> <p>By providing this KIRN shows is contributing a creative approach to reach community during very unusual times.</p>	4.1.2024-4.16.2024	Business manager Christine Zeinali, Programing director Alireza	
<p>Menu Option #16 Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	7.1.2024-7.16.2024	Business manager Christine Zeinali, Programing director Alireza	

<p>32 x 15 second spots aired in 670am KIRN radio station from 12am-12am briefly explaining about the job opportunities and invited and encouraged participants to visit our website for more information and provide an employment application if interested.</p> <p>By providing this KIRN shows is contributing a creative approach to reach community during very unusual times.</p>			
<p>Menu Option # #9: Establishment of a mentoring program for station personnel</p> <p>Reza Alisamir, traffic coordinator mentored and trained Sheyda Mina Marketron sales order and traffic reports for our station KIRN radio.</p>	April 23–April 30 2024	Reza Alisamir	KIRN 670am Internal Training
<p>Menu Option # #9: Establishment of a mentoring program for station personnel</p> <p>Reza Alisamir, traffic coordinator mentored and trained Sima Fakheri and traffic reports for our station KIRN radio.</p>	14 November 21–November 2023	Reza Alisamir	KIRN 670am Internal Training
<p>Menu Option #9: Establishment of a mentoring program for station personnel</p> <p>Alireza Hekmatshoar, program director mentored and trained Ali Shahriaripour for news board operator position for our station KIRN radio.</p>	November 15 –November 30 2022	Alireza Hekmatshoar	KIRN 670am Internal Training
<p>Menu Option #9: Establishment of a mentoring program for station personnel</p> <p>Randy Lane, from Randy Lane Company, talent coach, ongoing mentoring and training to KIRN station air talent Tannaz fathi for Ranginkaman show .</p>	February 2024	Alireza Hekmatshoar	KIRN 670am Training

Menu Option #9: Establishment of a mentoring program for station personnel Kapi Thomas, Digital Sales & Training Director At Lotus Boise, provides digital ongoing zoom, training OTT(over-the-top), CTV (connected TV) to KIRN account executives and traffic coordinator.	17 May, 2024	Kane Biscaya Arash Hafizi, Sima Fakheri, Zohreh Lalehzari Sina byat Reza Alizamir Sheyda Mina	KIRN 670am Training
Menu Option #9: Establishment of a mentoring program for station personnel Kapi Thomas, Digital Sales & Training Director At Lotus Boise, provides digital ongoing zoom, training OTT(over-the-top), CTV (connected TV) to KIRN account executives and traffic coordinator.	21 June, 2024	Kane Biscaya Arash Hafizi, Sima Fakheri, Zohreh Lalehzari Sina byat Reza Alizamir Sheyda Mina	KIRN 670am Training
Menu Option #9: Establishment of a mentoring program for station personnel Kapi Thomas, Digital Sales & Training Director At Lotus Boise, provides digital ongoing zoom, training OTT(over-the-top), CTV (connected TV) to KIRN account executives and traffic coordinator.	19 April, 2024	Kane Biscaya Arash Hafizi, Sima Fakheri, Zohreh Lalehzari Sina byat Reza Alizamir Sheyda Mina	KIRN 670am Training
Menu Option #9: Establishment of a mentoring program for station personnel Kapi Thomas, Digital Sales & Training Director At Lotus Boise, provides digital ongoing zoom, training OTT(over-the-top), CTV (connected TV) to KIRN account executives and traffic coordinator.	15 March, 2024	Kane Biscaya Arash Hafizi, Sima Fakheri, Zohreh Lalehzari Sina byat Reza Alizamir Sheyda Mina	KIRN 670am Training

<p>Menu Option #9: <i>Establishment of a mentoring program for station personnel</i></p> <p>Kapi Thomas, Digital Sales & Training Director</p> <p>At Lotus Boise, provides digital ongoing zoom, training OTT(over-the-top), CTV (connected TV) to KIRN account executives and traffic coordinator.</p>	19 January, 2024	<p>Kane Biscaya</p> <p>Arash Hafizi,</p> <p>Sima Fakheri,</p> <p>Zohreh Lalehzari</p> <p>Sina byat</p> <p>Reza Alizamir</p> <p>Sheyda Mina</p>	KIRN 670am Training
<p>Menu Option #9: <i>Establishment of a mentoring program for station personnel</i></p> <p>VICI Media Inc provides ongoing zoom training of digital marketing, digital advertising specifically social mirroring, geo fencing, vide pre-role, OTT, live chat, virtual assistant, native ads, google analytics to KIRN account executives.</p>	August 2023-July 2024	<p>Kane Biscaya</p> <p>Arash Hafizi,</p> <p>Sima Fakheri,</p> <p>Zohreh Lalehzari</p> <p>Sina byat</p> <p>Reza Alizamir</p> <p>Sheyda Mina</p>	KIRN 670am Training
<p>Option #2 Hosting of at least one job fair.</p> <p>Radio Iran 670AM participate and partnership a job fair with The Zev Yaroslavsky Family Support Center (ZYFSC) on Thursday June 27th, 2024.</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>	27/6/2024	<p>Alireza Hekmatshoar</p> <p>Program Director</p>	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>Employers Group held a webinar named Your Workplace & Employment Law Update (WELU) on December 6, 2023 from 8:00 am to 4:3 pm. 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</p>	12/06/23	<p>KIRN business Manager</p> <p>Christine Zeinali</p>	

