



**LOTUS LOS ANGELES CORP.
ANNUAL EEO PUBLIC FILE REPORT
FOR THE PERIOD
AUGUST 1, 2016 – JULY 31, 2017**

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) 1330AM KWKW and 980AM KFVB.

Lotus Los Angeles 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, 2016 through July 31, 2017

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
On Air Talent/Board Operator	See Attached Recruitment Sources 1-6, 8-30, and 32-39	Referral (Source #20)	9
Account Executive	See Attached Recruitment Sources 1-6, 8-25, 27-30 and 32-39	Referral (Source #20)	9
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. KWKW and KFVB provide and share the best practices for providing equal employment opportunities.</p>	<p>08/01/2016 through 07/31/2017</p>	<p>James Kalmenson, General Manager, EEO Director Negin Navidi, Business Manager, EEO Administrator Juan Rodriguez, Program Director Thor Nelson, General Sales Manager</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 4th Annual Fall Classic Hiring Spree Committee on October 21st, 2016 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 situation 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. KWKW participated in this job fair in search of a full time Account Executive and On Air Talent/Board Operator for the new radio station we were going to lease effective November 1, 2016.</p>	<p>10/21/2016</p>	<p>Business Manger Promotion Director</p>	<p>County of Los Angeles Department Of Public Social Services GAIN/GROW Division; LACCG; Los Angeles County of Public Social Services; Weingart Center Association</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>KWKW 1330 co-hosted Glendale</p>	<p>10/27/2016</p>	<p>Business Manger General Sales Manager Promotion Director</p>	<p>Lotus Los Angeles Corp./DBA KWKW ESPN de Portes 1330am, Lotus Oxnard</p>

<p>Community College's seasonal hiring spree from 10am to 2pm at Plaza Vaquero. This was the second job fair that KWKW cohosted with Glendale Community college in cooperation with KIRN 670 am. 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 KWKW air through commercials, live mentions and live interviews. Also KIRN 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>KWKW co-hosted this job fair in search of a full time Account Executive and On Air Talent/Board Operator for the new radio station we were going to lease effective November 1, 2016.. Applications were accepted and brief interviews were conducted on site by KWKW's General Sales Manager and Promotion Director.</p>			<p>Corp./DBA KIRN 670am, Glendale Community College</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>The Lotus Communications Corp. Annual Managers' meeting was held November 15 & 16, 2016 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</p>	<p>November 15 & 16/ 2016</p>	<p>Jay A. Levine, Sr. VP & Chief Compliance Officer</p>	

<p>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>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 Friday 2/24/2017.</p> <p>The event was free and open to hiring employers to attend as well as the Job Seekers. There were 60-70 job seekers and 7 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. KWKW and KFVB are always looking for on air talents.</p>	<p>2/24/2017</p>	<p>Business Manager,</p>	<p>Pars Equality Center</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>Each KWKW/KFVB supervisor and manager completed a two-hour online training for "Preventing Harassment & Illegal Discrimination for Supervisors" offered by "Employers Group", a human resources consulting firm. The course was taken and completed individually and at the end a test was conducted and the passing grade was 80%. Each participant received a certificate with his/her passing grade.</p>	<p>Feb to April 2017</p>	<p>KWKW/KIRN Supervisors and Managers</p>	
<p>Option #6: <i>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);</i></p> <p>KWKW/KFVB use California Broadcasters Association, Craigslist, Iranian Hotline, Southern California Broadcasters Association, UCLA Extension, California Lutheran website, KWKW website amongst other job banks and websites, job fairs and resources for</p>	<p>From August 2016 through July 2017</p>	<p>Outreaches were done for fulltime On Air Talent/Board Operator and Account Executive positions.</p>	<p>Internet and Job bank postings</p>

