
THE POWER *of* RADIO

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AUDIT DATA SECTION b (ix)



690 East Plumb Lane, Reno, Nevada 89502

Phone: 775-329-9261

Lotus Radio Corp is an equal opportunity employer. As stated in our employee handbook,

“The Company’s policy to promote and afford equal treatment and service to all employees and assure that all applicants are given an equal employment opportunity without regard to race, religion, creed, color, national origin, ancestry, age, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity, gender expression, sexual orientation, physical or mental disability, medical conditions (including genetic characteristics), military or veteran status, marital status, or any other basis protected by federal, state, or local laws or regulations. It also includes a perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is unlawful. Equal employment opportunity will be extended to all persons in all aspects of the employer-employee relationship, including recruitment, hiring, upgrading, training, promotion, transfer, discipline, layoff, re-hire and termination.”

Lotus Radio Corp does not have any union agreements.

Pay & Promotions Analysis Practices

Lotus closely reviews rates of pay annually by department, by job title, and tenure during our budgeting process. The General Manager and Supervisors consult with the Business Manager and Director of Human Resources when considering promotions and pay increases.

The Director of Human Resources periodically reviews and analyzes employee classifications, rates of pays, promotions, and seniority practices to ensure fair standards are applied and equitable practices are maintained.

Benefits Analysis & Practices

Lotus offers the following benefits to Regular Full Time Regular employees.

REGULAR FULL-TIME EMPLOYEES: Those employees, other than temporary employees, who are regularly scheduled to work at least thirty hours each week. Regular Full-time Employees are eligible for employer-sponsored benefits such as vacation pay, sick pay, holiday pay, group insurance benefits including Medical, Dental, Vision, Group Life, FSA, Voluntary Short Term Disability, & Voluntary Long Term Disability.

REGULAR PART-TIME EMPLOYEES: Those employees, other than temporary employees, who are regularly scheduled to work less than thirty hours a week. While Regular Part-time

employees receive all legally mandated benefits, they are not eligible for any of the other employer-sponsored benefits.

Lotus Broadcasting Corp. offers the same benefits to its employees based on the employee classification outlined above.

A Change in employment status (i.e. temporary to regular, Part-time to Full-Time) is considered a qualifying event for benefits eligibility