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>Menu Option #14 <i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</i></p> <p>Each KIRN supervisor and manager and all employees attended a three and half hours in person training for "Workplace Violence" . Training covered below items:</p> <ol style="list-style-type: none"> 1. Commitment to Preventing and Addressing Workplace Violence 2. Important Definitions 3. Responsibility for Implementing the Plan 4. Employee Access 5. Involvement of Employees 6. Coordination with Other Employers 7. Accepting and Responding to Reports of Workplace Violence 8. Compliance 9. Communication 10. Procedure for Reporting Threats or Acts of Workplace Violence 11. Incident Response 12. Training 13. Identification and Evaluation of Workplace Violence Hazards 14. Procedures to Correct Identified Workplace Violence Hazards 15. Post-Incident Response and Investigation 	MAY 2024	KIRN Supervisors and Managers	

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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator Account Executive
9	*California Lutheran University: www.callutheran.edu	0 0 0 0	Digital Coordinator News Anchor Board Operator 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 mm@csun.edu 818-677-5563 Direct Line 818-677-2878 General Office 818-677-4593 fax	0 0 0 0	Digital Coordinator News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator Account Executive
13	*Craigslist.com	0 0 0 0	Digital Coordinator News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator Account Executive
20	*Hispanic Chamber of Commerce Victoria Palacio Mail@hcoc.org P: 714-953-4289	0 0 0 0	Digital Coordinator News Anchor Board Operator Account Executive
21	*In House referrals Christine Zeinali 3301 Barham Blvd. Suite 300 Los Angeles, CA. 90068 323-878-1266 323-512-7452 fax	0 0 0 0	Digital Coordinator News Anchor Board Operator Account Executive
22	*Iranianhotline.com	0 0 0 0	Digital Coordinator News Anchor Board Operator Account Executive
23	*Jewish Family Services Los Angeles Mastaneh Moghadam mmoghadam@jfsla.org http://www.jfsla.org/	0 0 0 0	Digital Coordinator News Anchor Board Operator 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 News Anchor Board Operator 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 phoward@jvsla.org	0 0 0 0	Digital Coordinator News Anchor Board Operator Account Executive
26	*KIRN Website 670amkirn.com	0 0 0 0	Digital Coordinator News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator Account Executive
37	*Pars Equality Center Peyman Malaz, pmalaz@parsequalitycenter.org 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 News Anchor Board Operator Account Executive
38	*Pars Equality Center Job Fairs Peyman Malaz, pmalaz@parsequalitycenter.org 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 News Anchor Board Operator 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 News Anchor Board Operator Account Executive
40	*San Diego State University Angela	0 0	Digital Coordinator News Anchor

	5500 Campanile Dr. San Diego, CA 92182 619-594-5450 619-594-7431 fax jmsdesk@mail.sdsu.edu Margaret.brown@ywcagla.org www.jms.sdsu.edu	0 0	Board Operator Account Executive
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 News Anchor Board Operator 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 News Anchor Board Operator 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 suzannea@usc.edu www.annenberg.usc.edu	0 0 0 0	Digital Coordinator News Anchor Board Operator 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 News Anchor Board Operator 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 News Anchor Board Operator 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 info@womenatwork.org	0 0 0 0	Digital Coordinator News Anchor Board Operator Account Executive
46	*YWCA / Greater Los Angeles Margaret Brown 2501 W. Vernon Avenue L.A., CA 90008	0 0 0 0	Digital Coordinator News Anchor Board Operator Account Executive

	323-295-4288 323-295-9178 fax Magaret.brown@ywcagla.org www.ywcagla.org		
47	*3 rd Annual Fall Classic Hiring Spree at Los Angeles City college Job Fair 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 0 0	Digital Coordinator News Anchor Board Operator Account Executive
48	* www.linkedin.com	0 0 0 0	Digital Coordinator News Anchor Board Operator Account Executive
49	* www.indeed.com	0 0 0 0	Digital Coordinator News Anchor Board Operator Account Executive
50	KIRN Hotline	0 0 0 0	Digital Coordinator News Anchor Board Operator Account Executive
51	ArmenianBD 415 E. Harvard St., Suite 100, Glendale, CA 91205 https://armenianbd.com/ advertise@armenianbd.com P: (818) 551-1239	0 0 0 0	Digital Coordinator News Anchor Board Operator Account Executive
52	KIRN Social Media	0 0 0 0	Digital Coordinator News Anchor Board Operator Account Executive