

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) KOZZ, KDOT, KUUB, KHIT, KPLY.

Lotus Radio Corp, 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 June 1, 2010 – May 31, 2011

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
GROUP MKTG DIR	1-4, 6-25, 27-35	29	10
ACCOUNT EXEC	1-4, 6-25, 28-35	31	7
ACCOUNT EXEC	1-25, 28-35	33	3

Total number of persons interviewed during applicable period: 20

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
Menu Option #14 – Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. – The Lotus Annual Corporate Meeting, was held December 6 and 7 at the Lotus Corporate Headquarters located at 3301 Barham Blvd, Los Angeles, California. In attendance were all Corporate executives including the General Managers of all Lotus Radio and TV stations. Corporate executives	December 6-7, 2010	All Lotus Corp. Management	Lotus Radio Corp.

included President, Senior Vice Presidents of Finance and Compliance, Corporate Controller and Corporate Chief Engineer of all Lotus Radio & TV stations. During the two day period individual private meetings were held in the office of the Senior Vice President and Chief of Compliance to discuss the EEO Outreach responsibilities and the all important “menu options” that have been completed as well as those “menu options” yet to be completed before the end of the each market fiscal year.			
Menu Option #14 – Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. Dennis L Maginot, Compliance Investigator II, for the Nevada Equal Rights Commission a Division of the Nevada Dept of Employment, Training and Rehabilitation (DETR) conducted a seminar on the subject of workplace discrimination as it relates to hiring as well as in the workplace and acceptable hiring questions. Other subject matters included sexual harassment and the process of filing a discrimination claim.	Dec 15, 2010	Lotus Radio Corp Mgmt	Lotus Radio Corp./NV Equal Rights Commission for the NV Dept of Employment, Training and Rehabilitation
Menu Option #5 – Establishment of an internship program designed to assist members of the community to acquire the skills needed for broadcast employment. For this period, Lotus had one intern, Carlos Kovac of Hug High School, working 87 hours for school credit. His internship focused on all aspects of broadcasting which included programming and the administration side of the industry. His internship began on Sept 16, 2010.	September 16, 2010 – Jan 18, 2011	Lotus Radio Corp. contracted with Hug High School student to provide an internship for school credits.	Lotus Radio Corp./Hug High School
Menu Option #7 - Participation in scholarship programs designed to assist	January 1, 2011 – May	Lotus Radio Corp management /	Lotus Radio Corp./

<p>students interested in pursuing a career in broadcasting - Lotus Radio Corp partnered with the Ronald McDonald House Charity Scholarship Program to give \$1,000 towards a broadcast scholarship matched by Ronald McDonald House to be given to local high school students looking to study broadcasting in college. The Ronald McDonald House Charity Scholarship program reaches out to youths of all ethnicities and backgrounds.</p>	<p>31, 2011</p>	<p>RMHC scholarship board.</p>	<p>RMHC</p>
<p>#8 – Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. – Lotus Radio Corp offered training programs to all employees interested in cross-training in different departments. Part-time employees especially have the chance to learn new skills. Employees hired as remote techs have the opportunity to become board ops, air-talent and possibly move to the administration side of the industry. In the current year, we had an employee begin as a remote tech and trained to be a board op and an air-talent. We had two employees that were board ops. One was trained to be the receptionist; the other to be a back-up for the traffic department.</p>	<p>June 1, 2010 – May 31, 2011</p>	<p>All Lotus Corp. Management and Employees</p>	<p>Lotus Radio Corp.</p>
<p>#9 – Establishment of a mentoring program for station personnel – All new employees are offered a mentor to help them through the learning/training process. New Account Executives have the entire sales staff as their mentors. They also are introduced to the other departments by spending a day with the departments and learning about the broadcast industry as a whole. In the current year, we had two new Account Executives go through this process.</p>	<p>June 1, 2010 – May 31, 2011</p>	<p>Lotus Radio Corp. Management and employees.</p>	<p>Lotus Radio Corp.</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	Reno Sparks Indian colony 98 Colony Road Reno, NV 89502 Contact: Peggy Goins Phone: 329-2936 Fax: 329-8710 Email: pgoins@RSIC.org	0 0 0	Group Mktg Dir Account Exec Account Exec
2	Bureau of Vocational Rehabilitation 4001 S. Virginia Ste H Reno, NV 89502 Contact: Linda Williams Phone: 823-8140, 834-1970 Fax: 834-1983, 834-1984	0 0 0	Group Mktg Dir Account Exec Account Exec
3	Nevada Urban Indian 5301 Longley Lane Ste 178 Reno, NV 89511 Contact: Noella Madera Phone: 788-7600 Fax: 788-7611 Email: bmyers@nevadaurbanindians.org	0 0 0	Group Mktg Dir Account Exec Account Exec
4	Truckee Meadows Community College Job Placement 7000 Dandini Blvd Reno, NV 89512 Contact: Bonnie Green Phone: 674-7661 Fax: 673-7268 Email: bgreen@tmcc.edu	0 0 0	Group Mktg Dir Account Exec Account Exec

