

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 the following stations: KOZZ, KDOT, KUUB, KPLY, KHIT, KFOY, KCKQ.

Lotus Radio Corp., 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 Vacancies Filled During Reporting Period: June 1, 2015 – May 31, 2016

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed from All Sources
Production Director	1-30, 32-40	33	6
Marketing/GM Assistant	1-31, 33-40	39	6
Receptionist	1-31, 33-40	39	12
Account Executive	1-2, 4-29, 31, 33-40	37	3

Total number of persons interviewed during applicable period: 27

SUPPLEMENTAL RECRUITMENT MEASURES:

In addition to direct job vacancy announcements and hiring procedures, we complied 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 Option #14</u> – Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination: In lieu of the 2015 Annual Lotus Corporate Management Meeting in which the FCC EEO Outreach program and ongoing training preventing discrimination is discussed, a memo regarding EEO Outreach rules, regulations and specific practices was submitted for acknowledgement by station management. The purpose was to ensure equal opportunity and nondiscrimination in every aspect of the station employment policy and practice. In the ongoing pursuit to continually and effectively administer the FCC EEO Outreach program it is important to regularly review the 16 Menu Options with the goal of creating recruitment opportunities and to ensure equal opportunity in employment and non-discrimination in all policies and procedures. The station acknowledges it has established, maintains, and carries out a positive continuing agenda of specific practices designed to secure a highly efficient and effective equal opportunity and nondiscrimination program in every aspect of the station employment policy and practice.</p> <p>1. Recruit for all Full Time</p>	<p>June 1, 2015 -May 31, 2016</p>	<p>All Lotus Corp Management</p>	<p>Lotus Communications Corp</p>

<p>employees using the list of women and minority organizations, educational institutions, private and public companies, employee referrals, etc. It is important to periodically review your recruitment lists so they will be up to date with the most current organizations affording the most opportunity for the existing workforce.</p> <p>2. Recruit for all Part Time positions as you would Full Time. This allows for promotion to Full Time as long as the complete “outreach” has been done.</p> <p>3. Continue the Monthly EEO meetings containing the anti-discrimination mission statement and references to job needs, and any references to recent or upcoming job fairs, career days, management training, etc. It is also advisable to review and plan your Outreach menu options on a yearly and quarterly basis. This will give you a great deal of flexibility and potentially a more efficiently executed program. The Monthly EEO meeting also provides you the opportunity to create and design additional programs specific to your market giving you a greater connection to the available job force and the probability of finding the most qualified candidate.</p>			
<p><u>Menu Option #16</u> – Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such</p>	<p>June 1, 2015– May 31, 2016</p>	<p>Lotus Radio Corp Management</p>	<p>Lotus Radio Corp.</p>

<p>opportunities: Each month, station management personnel meet to discuss our EEO mission statement, including but not limited to, upcoming menu options that promote Equal Opportunity and our policy of non-discrimination as it relates to hiring in the workplace. This regularly scheduled EEO meeting is designed to notify employees of upcoming opportunities and various issues focused on non-discrimination. The basis for our monthly EEO meeting is to reinforce our goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>			
<p><u>Menu Option #16</u> – Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities: On Wed June 3, Mike Murray, Station Manager, hosted a field trip at the station for the Rotaract of Reno. There were about 12 young adults of which about ½ were recent college graduates. Mike talked about each department and where we have needs for employment. Two of them expressed interest in working in sales.</p>	<p>June 3, 2015</p>	<p>Lotus Radio Corp Management</p>	<p>Lotus Radio Corp.</p>
<p><u>Menu Option #16</u> - Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who</p>	<p>November 2015– May 31, 2016</p>	<p>Lotus Radio Corp Management</p>	<p>Lotus Radio Corp.</p>

might otherwise be unaware of such opportunities: Beginning November 2015, employment applications and job notices are posted at remote events.			
<u>Menu Option #16</u> - Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities: On January 28, 2016, management and members of the sales team participated in Directions 2016 Engines of Change, sponsored by the Chamber of Commerce. Applications were distributed, job openings discussed with fellow participants.	January 28, 2016	Lotus Radio Corp Management	Lotus Radio Corp.
<u>Menu Option #5</u> – Establishment of an internship program designed to assist members of the community to acquire the skills needed for broadcast employment. Lotus had one intern from the University of NV Reno, Reynolds School of Journalism, earning academic credit for working a minimum of 150 hours.	May 12, 2015 to July 22, 2016	Lotus Radio Corp. contracted with Univ of NV Reynolds School of Journalism student to provide an internship for school credit.	Lotus Radio Corp./Univ of NV Reynolds School of Journalism
<u>Menu Option #7</u> - Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting: Lotus Radio Corp partnered with the Ronald McDonald House Charity Scholarship Program. It provides the opportunity for local high school students who want to study broadcasting in college to be granted a \$1,000 broadcast scholarship award, which is matched by Ronald McDonald House. The Ronald	Nov 4, 2015 – April 9, 2016	Lotus Radio Corp Management / RMHC scholarship Board	Lotus Radio Corp./ RMHC

