



**Lotus Los Angeles Corp. Annual EEO Public File**

**Report for the period August 1, 2020-July 31, 2021**

**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.

**0 Full-Time Vacancies Filled During Reporting Period August 1, 2020 through July 31, 2021**

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

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><b>Menu Option #14 - Provision of training to management as to methods of ensuring equal Employment opportunity and preventing discrimination.</b></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>	8/1/2020-7/31/2021	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><b>Menu Option #14 - Provision of training to management as to methods of ensuring equal opportunity and preventing discrimination.</b></p> <p>Due to the Covid-19 pandemic, the annual Lotus Communications Corp. managers meeting was conducted virtually from Monday, December 7, 2020 through Thursday, December 10, 2020.</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. 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.</p> <p>Since the pandemic greatly impacted the stations ability to participate in the usual in person events, much of the discussion centered around how to reach out to the community in these unpredictable times.</p> <p>The stations are encouraged to create Outreach campaigns that reach a diverse and significant portion of the community they serve. How to use the virtual technology available was discussed and ideas were discussed that could be</p>	December 7-10, 2020	Jay A. Levine, Sr. VP & Chief Compliance Officer	Virtual meetings

<p>implemented.</p> <p>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 openings.</p> <p>In addition, Lotus stations conduct monthly EEO meetings reinforcing their non-discrimination mission statement and provide an opportunity to discuss upcoming and future Outreach programs.</p>			
<p><b>Option #6:</b> 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 2020 through July 2021</p>	<p>No Outreach – no open positions no hires during this time due to Covid 19</p>	<p>No Internet and Job bank postings</p>
<p><b>Option #1:</b> <i>participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions;</i></p> <p>Yolana Magana/Business Manager attended virtual Job Fairs offered by El Clasificado on October 14, 2020 from 12p-4pm and on 4/29/21 from 10a-1p. These virtual job fairs offered ways of contacting candidates for possible future openings in the Radio Industry. Fairs offered our radio sites for Candidates to send us their resumes. No virtual interviews were done during these job fairs</p>	<p>10/14/20 and 4/29/21</p>	<p>Yolanda Magana-Business Manage</p>	<p>Virtual</p>
<p><b>Option #8:</b> <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 shop on Thursday, August 27, 2020 where Attorneys address significant changes due to Covid and Employment Law Updates. The Impact</p>	<p>8/27, 2020 from 9a-11am</p>	<p>Yolanda Magana, Business Manager</p>	<p>Webminar</p>

<p>of Covid-19 has changed the workplace for the foreseeable future that employees cannot ignore, Learned news wage law updates, workplace privacy updates and learned on the complicated reasonable accommodation issues employers are facing dealing with Pandemic. Seminar is a growing opportunity for Business Managers.</p>			
<p><b>Option #8:</b> <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 1 day Webminar work shop and understands Employment Law Updates on November 18, 2020. Event covered the issues, laws, practices and what California business need to understand on the upcoming labor laws when hiring and firing employees. This seminar is a growing opportunity for Business Managers.</p>	11/18/2020	Yolanda Magana Business Manager	Webminar presented by Welu
<p><b>Option #9:</b> <i>Establishment of a mentoring program for station personnel</i></p> <p>Jim Kalmenson continued coaching and training - Rebecca Posen as in her growing position as Sales Manager. Training consists of sales strategies, sales presentations and Sales team work</p>	8/1/20- 7/31/2021	Jim Kalmenson	KWKW/KFWB Internal Training
<p><b>Option #14:</b> <i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</i></p> <p>A Mandatory Prevention Harassment Course Training Harassment was assigned to all Lotus employees Lotus is committed to providing a positive work environment that recognizes and respects all employees. On Line Training portal was offered by Employers Group and a completion certificate was given upon completion of the course with a passing score of quiz given at end of each module. Course was given during March 2021</p>	March 2021	Melissa Frederick HR Director and Employers Group	Lotus Corp training
<p><b>Menu Option #14 -</b> <i>Provision of training to management as to methods of ensuring equal Employment opportunity and preventing discrimination.</i></p> <p><i>Jim Kalmenson attended a seminar offered by CBA</i></p>	Feb 18, 2021	Jim Kalmenson/ VP General Manager	California Broadcasters Association