5	Veterans Employment 1929 S Carson St Carson City, NV 89701 Contact: Christina Slade Phone: 684-0400 Fax: 684-0466	0 0 0	Group Mktg Dir Account Exec Account Exec
6	Nevada Women's Fund 770 Smithridge Drive #300 Reno, NV 89512 Contact: Wendy Hutchings Phone: 786-2335 Fax: 786-8152 Email: wendy@nevadawomensdfund.org	0 0 0	Group Mktg Dir Account Exec Account Exec
7	Career College of Northern NV 1195 Corporate Blvd Reno, NV 89502 Contact: Lorie Schall Adams Phone: 856-2266 Fax: 856-0935	0 0 0	Group Mktg Dir Account Exec Account Exec
8	NAACP PO Box 7757 Reno, NV 89510 Contact: Rose Gordon Phone: 322-2992 Email: lonnielfeemster@netscape.net	0 0 0	Group Mktg Dir Account Exec Account Exec
9	Intertribal Council of NV PO Box 7440 Reno, NV 89510 Contact: Edith Carigan Phone: 355-0600 Fax: 355-0648	0 0 0	Group Mktg Dir Account Exec Account Exec

10	Nevada Hispanic Services 637 S. Steward St. Carson City, NV 89701 Contact: Raquel Knecht Phone: 885-1055 Fax: 885-7039, 885-6980 Email: nhscc@gbis.com	0 0 0	Group Mktg Dir Account Exec Account Exec
11	Hispanic Chamber of Commerce 1479 S. Wells Ste 15 Reno, NV 89502 Contact: Maury Centeno Phone: 786-4100 Fax: 358-1992 Email: maury.centeno@usbank.com	0 0 0	Group Mktg Dir Account Exec Account Exec
12	Sierra Nevada Job Corp 5005 Echo Ave Reno, NV 89506 Contact: Kathy Gardella Phone: 972-5267 Fax: 789-1078 Email: gardella.kathy@jobcorps.org	0 0 0	Group Mktg Dir Account Exec Account Exec
13	Community Services of Northern NV PO Box 10167 Reno, NV 89510 Contact: Karen Coffman Phone: 786-6023 Fax: 786-5743 Email: kcoffman@csareno.org	0 0 0	Group Mktg Dir Account Exec Account Exec
14	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	0 0 0	Group Mktg Dir Account Exec Account Exec

15	Veterans Center 1155 West 4th Street St #101 Reno, NV 89503 Contact: Phone: 323-1294 Fax: 322-8123	0 0 0	Group Mktg Dir Account Exec Account Exec
16	International Students & Scholars 120 Fitzgerald Bldg MS074 Reno, NV 89557-0144 Contact: Phone: 784-6874 Fax: 327-5845	0 0 0	Group Mktg Dir Account Exec Account Exec
17	AARP 1135 Terminal Way Ste 102 Reno, NV 89502 Contact: Phone: 323-2243 Fax: 323-7368	0 0 0	Group Mktg Dir Account Exec Account Exec
18	Nevada Broadcasters Assoc 1050 E Flamingo Rd #S102 Las Vegas, NV 89119 Contact: Phone: 702-794-4994 Fax: 702-794-4997 Email: earlenelefler@yahoo.com	0 0 0	Group Mktg Dir Account Exec Account Exec
19	*Center for Student Cultural Diversity Mail Stop 0144 RM 115 Juniper Hall Reno, NV 89557 Contact: Dorthy Barry Phone: 784-4936 Fax: 784-1402 Email: dbarry@unr.edu	0 0 0	Group Mktg Dir Account Exec Account Exec

20	*Nevada Hispanic Services 3905 Neil Road Reno, NV 89502 Contact: Carmen Mills Phone: 826-1818 Fax: 816-1819	0 0 0	Group Mktg Dir Account Exec Account Exec
21	*American Women's Business Assoc. P.O. Box 20268 Reno, NV 89510 Contact: Current President Phone: 786-2335 Fax: 322-5014	0 0 0	Group Mktg Dir Account Exec Account Exec
22	Sierra NV College 999 Tahoe Blvd Incline Village, NV 89451 Contact: Erica Jensen Phone: 831-1314 Fax: 831-6223	0 0 0	Group Mktg Dir Account Exec Account Exec
23	Morrison University 10315 Professional Circle Ste 201 Reno, NV 89521 Contact: Virginia Castleman Phone: 850-0700 ext 111 Fax: 850-0711 Email: vcastleman@morrison.neumont.edu	0 0 0	Group Mktg Dir Account Exec Account Exec
24	Pro Net/JOIN 1201 Terminal #104 Reno, NV 89502 Contact: Resource Dept Phone: 336-4450 Fax: 336-4798	0 0 0	Group Mktg Dir Account Exec Account Exec

25	State of NV Dept of Employment Security (NV Job Connect Form) 4001 S. Virginia St. #11 Reno, NV 89502 Contact: Carolyn Beavers Phone: 834-1970 Fax: 688-1279	0 0 0	Group Mktg Dir Account Exec Account Exec
26	Reno Gazette Journal (RGJ) Classified Careerbuilder.com	0 0 0	Group Mktg Dir Account Exec Account Exec
27	www.allaccess.com	1 0 0	Group Mktg Dir Account Exec Account Exec
28	In House Bulletin – Breakroom	0 0 0	Group Mktg Dir Account Exec Account Exec
29	Radio Ads on KUUB, KOZZ, KDOT, KHIT, KPLY	2 1 0	Group Mktg Dir Account Exec Account Exec
30	Notice on all Lotus Radio Corp. Websites (KOZZ, KDOT, KUUB)	0 2 0	Group Mktg Dir Account Exec Account Exec

31	Former/Current Lotus Employees	4 1 1	Group Mktg Dir Account Exec Account Exec
32	Client Referral	0 1 1	Group Mktg Dir Account Exec Account Exec
33	Walk-in	0 1 1	Group Mktg Dir Account Exec Account Exec
34	Craig's List	2 1 0	Group Mktg Dir Account Exec Account Exec
35	Word of Mouth	1 0 0	Group Mktg Dir Account Exec Account Exec