<p>all part time and full time positions and vacancies.</p> <p>KWKW/KFWB used the job banks for outreach for fulltime On Air Talent/Board Operator and Account Executive positions.</p>			
<p>Menu Option #11: <i>Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting</i></p> <p>KWKW and KFWB radio stations held a two-day festival at the historic Olvera Street with live music, exhibitor booths, kid activities, and a specifically designed booth to inform and educate the public, especially the young adults about the employment opportunities in broadcasting. Designing such a booth was a great success because so many kids and young adults were interested to know how to start a career in broadcasting. Hence, hundreds of people learnt more about employment opportunities in our industry. The festival was held at Olvera Street, 845 N. Alameda St. Los Angeles, CA 90012 from 11:00 am – 7:00 pm on May, 6th & 7th, 2017.</p>	<p>May 6 & 7/ 2017</p>	<p>General Sales Manager Promotion Director Business Manager Account Executive On Air Talents</p>	<p>Lotus Los Angeles Corp./DBA KWKW ESPN de Portes 1330am and KFWB 980 am La Mera Mera</p>
<p>Option #9: <i>Establishment of a mentoring program for station personnel</i></p> <p>Thor Nelson, our General Sales Manager, mentored and trained Becky Poveda Rodriguez, our Sales Coordinator at KWKW/KFWB to be promoted to Client Services Executive.</p>	<p>Jan through March 2017 (promotion was made in March)</p>	<p>Thor Nelson, General Sales Manager</p>	<p>KWKW 1330 am/KFWB 980 am Internal Training</p>
<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>KWKW/KFWB & KIRN have designed an internship program to help an university student whose major is in communication to learn necessary basic skills for broadcast employment.</p>	<p>5/25/2017 to 8/25/2017</p>	<p>KWKW's/KFWB's & KIRN's Program Directors</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>The Independence Day Hiring Spree was held on Wednesday June 14, 2017at: 7555 Van Nuys Blvd., Van Nuys, CA 91405. There were hundreds of job seekers and 80 employers. The organizations involved were Los Angeles County Office of Education, LA Department of Public Social Services,</p>	<p>06/14/2017</p>	<p>Business Manger Promotion Director</p>	<p>Los Angeles County Office of Education</p>

3RD District Supervisor Sheila Kuehl, Sun Valley WorkSource Center, Los Angeles Valley College, CBS 2/KCAL 9, America's Job Center, Los Angeles Sparks, and many more. KWKW/KFWB are always looking for on air talents. Hence, our program director interviewed few applicants. We also educated few applicants who were students about the broadcasting industry.			
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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 Joaane Webb 5757 Wilshire Blvd. #400 L.A., CA 90036 323-933-9244 323-933-7615 fax awpladmin@actorsfund.org www.actorsfund.org	0 0	On Air Talent/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	On Air Talent/Board Operator Account Executive
3	*Asian American Study Center / UCLA Tom 3230 Campbell Hall L.A., CA 90024 310-825-2974 310-206-9844 fax aasccm@aasc.ucla.edu www.aasc.ucla.edu	0 0	On Air Talent/Board Operator Account Executive
4	*Asian Rehab Service Center Jenny 1701 E. Washington Blvd. Los Angeles, CA. 90021 www.asianrehab.org - Jenny@asianrehab.org 213-743-9242 ext. 151 213-743-9266 fax	0 0	On Air Talent/Board Operator Account Executive
5	*Bulletin Board KWKW/KFWB 3301 Barham Blvd. Suite 201 Los Angeles, CA. 90068 323-851-5959 323-512-7460 fax	0 0	On Air Talent/Board Operator Account Executive

6	*Cal State University at Chico Career Center 400 W. First Street #270 Chico, CA 95929 www.csuchico.edu/career 530-898-5253 530-898-4881 fax careercenter@csuchico.edu	0 0	On Air Talent/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		On Air Talent/Board Operator Account Executive
8	*California Institute of Arts Lusine 24700 Mc Bean Pkwy Valencia, CA 91335 661-253-7892 661-253-7872 careers@calart.edu www.calart.edu	0 0	On Air Talent/Board Operator Account Executive
9	*California Lutheran University: www.callutheran.edu clewis@callutheran.edu	0 0	On Air Talent/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 818-677-5563 Direct Line 818-677-2878 General Office 818-677-4593 fax	0 0	On Air Talent/Board Operator Account Executive
11	*California Workforce Investment Board (Private Employee Agency) Douglas Sale 777 12th Street Suite 200 Sacramento, CA 95814 cwibinfo@cwib.ca.gov www.cwib.ca.gov 916-324-3369 916-324-3068 fax	0 0	On Air Talent/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	On Air Talent/Board Operator Account Executive
13	*Craigslist.com	1 3	On Air Talent/Board Operator Account Executive