<p>McDonald House Charity Scholarship program reaches out to youths of all ethnicities and backgrounds.</p>			
<p><u>Menu Option #6</u> – Participate 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): All open positions are listed on the Nevada Broadcasters Association website which promotes outreach generally plus serves as an important information resource for Nevada’s Radio and Television broadcast stations addressing questions and concerns. They also respond to questions and concerns from the public, providing a better understanding of the role that broadcasters play in their communities and in their interest.</p>	<p>June 1, 2015 – May 31, 2016</p>	<p>EEO Coordinator</p>	<p>Lotus Radio Corp</p>
<p><u>Menu Option #16</u> – Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities: Participated in UNR’s 2016 Career and Internship Expo. Lotus Radio representatives discussed the industry and current job openings with students, and distributed employment applications.</p>	<p>February 11, 2016</p>	<p>Lotus Radio Corp Management</p>	<p>Lotus Radio Corp</p>

RECRUITMENT SOURCES:

* Designates an entity requesting notification

# Source	Recruitment Source: Name, Address, Contact Person, Telephone Number	Total No. Interviewees Provided by Source For Period	Full-time Positions for Which This Source Was Utilized
1	Reno Sparks Indian Colony 98 Colony Road Reno, NV 89502 Contact: Jessica O'Daye Phone: 785-1303 Fax: 329-8710 Email: Jodaye@RSIC.org	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
2	Bureau of Vocational Rehabilitation 4001 S. Virginia Suite H Reno, NV 89502 Contact: Linda Williams Phone: 834-1970 Fax: 834-1983, 834-1984	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
3	Nevada Urban Indians 1475 Terminal Way Reno, NV 89502 Contact: Mike Green Phone: 788-7600 Fax: 788-7611	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
4	Truckee Meadows Community College Job Placement 7000 Meadows Community Blvd Reno, NV 89512 Contact: Career Center Phone: 673-7063 Fax: 673-7268 Email: tmcc.edu/careercenter	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
5	Veterans Employment 1929 S Carson St Carson City, NV 89701 Contact: Resource Center Phone: 684-0400 Fax: 684-0469	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive

6	Nevada Women's Fund 770 Smithridge Drive, #300 Reno, NV 89512 Contact: Isabelle Rodriguez Wilson Phone: 786-2335 Fax: 786-8152 Email: isabelle@nevadawomensfund.org	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
7	Career College of Northern NV 1421 Pullman Drive Sparks, NV 89434 Contact: Rita Williams Phone: 856-2266 Fax: 856-0935	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
8	NAACP PO Box 7757 Reno, NV 89510 Contact: Lonnie Feemster Phone: 322-2992 Email: lonnielfeemster@netscape.net	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
9	*Intertribal Council of NV 680 Greenbrae Drive, Suite 265 Sparks, NV 89431 Contact: Risa Stearns Phone: 355-0600 Fax: 355-0648	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
10	Nevada Hispanic Services 1711 N Roop Street Carson City, NV 89701 Contact: Jon Children Phone: 885-1055 Fax: 885-7039, 885-6980	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
11	*Sierra Nevada Job Corp 14175 Mt Charleston Reno, NV 89506 Contact: Jill Schaefer Phone: 789-0829 Fax: 789-1078 Email: schaefer.jill@jobcorps.org	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive

12	*Community Services Agency 1090 E 8 th St Reno, NV 89512 Contact: Karen Coffman Phone: 335-3136 Fax: 786-5743, 996-3299 Email: kcoffman@csareno.org	0 0 0 0	Production Director Marketing/GM Assistant Receptionist PIB / Board Op
13	University of NV – Reynolds School of Journalism Mail Stop 310 Reno, NV 89557 Contact: Sally Echeto Phone: 784-4519 Fax: 784-6656 Email: echeto@unr.edu, gaudena@unr.edu	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
14	*Veterans Center 5580 Mill Street, #600 Reno, NV 89502 Contact: Justin Brandenburg Phone: 323-1294 Fax: 322-8123 Email: justin.brandenburg@va.gov	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
15	International Students & Scholars 120 Fitzgerald Bldg MS074 Reno, NV 89557-0144 Contact: Elizabeth Adamska Phone: 784-6874 Fax: 327-5845	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
16	AARP 1135 Terminal Way, Suite 102 Reno, NV 89502 Contact: Claudia Bonner Phone: 323-2243 Fax: 323-7368	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive

17	Nevada Broadcasters Association 1050 E Flamingo Road, #S102 Las Vegas, NV 89119 Contact: 702-794-4994 Fax: 702-794-4997 Email: melanie@nevadabroadcasters.org	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
18	Sierra NV College 999 Tahoe Boulevard Incline Village, NV 89451 Contact: Erica Jensen Phone: 831-1314 Fax: 831-6223	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
19	*Pro Net/JOIN 1201 Terminal #104 Reno, NV 89502 Contact: Resource Department Phone: 336-4450 Fax: 336-4798 Email: cwilson@join.org	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
20	Center for Student Cultural Diversity Mail Stop 0144 Joe Crowley Student Union Reno, NV 89557 Phone: 784-4936 Fax: 682-8977 Email: thecenter@unr.edu	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
21	*American Women's Business Association PO Box 20268 Reno, NV 89510 Contact: James Benesch Phone: 786-2335 Fax: 322-5014	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive

22	*State of NV Dept of Employment Security (NV Job Connect-online form) 4001 S. Virginia Ste H Reno, NV 89502 Contact: Wayne Irvine Phone: 284-9660 Fax: 284-9663, 688-1279 Email: businessservices@nvdetr.org	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
23	*Northern NV International Center 821 N Center Street Reno, NV 89509 Contact: Job Vacancy Phone: 784-7515 Fax: 337-1939	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
24	*Boys & Girls Club 2680 E 9 th Street Reno, NV 89512 Contact: Shauna Douglas Phone: 331-3605 Fax: 331-9012	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
25	Carson Valley Chinese Culture Grp 1428 Cheddington Street Gardnerville, NV 89410 Contact: Sonia Carlson Phone: 782-8067	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
26	*Nevada Indian Commission 5366 Snyder Avenue Carson City, NV 89701 Contact: Sherry Rupert Phone: 687-8333 Fax: 687-8330	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
27	NV Office of Vet Services 5640 Reno Corp Drive Reno, NV 89512 Contact: Job Vacancy Phone: 688-1653 Fax: 688-1656	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive

28	Reno Sparks Chamber of Commerce 449 South Virginia Street Reno, NV 89501 Phone: 337-3030 Fax: 337-3038	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
29	Future Business Leaders of America 320 Greenbrae Drive Sparks, NV 89431 Contact: Evan Cunningham Phone: 622-5330 Email: evan.cunningham66@gmail.com	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
30	NV Black Cultural Awareness PO Box 21448 Reno, NV 89515 Phone: 775-329-8990 Fax: 775-329-8990 X4 admin@nbcas.org	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
31	Western Nevada College Career Connect 2201 West College Parkway Carson City, Nevada 89703 Phone: 775-445-3281 Fax: 775-445-3150, 445-3286 Email: Claudia.cervantes@wnc.edu Post to: www.wnc.edu/jobs/student_jobs/off_campus/	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
32	www.allaccess.com	1 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
33	Email to all employees/In-House Bulletin	4 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
34	Radio Ads on KUUB, KOZZ, KDOT, KHIT, KPLY, KFOY	0 0 0 1	Production Director Marketing/GM Assistant Receptionist Account Executive

35	Notice on all Lotus Radio Corp Websites (KOZZ, KDOT, KUUB, KPLY)	0 2 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
36	Former/Current Lotus Employees	1 2 1 0	Production Director Marketing/GM Assistant Receptionist Account Executive
37	Client Referral	0 0 0 1	Production Director Marketing/GM Assistant Receptionist Account Executive
38	Walk-in	0 0 0 0	Production Director Marketing/GM Assistant Receptionist Account Executive
39	Craigslist.org	0 1 9 1	Production Director Marketing/GM Assistant Receptionist Account Executive
40	Word of Mouth	0 1 2 0	Production Director Marketing/GM Assistant Receptionist Account Executive