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) KLBN-FM, KHIT-FM, KGST-AM, KKBZ-FM and KSEQ-FM.

Lotus Fresno 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 August 1, 2013 through July 31, 2014

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	Station Employee Referral (source #34)	10
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	Market Referral (source #33)	(same as above)
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	Radio Station on Air Ad (source #32)	10
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	Market Referral (source #33)	(same as above)
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	Former Employee (source #39)	(same as above)
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	Station Employee Referral (source #34)	5
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	Monster.com (source #42)	(same as above)
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	Station Employee Referral (source #34)	6
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	Former Employee (source #39)	(same as above)
Board Operator	See Attached Recruitment Sources 1-31 and 32-42	Station Employee Referral (source #34)	8
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	Market Referral (source #33)	5
	Total number of persons interviewed during applicable period:		

Note: "same as above" denotes more than one hire was made from same outreach.

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 #1 Definitive Staffing Solutions- (KKBZ) Helped DSS brand their new valley location in Dinuba. DSS provides staffing for a wide variety of companies for positions including, but not limited to: Key Management, Technical, Light Industrial and Administrative Support. Menu Option #1	08/14/13	Station Management	Definitive Staffing Solutions
CCHCC Business Expo at the Radisson Downtown Fresno - (KLBN, KHIT & KGST) This event featured business men and women from all over the valley that are making an impact around the community by donating their time, money and influence in the in the valley.	08/23/13	Station Management	Central California Hispanic Chamber of Commerce

There were various seminars for individuals that were also looking to start their own business as well as employment opportunities.

The Annual Business Managers Conference, attended by all stations Business Managers, Corporate Executives, and Human Resource Director for all Lotus Stations, was held September 16 through September 18 at the Omni Hotel in Sand Diego, California. Items of discussion included the FCC job recruitment process, career development, job performance reviews, etc...

Menu Option #7

DeWolf High School's Hispanic Heritage Day- (KLBN) The student body put on a cultural performance showcasing music, art, dance and food. KLBN/KGST on-air personalities were guest speakers and talked about the importance of education and preparing for your career early.

Menu Option #1

Veteran's Job & Resource Fair held at the Clovis Memorial Building -(KKBZ) Employers from all over the Central Valley will be on hand to collect resumes and perform on-site interviews with local veterans and men in women in the valley seeking employment. Answered questions about the open positions and accepted resumes and applications. There were approximately 200 job seekers in attendance.

Menu Option #1

Veteran's Job Fair held at the VFW Building in Fresno - (All stations) Up to 80 employers and resources are expected to be on hand, at a free veterans job fair that is open to the public. There were approximately 300 job seekers in attendance. Answered questions about the open positions about the open positions and accepted resumes and applications.

Menu Option #14

In lieu of the 2013 Annual Lotus Corporate Management Meeting in which the subject of preventing discrimination is discussed as well as the FCC Outreach of hiring procedures, a memo was sent out to General Managers requesting the continued incorporation of the rules and regulations pertaining to recruitment and the use of some of the FCC 16 menu options which include a.) using the list of woman and minority organizations, educational institutions, public and private companies, employee referrals, etc., b.) allowing for promotions to full time as long as the complete "outreach" is done and c.) continue the Monthly EEO meetings containing the anti discrimination mission statement and nay references to job needs, and any references to recent and or upcoming job, fairs, career days, management training, etc.

Menu Option #1

DSS Job Fair at the Fresno Fairgrounds - (All stations) The job fair ran from 10 a.m. to 2 p.m. About 200 employers will be hiring. Hundreds of jobs were up for grabs, ranging from entry level to management. There was approximately 4,500 job seekers in attendance. We answered questions about the open positions and accepted resumes and applications.

Menu Option #4

Central California Hispanic Chamber Gala was held this year at the Golden Palace Hall in Fresno - (KLBN/KHIT/KGST) This event brought together Hispanic business owners, companies, and various organizations that continue outreach to the community.

Menu Option #1

Mayor's Youth Job Fair was held at the Manchester Center in Fresno - Job fair for youth of ages 16 to 25; free to attend, dress to impress -Full-Time, Part-Time, Temporary, Permanent, Hourly, and Salaried Positions. There were approximately 200 job seekers in attendance. Mike Murray Sales Manager & Mr. Clean Promotions Director attended this Job Fair. We answered questions about the open positions and accepted resumes and applications.