14	CSULA / Job Zeidy Cabrera 5151 State University Dr. L.A., CA 90032 323-343-3285 323-343-3649 fax www.calstatela.edu	0 0	On Air Talent/Board Operator Account Executive
15	*CSUN/Dept. of Journalism Linda Bowen Linda.s.bowen@csun.edu 18111 Nordhoff Street Northridge, CA 91330-8241 www.csun.edu 818-677-3135 Direct Line 818-677-3438	0 0	On Air Talent/Board Operator Account Executive
16	*Employment Development Department / EDD John Adams 15400 Sherman Way Blvd. #140 Van Nuys, Ca 91410 818-267-3347 818-781-3810 Fax johnadams@rescare.com	0 0	On Air Talent/Board Operator Account Executive
17	*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@lacoed.edu	0 0	On Air Talent/Board Operator Account Executive
18	*Glendale College Arpi Amirian 1500 N. Verdugo Rd. Glendale, CA 91208 818-240-1000 X5421 818-241-5455 fax www.glendale.edu/postajob	0 0	On Air Talent/Board Operator Account Executive
19	*Hispanic Chamber of Commerce Victoria Palacio Mail@hcoc.org P: 714-953-4289	0 0	On Air Talent/Board Operator Account Executive
20	*In House referrals 3301 Barham Blvd. Suite 201 Los Angeles, CA. 90068 323-851-5959 323-512-7460 fax	3 2	On Air Talent/Board Operator Account Executive
21	*Jewish Family Services Los Angeles Mastaneh Moghadam mmoghadam@jfsla.org http://www.jfsla.org/	0 0	On Air Talent/Board Operator Account Executive
22	*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	On Air Talent/Board Operator Account Executive
23	*JVS Marina Del Ray Work Source Center Patti Howard	0	On Air Talent/Board Operator

	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	Account Executive
24	*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 User name:pmozaffari Password: KIRN5476 818-947-2334 818-947-2978 fax coop@lavc.edu www.lavc.edu	0 0	On Air Talent/Board Operator Account Executive
25	*Los Angeles Pierce College Patricia Garcia 6201 Winnetka Ave. Woodland Hills, CA. 91371 818-719-6453 818-710-4124 fax jobcenp@piercollege.edu www.piercollege.edu	0 0	On Air Talent/Board Operator Account Executive
26	*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	On Air Talent/Board Operator Account Executive
27	*NAACP P.O.Box 56468 Los Angeles, CA. 90056 323-397-1171 310-397-1179 fax Naacpla@sbcglobal.net www.naacp.org	0 0	On Air Talent/Board Operator Account Executive
28	*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	On Air Talent/Board Operator Account Executive
29	*Catholic Charities of Los Angeles 1531 James M. Wood Blvd., P.O. Box 15095 Los Angeles, CA 90015-0095 Main Phone: (213) 251-3400 Main Fax: (213) 380-4603 hrjobs@CatholicCharitiesLA.org	0 0	On Air Talent/Board Operator Account Executive
30	*Pacific Gateway Workforce Investment Network Harbor Work Source Center Negussie Zeleke 1851 N. Gaffey St. Suite #F San Pedro, CA 90731	0 0	On Air Talent/Board Operator Account Executive

	P: 310-732-5700 F: 310-241-0798		
31	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		On Air Talent/Board Operator (Still in Search)
32	*Radio Ad. KWKW/KFWB 3301 Barham Blvd. Suite 201 Los Angeles, CA. 90068 323-851-5959 323-512-7460 fax	0 2	On Air Talent/Board Operator Account Executive
33	*Southern California Broadcasters Association (SCBA) Director of Events & Member Services 5670 Wilshire Blvd. #200 Los Angeles, CA 90036 edostal@scba.com P: 323-930-5598 F: 323-930-5595 www.scba.com	5 0	On Air Talent/Board Operator Account Executive
34	*USC Annenberg School for Communication & Journalism Tim Burgess 3502 Wall Way #140 L.A., CA 90089 213-740-3912 213-740-8036 fax <u>tburgess@usc.edu</u> <u>www.annenberg.usc.edu</u>	0 0	On Air Talent/Board Operator Account Executive
35	*Venice Skill Center Ojuana Marshall 611 5 th Avenue Venice, CA 90291 310-664-5889 310-392-3461 fax <u>Ocm3009@lausd.net</u> <u>www.lausd.net</u>	0 0	On Air Talent/Board Operator Account Executive
36	*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 <u>gjordan@ci.glendale.ca.us</u> <u>www.verdugojobcenter.org</u>	0 0	On Air Talent/Board Operator Account Executive
37	*Women at work 3871 E. Colorado Blvd. Pasadena, CA. 91106 626-796-6870 ext.17 626-793-7396 fax <u>www.womenatwork.org</u>	0 0	On Air Talent/Board Operator Account Executive
38	*YWCA / Greater Los Angeles Margaret Brown 2501 W. Vernon Avenue L.A., CA 90008 323-295-4288 323-295-9178 fax <u>Magaret.brown@ywcagla.org</u>	0 0	On Air Talent/Board Operator Account Executive

	www.ywcagla.org		
39	KWKW Website http://www.radiodeportes.com	0 2	On Air Talent/Board Operator Account Executive
40	*2 ND Annual Independence Day Hiring Spree at The Zev Yaroslavsky Family Support Center (ZYFSC) located at: 7555 Van Nuys Blvd., Van Nuys, CA 91405. P: 818-764-8312 F: 818-764-8320		On Air Talent/Board Operator (Still in Search)