<p>on Thursday February 18, 2021 and trained management level personnel on compliance with FCC requirements and EEO rules that apply to all broadcast station employment policies and career employment opportunities.</p>			
<p><b>Option #9:</b> Establishment of a mentoring program for station personnel</p> <p>Juan Rodriguez on going training to Programming personnel. Making sure all on air properties are conducted in a professional way servicing the public</p>	<p>8/1/20-7/31/2021</p>	<p>Juan Rodriguez/ Program Director</p>	<p>KWKW KFWB Internal Training</p>
<p><b>Menu Option 5:</b> Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p> <p>KWKW/KFWB &amp; continue to assist Intern and help a university student whose major is in communication to learn necessary basic skills for broadcast employment.</p>	<p>8/1-2020-7/31/2021</p>	<p>KWKW/KFWB Program Director</p>	<p>.</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	*Actors Work Program Phyllis Friedman 5757 Wilshire Blvd. #400 L.A., CA 90036 323-933-9244 323-933-7615 fax <a href="mailto:csorenson@actorsfund.org">csorenson@actorsfund.org</a> <a href="http://www.actorsfund.org">www.actorsfund.org</a>	0	On Air Talent/Board Operator Account Executive
2	*Asian American Drug Abuse Dean Nakinishi 2900 Crenshaw Blvd. Los Angeles, CA. 90016 <a href="mailto:hr@aadapinc.org">hr@aadapinc.org</a> <a href="http://www.aadapinc.org">www.aadapinc.org</a> 323-293-6284 323-295-4075 fax	0	On Air Talent/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 <a href="mailto:meg@ucla.edu">meg@ucla.edu</a> <a href="http://www.aasc.ucla.edu">www.aasc.ucla.edu</a>	0	On Air Talent/Board Operator Account Executive
4	*Asian Rehab Service Center Tom Chung 1701 E. Washington Blvd. Los Angeles, CA. 90021 <a href="http://www.asianrehab.org">www.asianrehab.org</a> 213-743-9242 ext. 151 213-743-9266 fax	0	On Air Talent/Board Operator Account Executive
5	*Bulletin Board KWKW 3301 Barham Blvd. Suite 301 Los Angeles, CA. 90068 323-851-5959	0	On Air Talent/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 <a href="mailto:careercenter@csuchico.edu">careercenter@csuchico.edu</a> <a href="http://www.csuchico.edu/career">www.csuchico.edu/career</a>	0	On Air Talent/Board Operator Account Executive

