



**Lotus Los Angeles Corp. Annual EEO Public File
Report for the period August 1, 2021-July 31, 2022**

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) KWKW 1330AM AND KFWB 980AM.

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.

2 Full-Time Vacancies Filled During Reporting Period August 1, 2021 through July 31, 2022

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
(2) Account Executive	*various, including LinkedIn, Station websites, colleges	Linkedin	8

Total number of persons interviewed during applicable period:8

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.</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 KFWB provide and share the best practices for providing equal employment opportunities.</p>	8/1/2021-7/31/2022	James Kalmenson General Manager, EEO Director, Yolanda Magana, Business Manager, Juan Rodriguez, Program Director and Rebecca Posen, General Sales Manager	James Kalmenson, EEO Director
<p>Menu Option #14 - Provision of training to management as to methods of ensuring equal opportunity and preventing discrimination.</p> <p>The annual Lotus Communications Corp. managers meeting was held in Monday Dec 6 through Dec 9, 2021</p> <p>Part of the corporate agenda was dedicated to our continuing effort to review and provide information and training to ensure equal opportunity and the prevention of discrimination. All station management personnel met with the Chief Compliance Officer to review and discuss the on-going effort to provide equal opportunities for current and future job openings. As part of the procedural review all menu options were examined to determine their effectiveness and how to proceed and enhance the individual station outreach program. The stations are encouraged to create outreach campaigns that reach a diverse and significant portion of the community they serve. Although, the FCC is now permitting broadcasters to meet their obligation to widely disseminate information about their job openings solely through the use of online recruitment sources Lotus requires stations to constantly review our recruitment lists and inform those organizations who wish to be notified of job opening. In Addition, Lotus stations conduct monthly EEO meetings to reinforcing their non-</p>	December 6 to 9 th 2021	Jay A. Levine, Sr. VP & Chief Compliance Officer	Virtual meetings

<p>discrimination mission statement and provide and opportunity to discuss upcoming and future outreach programs. In addition Lotus is requiring reports outlining the outreach activity for that quarter enabling stations to be more aware of their commitment to the community.</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);</p> <p>KWKW/KFWB uses California Broadcasters Association, Craigslist, , indeed, Southern California Broadcasters Association, UCLA Extension, California Lutheran website, KWKW/KFWB websites, Social Networks amongst other job banks and websites, job fairs and resources for all part time and full-time positions and vacancies.</p>	<p>From August 2021 through July 2022</p>	<p>Interviews for Sales dept openings were done by R Posen GSM and Jim Kalmenson SR VP GM</p>	<p>2 full time job postings form Aug 1, 2021- to July 31, 2022 by Yolanda Magana Biz Mgr</p>
<p>Option #8: <i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</i></p> <p>Yolanda Magana-Business Manager attended a Virtual work shops on Thursday, September 30, 2021 and November 18, 2021 where Attorneys address significant changes due to Covid and Employment Law Updates. And California Wage and Hour Labor laws and workplace employment law practices. seminars designed to learn and trained for better understanding of equal employment and employee and employer rights in the state of California. Seminars are a growing opportunity for Business Managers.</p>	<p>September 30, 2021- 1 day event from 8a-4pm and November 18, 2021</p>	<p>Yolanda Magana, Business Manager</p>	<p>Webminars conducted by WELU</p>
<p>Option #8: <i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</i></p> <p>Yolanda Magana-Business Manager attended a hour Webminar work shop and understands Employment Law Updates on March 31, 2022 Event covered the issues, laws, practices and for Business Managers.</p>	<p>March 31, 2022 1 hour from 12p-1pm</p>	<p>Yolanda Magana Business Manager</p>	<p>Webminar conducted by Fishre Phillips</p>

<p>Menu Option #4 – <i>Event sponsored by Organization representing groups in the community management as to methods of ensuring equal Employment opportunity and preventing discrimination.</i></p> <p><i>As Covid 19 continues to hit the least fortunate KWKW/KFWB teamed up with the LA Rams at Sofi Stadium on Dec 7th 2021 to distribute food to the needed people.</i></p>	12/7/2021	Juan Rodriguez-Program Director	
<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 & continue to assist Intern and help a university student whose major is in communication to learn necessary basic skills for broadcast employment.</p>	8/1-2020-7/31/2022	KWKW/KFWB Program Director	

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	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	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	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	Account Executive
5	*Bulletin Board KWKW 3301 Barham Blvd. Suite 301 Los Angeles, CA. 90068 323-851-5959	0	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	Account Executive

7	*California Broadcasters Association /CBA Joe Berry 915 L Street Suite #1150 Sacramento, Ca 95814 JBerry@yourCBA.com www.yourcba.com	0	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	Account Executive
9	*California Lutheran University: www.callutheran.edu	0	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	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	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	Account Executive
13	*Craigslist.com	0	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	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	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	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	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	Account Executive
19	*Glendale College 1500 N. Verdugo Rd. Glendale, CA 91208 818-240-1000 X5421 818-241-5455 fax www.glendale.edu/ses	0	Account Executive
20	*Hispanic Chamber of Commerce Victoria Palacio Mail@hcoc.org P: 714-953-4289	0	Account Executive
21	*In House referrals 3301 Barham Blvd. Suite 301 Los Angeles, CA. 90068 323-851-5959	0	Account Executive
22	*Indeed.co	0	Account Executive
23	*Jewish Family Services Los Angeles Mastaneh Moghadam mmoghadam@jfsla.org http://www.jfsla.org/	0	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	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	Account Executive

26	*KWKW/KFWB and Lotus websites: Tuliga.com 980lameramera.com	4	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	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	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	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	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	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	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	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	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	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	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	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	Account Executive
39	*LinkedIn	4	Account Executive
40	*San Diego State University Angela 5500 Campanile Dr. San Diego, CA 92182 619-594-5450 619-594-7431 fax jmsdesk@mail.sdsu.edu www.jms.sdsu.edu		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	Account Executive

42	*UCLA / Extension Sharon Kamiya 10995 Le Conte Avenue L.A., CA 90024 310-206-1902 www.career.ucla.edu	0	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	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	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	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	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	Account Executive
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