7	*California Broadcasters Association /CBA Joe Berry 915 L Street Suite #1150 Sacramento, Ca 95814 <a href="mailto:JBerry@yourCBA.com">JBerry@yourCBA.com</a> <a href="http://www.yourcba.com">www.yourcba.com</a>	0	On Air Talent/Board Operator Account Executive
8	*California Institute of Arts Amy Young 24700 Mc Bean Pkwy Valencia, CA 91335 661-253-7892 661-253-7872 <a href="mailto:careers@calart.edu">careers@calart.edu</a> <a href="http://www.calart.edu">www.calart.edu</a>	0	On Air Talent/Board Operator Account Executive
9	*California Lutheran University: <a href="http://www.callutheran.edu">www.callutheran.edu</a>	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 <a href="http://www.csun.edu">www.csun.edu</a> 818-677-5563 Direct Line           818-677-2878 General Office 818-677-4593 fax	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 Receptionist <a href="mailto:cwibinfo@cwib.ca.gov">cwibinfo@cwib.ca.gov</a> <a href="http://www.cwib.ca.gov">www.cwib.ca.gov</a> 916-324-3369 916-324-3068 fax	0	On Air Talent/Board Operator Account Executive
12	*Community Career Development Rhonda Rose 3550 Wilshire Blvd. #500 L.A., CA 90010 <a href="mailto:rrose@communitycareer.org">rrose@communitycareer.org</a> <a href="http://www.communitycareer.org">www.communitycareer.org</a> 213-365-9829 213-365-9839 fax	0	On Air Talent/Board Operator Account Executive
13	*Craigslist.com	0	On Air Talent/Board Operator Account Executive
14	CSULA / Job Juanita Arreola 5151 State University Dr. L.A., CA 90032 323-343-3000 323-343-3649 fax <a href="http://www.calstatela.edu">www.calstatela.edu</a>	0	On Air Talent/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	On Air Talent/Board Operator Account Executive
16	*EDD (Public Employee Agency) Chris Garcia 12715 South Pioneer Blvd. Norwalk, CA. 90650 <a href="mailto:celiag@edd.ca.gov">celiag@edd.ca.gov</a> www.edu.ca.gov 562-929-9147 562-929-9168 fax	0	On Air Talent/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 <a href="mailto:Monique.Zahiri@edd.ca.gov">Monique.Zahiri@edd.ca.gov</a>	0	On Air Talent/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 <a href="mailto:Moradi_Nahid@lacoedu.edu">Moradi_Nahid@lacoedu.edu</a>	0	On Air Talent/Board Operator Account Executive
19	*Glendale College 1500 N. Verdugo Rd. Glendale, CA 91208 818-240-1000 X5421 818-241-5455 fax <a href="http://www.glendale.edu/ses">www.glendale.edu/ses</a>	0	On Air Talent/Board Operator Account Executive
20	*Hispanic Chamber of Commerce Victoria Palacio <a href="mailto:Mail@hcoc.org">Mail@hcoc.org</a> P: 714-953-4289	0	On Air Talent/Board Operator Account Executive
21	*In House referrals 3301 Barham Blvd. Suite 301 Los Angeles, CA. 90068 323-851-5959	0	On Air Talent/Board Operator Account Executive
22	*Indeed.co	0	On Air Talent/Board Operator Account Executive
23	*Jewish Family Services Los Angeles Mastaneh Moghadam <a href="mailto:mmoghadam@jfsla.or">mmoghadam@jfsla.or</a> <a href="http://www.jfsla.org/">http://www.jfsla.org/</a>	0	On Air Talent/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 <a href="mailto:tlerea@jvsla.org">tlerea@jvsla.org</a> <a href="http://www.jvsla.org">www.jvsla.org</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
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 <a href="mailto:poward@jvsla.org">poward@jvsla.org</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
26	*KWKW and KFWB websites: <a href="http://Radiodeportes.com">Radiodeportes.com</a> <a href="http://980lameramera.com">980lameramera.com</a>	3	On Air Talent/Board Operator Account Executive Social Media Manager
27	*LA Family Housing Employment Fair Tony Jaramillo 7817 N. Lankershim Blvd. North Hollywood, CA 91605 818-371-6286 <a href="mailto:van_nuysws@yahoo.com">van_nuysws@yahoo.com</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
28	*L.A.V.C. Job Resource Center 5800 Fulton Ave. Van Nuys, CA 91401 Patricia Guerrero <a href="mailto:guerreropt@lavc.edu">guerreropt@lavc.edu</a> Post jobs at: <a href="http://collegecentral.com/lavc">collegecentral.com/lavc</a> 818-947-2334 818-947-2978 fax <a href="mailto:coop@lavc.edu">coop@lavc.edu</a> <a href="http://www.lavc.edu">www.lavc.edu</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
29	*Los Angeles Pierce College Patricia Garcia 6201 Winnetka Ave. Woodland Hills, CA. 91371 818-719-6453 818-710-4124 fax <a href="mailto:jobcenp@piercecollege.edu">jobcenp@piercecollege.edu</a> <a href="http://www.piercecollege.edu">www.piercecollege.edu</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
30	*Los Angeles Valley College Tony Jaramillo 5800 Fulton Ave. Valley Glen, CA 91401 P: 818-947-2941 F: 818-947-2940 <a href="mailto:jaramiaj@lavc.edu">jaramiaj@lavc.edu</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
31	*Mexican American Opportunities Human Resources / Araceli Cruz 401 N. Garfield Avenue Montebello, CA 90640 323-890-9600 323-721-9039 <a href="mailto:acruz@maof.org">acruz@maof.org</a> <a href="http://www.maof.org">www.maof.org</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager

32	*NAACP P.O.Box 56468 Los Angeles, CA. 90056 323-397-1171 310-397-1179 fax <a href="mailto:Naacpla@sbcglobal.net">Naacpla@sbcglobal.net</a> <a href="http://www.naacp.org">www.naacp.org</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
33	*National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, CA 91105 P: 626-792-6462 F: 626-792-6051 <a href="mailto:info@nhmc.org">info@nhmc.org</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
34	*North Valley Occupational Center Nadia Diaz 11450 Sharp Ave. Mission Hills, CA. 91345 818-365-9645 ext. 330 818-361-9510 fax <a href="http://www.nvoc.org">www.nvoc.org</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
35	*Pacific Gateway Workforce Investment Network Cort Huckabone 3447 Atlantic Avenue Long Beach, CA 90807 562-570-4576 562-570-4551 fax <a href="mailto:corthuckabone@longbeach.gov">corthuckabone@longbeach.gov</a> <a href="http://www.pacificgatewayworkforce.com">www.pacificgatewayworkforce.com</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
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	On Air Talent/Board Operator Account Executive Social Media Manager
37	*Pars Equality Center Peyman Malaz, Program Manager, Pars Equality Center, Los Angeles <a href="tel:(818)616-3091">(818) 616-3091</a> 4954 Van Nuys Blvd., Suite 201 Sherman Oaks, CA 91403	0	On Air Talent/Board Operator Account Executive Social Media Manager
38	*Pars Equality Center Job Fairs Peyman Malaz, Program Manager, Pars Equality Center, Los Angeles <a href="tel:(818)616-3091">(818) 616-3091</a> 4954 Van Nuys Blvd., Suite 201 Sherman Oaks, CA 91403	0	On Air Talent/Board Operator Account Executive Social Media Manager
39	*LinkedIn	1	On Air Talent/Board Operator Account Executive Social Media Manager
40	*San Diego State University Angela 5500 Campanile Dr. San Diego, CA 92182 619-594-5450 619-594-7431 fax <a href="mailto:jmsdesk@mail.sdsu.edu">jmsdesk@mail.sdsu.edu</a>		On Air Talent/Board Operator Account Executive Social Media Manager

	<a href="http://www.jms.sdsu.edu">www.jms.sdsu.edu</a>		
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	On Air Talent/Board Operator Account Executive Social Media Manager
42	*UCLA / Extension Sharon Kamiya 10995 Le Conte Avenue L.A., CA 90024 310-206-1902 <a href="http://www.career.ucla.edu">www.career.ucla.edu</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
43	*USC Annenberg School for Communication & Journalism Tim Burgess 3502 Wall Way #140 L.A., CA 90089 213-740-3912 213-740-8036 fax <a href="mailto:tburgess@usc.edu">tburgess@usc.edu</a> <a href="http://www.annenberg.usc.edu">www.annenberg.usc.edu</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
44	*Venice Skill Center Ojuana Marshall 611 5 <sup>th</sup> Avenue Venice, CA 90291 310-664-5889 310-392-3461 fax <a href="mailto:Ocm3009@lausd.net">Ocm3009@lausd.net</a> <a href="http://www.lausd.net">www.lausd.net</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
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 <a href="mailto:gjordan@ci.glendale.ca.us">gjordan@ci.glendale.ca.us</a> <a href="http://www.verdugojobcenter.org">www.verdugojobcenter.org</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
45	*Women at work 3871 E. Colorado Blvd. Pasadena, CA. 91106 626-796-6870 ext.17 626-793-7396 fax <a href="http://www.womenatwork.org">www.womenatwork.org</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
46	*YWCA / Greater Los Angeles Margaret Brown 2501 W. Vernon Avenue L.A., CA 90008 323-295-4288 323-295-9178 fax <a href="mailto:Magaret.brown@ywcagla.org">Magaret.brown@ywcagla.org</a> <a href="http://www.ywcagla.org">www.ywcagla.org</a>	0	On Air Talent/Board Operator Account Executive Social Media Manager
47	*3 <sup>rd</sup> Annual Fall Classic Hiring Spree at Los Angeles City college Job Fair Los Angeles County Office of Education Gain/Grow division	0	On Air Talent/Board Operator Account Executive Social Media Manager

	1625 West Olympic Blvd. Suite 900 Los Angeles, CA 90015 P: 213-908-0831 F: 213-908-0843		