Menu Option #1

Veteran's Spring Job Fair held at the Clovis Memorial Building - (All stations) Up to 80 employers and resources were expected to be on hand, at a free veterans job fair that is open to the public. There were approximately 300 job seekers in attendance. Mike Murray Sales Manager & Mr. Clean Promotions Director attended this Job Fair. We answered questions about the open positions and accepted resumes and applications.

Menu Option #1

Madera Veteran's Summer Job Fair held at the Madera Workforce Building - Employers various companies were on hand doing on-site interviews as well as seeking potential candidates to fill open positions. There were approximately 150 job seekers in attendance. Mike Murray Sales Manager & Mr. Clean Promotions Director attended this Job Fair. We answered questions about the open

09/16/13 Business Mgr. Lotus Corp

Station

09/27/13 Management DeWolf High School

GSM for KKBZ and **KGST** 11/21/13 Promotions Dir

The Fresno County Veterans **Employment** Committee

GSM for KKBZ and **KGST** 02/20/14 Promotions Dir

The Fresno Veteran **Employee Committee** and the Central Valley Veterans

GM 03/05/14

03/26/14

Lotus Fresno Corp.

GSM for KKBZ and

KGST Promotions Dir

Definitive Staffing Solutions

Promotions Dir. 03/28/14

Central California Hispanic Chamber of Commerce

GSM for KKBZ and

KGST 04/16/14

Promotions Dir

City of Fresno

GSM for KKBZ and **KGST** 5/29/14

Promotions Dir

California Employment Development Department

GSM for KKBZ and KGST

6/20/14 Promotions Dir Madera County Workforce Investment

Board

positions and accepted resumes and applications.

Menu Option #7

This year our stations contributed \$10,000 (paid out every three months) to The Bulldog Foundation Scholarship at Fresno State
University. This is our 10th consecutive year of the donation to the university. General Manager Kevin O'Rorke sits in the selection committee for this award.

Menu Option #16
Each month station management personnel meet to discuss our EEO mission statement including but not limited to upcoming and future menu options promoting Equal Opportunity and our policy of non-discrimination as it relates to hiring in the workplace. This regularly scheduled EEO meeting is designed to notify employees of upcoming opportunities and various issues focused on nondiscrimination. The basis for our monthly EEO meeting is to reinforce our goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Menu Option #12

Lotus Fresno Corp. throughout the year posted job ads in the California Broadcasters Association's Job Bank website.

07/11/14 General Manager Lotus Fresno Corp.

7/31/14

7/31/14

GM, PD for KKBZ, PD for KLBN, KHIT and KGST Bus Mgr., Promotions Dir.,

GSM for KKBZ and KGST,

Lotus Fresno Corp.

Traffic Manager

Traffic Mgr.

California

Broadcasters Association

RECRUITMENT SOURCES:

* Designates an entity requesting notification.

# Source	Recruitment Source: Name Contact Person Address Telephone Number	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
		0 0	Account Executive Account Executive
		0	Account Executive
	BENNETT FROST PERSONNEL SERVICIES INC.	0	Account Executive
4*	Robbin M. Bocchini	0	Account Executive
1*	6465 N. Palm Ave., Suite 101 Fresno CA 93704	0 0	Account Executive
	(559) 449-0444	0	Account Executive Account Executive
	(559) 449-0444	Ö	Account Executive Account Executive
		Ö	Board Operator
		0	Account Executive
		Ö	Account Executive
		0	Account Executive
		0	Account Executive
	CA EMPLOYMENT DEVELOPMENT DEPT.	0	Account Executive
	Sofia Morales	0	Account Executive
2*	2555 S. Elm Ave.	0	Account Executive
	Fresno CA 93706-5086	0	Account Executive
	(559) 230-4413	0	Account Executive
		0	Account Executive Board Operator
		Ö	Account Executive
		0	Account Executive Account Executive
		0	Account Executive
	CALIFORNIA STATE UNIVERSITY, FRESNO	0	Account Executive
	Maggie Hollingsworth	Ö	Account Executive
3*	5241 N. Maple, M/S TA61	Ö	Account Executive
	Fresno CA 93740	0	Account Executive
	(559) 278-2381	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
		0 0	Account Executive
		0	Account Executive Account Executive
	CENTRAL CALIFORNIA HISPANIC CHAMBER OF COMMERCE	Ö	Account Executive
	John Hernandez	0	Account Executive
4*	2331 Fresno St.	Ö	Account Executive
	Fresno CA 93721	Ō	Account Executive
	(559) 485-6640	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
		0 0	Account Executive Account Executive
		0	Account Executive
	CENTRAL VALLEY OPPORTUNITY CENTER	0	Account Executive
	Mark Lozada	Ö	Account Executive
5*	441 E Yosemite Ave.	Ö	Account Executive
-	Madera CA 93638-3504	0	Account Executive
	(559) 674-0971	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive

	CENTRO LA FAMILIA	0	Account Executive
6	Margarita Rocha	0	Account Executive
O	2014 Tulare Street, #711A	0	Account Executive
	Fresno CA 93721	0	Account Executive
	(559) 237-2961	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
	CSUF-DEPT OF COUNSELING, SPECIAL EDUC AND REHAB	0	Account Executive
	Jennie Chavez	Ö	Account Executive
7*	5005 North Maple Ave. M/S ED3	0	Account Executive
	FRESNO CA 93740-8025	0	Account Executive
	(559) 278-0451	0	Account Executive
	` '	0	Account Executive
		0	Board Operator
		0	Account Executive
		Ō	Account Executive
		Ö	Account Executive
		Ö	Account Executive
	DENHAM PERSONNEL SERVICES	Ō	Account Executive
	Michelle S. Merrill-Case	Ŏ	Account Executive
8*	1540 E. Shaw Ave., Ste. 112	ŏ	Account Executive
J	Fresno CA 93710	ŏ	Account Executive
	(559) 222-5284	Õ	Account Executive
	(000) 222-0204	Õ	Account Executive
		Õ	Board Operator
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Account Executive Account Executive
	EL CONCILIO DE EDERNO	0	
	EL CONCILIO DE FRESNO	0	Account Executive
	Lily Torres		Account Executive
9*	1532 Fresno St.	0	Account Executive
	Fresno CA 93706	0	Account Executive
	(559) 485-0679	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
		0	Assount Evenutive
			Account Executive
		0	Account Executive
	EDECNIC ADEA WORKEDOOF INVESTMENT CORD	0	Account Executive
	FRESNO AREA WORKFORCE INVESTMENT CORP.	0	Account Executive
	Sonia Williams	0	Account Executive
10	2035 Tulare Street	0	Account Executive
	Fresno CA 93721	0	Account Executive
	(559) 650-5020	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
	FRESNO CENTER FOR NEW AMERICANS	0	Account Executive
	Cassandra Moua	0	Account Executive
11*	4879 E Kings Canyon Road	0	Account Executive
	Fresno CA 93727	0	Account Executive
	(559) 255-8395	0	Account Executive
	()	0	Account Executive
		0	Board Operator
		Ō	Account Executive
		Ŏ	Account Executive
		ő	Account Executive
		Õ	Account Executive
	FRESNO CO. ECONOMIC OPP. COMMISSION	Õ	Account Executive
	Affredo Cuellar	0	Account Executive
12*	Ainteo Gelani 1920 Mariposa Mall, Suite 300	0	Account Executive
	Fresno CA 93721	0	Account Executive
	(559) 263-1021	0	Account Executive
	(000, 200 .02.	0	Account Executive
		0	Board Operator
		0	Account Executive
	FRESNO CO. PUBLIC LIBRARY	0	Account Executive
	RESING CO. FUBLIC LIBRARY Bernice Kao	0	Account Executive
13*	2420 Mariposa Street	0	Account Executive
10	z420 Mailyosa Siteet Fresno CA 93721	0	Account Executive
	(559) 488-3628	0	Account Executive
	(000) 100 0020	0	Account Executive
		0	Board Operator
		0	Account Executive
		0	Account Executive Account Executive
		0	Account Executive Account Executive
		0	Account Executive Account Executive
	EDESNO COLINITY LISBANIC COMMISSION		
	FRESNO COUNTY HISPANIC COMMISSION	0	Account Executive
1.4*	Domingo Zapata 1903 Programus Stroot	0	Account Executive
14*	1803 Broadway Street	0	Account Executive
	Fresno CA 93721	0	Account Executive
	(559) 268-6476	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive

	FRESNO N.O.W.	0	Account Executive
	Nora Clark	0	Account Executive
15	P.O. Box 4675	0	Account Executive
	Fresno CA 93721-4675	0	Account Executive
	(559) 221-7229	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
		0	Account Executive
		Ö	Account Executive
		Ö	Account Executive
	HEALD BUSINESS COLLEGE	Ö	Account Executive
	Jena Torres	ő	Account Executive
16*	255 W. Bullard Ave.	Ö	Account Executive
	Fresno CA 93704	Ö	Account Executive
	(559) 438-4222	Õ	Account Executive
	(666) 166 122	Ö	Account Executive
		Ö	Board Operator
		ŏ	Account Executive
		Ö	Account Executive
		0	Account Executive
		0	Account Executive
	INSTITUTE OF TECHNOLOGY - CLOVIS	0	Account Executive
	Amanda Nash	0	Account Executive
17*	Animilia Nash 564 W. Herndon	0	Account Executive
17		0	
	Clovis CA 93612	0	Account Executive Account Executive
	(559) 297-4500	0	
		0	Account Executive
			Board Operator
		0	Account Executive
		0	Account Executive
		0	Account Executive
	MADELA OC EGONOMO DEL COMMISSION	0	Account Executive
	MADERA CO. ECONOMIC DEV. COMMISSION	0	Account Executive
	Bobby Kahn	0	Account Executive
18*	2425 W. Cleveland Ave., #101	0	Account Executive
	Madera CA 93637	0	Account Executive
	(559) 675-7768	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
	MADERA CO. WORKFORCE DEVELOP. OFFICE	0	Account Executive
	Traci Scott Contreras	Ö	Account Executive
19*	441 E. Yosemite Ave	Õ	Account Executive
	Madera CA 93638-3504	Ö	Account Executive
	(559) 662-4600	ŏ	Account Executive
	(666) 662 4666	ŏ	Account Executive
		0	Board Operator
		1	Account Executive
		0	Account Executive
		0	Account Executive
	MOED CAREER COLLEGE	0	Account Executive
	MCED CAREER COLLEGE	0	Account Executive
00*	Joe Moreno	0	Account Executive
20*	2002 N. Gateway Blvd.	0	Account Executive
	Fresno CA 93727	0	Account Executive
	(559) 456-0623	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
	MEXICAN CONSULATE	0	Account Executive
	7435 N Ingram Ave.	0	Account Executive
21*	Fresn CA 93721-6101	0	Account Executive
	(559) 445-2615	0	Account Executive
	(665) 25	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
	NAACP	0	Account Executive
	Michael Lefall	0	Account Executive
22*	1900 Mariposa Mall, #100-C	0	Account Executive
	Fresno CA 93721	0	Account Executive
	(559) 485-5778	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Account Executive Account Executive
	PRIDE STAFF	0	
		0	Account Executive Account Executive
23*	Maria Andrade 7535 N. Palm Avenue, Suite 103	0	Account Executive Account Executive
23"		0	
	Fresno CA 93711		Account Executive
	(559) 432-2022	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive

	PROTEUS INC.	0	Account Executive
	John Bailey	Ö	Account Executive
24*	1815 Van Ness	Ö	Account Executive
	Fresno CA 93722	0	Account Executive
	(559) 442-8871	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
		0 0	Account Executive Account Executive
		0	Account Executive
	SAN JOAQUIN VALLEY COLLEGE	0	Account Executive
	Valery Van Matre	Ö	Account Executive
25	295 E. Sierra	Ō	Account Executive
	Fresno CA 93710	0	Account Executive
	(559) 448-8282	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
		0 0	Account Executive Account Executive
		0	Account Executive
	SCCCD-MADERA CENTER	Ö	Account Executive
	Janell Mendoza	Ö	Account Executive
26*	30277 Ave. 12	0	Account Executive
	Madera CA 93638	0	Account Executive
	(559) 675-4515	0	Account Executive
		Ō	Account Executive
		0	Board Operator
		0 0	Account Executive Account Executive
		0	Account Executive
		0	Account Executive Account Executive
	VIDA EN EL VALLE	0	Account Executive
	John Esparza	Ö	Account Executive
27	1626 E Street	Ō	Account Executive
	Fresno CA 93706-2006	0	Account Executive
	(559) 225-7753	0	Account Executive
		Ō	Account Executive
		0	Board Operator
		0	Account Executive
		0 0	Account Executive Account Executive
		0	Account Executive
	WEST HILLS COMMUNITY COLLEGE	Ö	Account Executive
	Nancy Clover	Ö	Account Executive
28	300 Cherry Lane	Ö	Account Executive
	Coalinga ĆA 93210	0	Account Executive
	(559) 934-2000	0	Account Executive
		0	Account Executive
		0	Board Operator
		0	Account Executive
		0	Account Executive
		Ō	Account Executive
	WOMENIO TRADE CLUB OF EDENIO OC	0	Account Executive
	WOMEN'S TRADE CLUB OF FRESNO CO.	0 0	Account Executive Account Executive
29	Sheryl Haynie P.O. Box 16141	0	Account Executive
25	Fresno CA 93755-6141	Ö	Account Executive
	(559) 225-8550	Ö	Account Executive
	(Ö	Account Executive
		0	Board Operator
		0	Account Executive
		0	Account Executive
		0	Account Executive
	WORKEDOCE CONNECTION OF CONTROLLING	0	Account Executive Account Executive
	WORKFORCE CONNECTION CLC PARTNERSHIP Mark Lozada	0 0	Account Executive Account Executive
30*	3302 N. Blackstone Ave., Suite 221	0	Account Executive Account Executive
00	Fresno CA 93726	0	Account Executive
	(559) 230-4401	0	Account Executive
		0	Account Executive
		Ō	Board Operator
		0	Account Executive
		0	Account Executive
		0	Account Executive
	YOUNG WOMEN CHRISTIAN ASSOCIATION	0 0	Account Executive Account Executive
	Micki Lowry	0	Account Executive Account Executive
31	1600 M Street	0	Account Executive
٠.	Fresno CA 93728	Ö	Account Executive
	(559) 237-4706	Ō	Account Executive
		0	Account Executive
		0	Board Operator
		ō	Account Executive
		5	Account Executive
		(same as above) 2	Account Executive
		(same as above)	Account Executive Account Executive
		(same as above)	Account Executive Account Executive
32	RADIO STATION ON-AIR AD	1	Account Executive
		(same as above)	Account Executive
		0	Account Executive
		0	Account Executive
		3	Board Operator
		3	Account Executive
		0	Account Executive
		0 0	Account Executive Account Executive
		U	ACCOUNT EXECUTIVE

00	Mayer Perena	0	Account Executive Account Executive
33	MARKET REFERRAL	1	Account Executive Account Executive
		(same as above) 1	Account Executive
		(same as above)	Account Executive Board Operator
		1	Account Executive
		3	Account Executive
		(same as above) 7	Account Executive Account Executive
		(same as above)	Account Executive
34	STATION EMPLOYEE REFERRAL	(same as above) 2	Account Executive Account Executive
		(same as above)	Account Executive
		1 (same as above)	Account Executive Account Executive
		5	Board Operator
		0 0	Account Executive Account Executive
		0	Account Executive
		0 0	Account Executive Account Executive
		0	Account Executive
35	CAREERBUILDDERS.COM	0 0	Account Executive Account Executive
		0	Account Executive
		0 0	Account Executive Board Operator
		0	Account Executive
		0	Account Executive
		0 0	Account Executive
		0	Account Executive Account Executive
20	ALL ACCECC COM	0	Account Executive
36	ALLACCESS.COM	0 0	Account Executive Account Executive
		0	Account Executive
		0 0	Account Executive Board Operator
		0	Account Executive
		1 (same as above)	Account Executive Account Executive
		0	Account Executive
		0 0	Account Executive Account Executive
37	CRAIGSLIST.COM	0	Account Executive
		0 1	Account Executive Account Executive
		(same as above)	Account Executive
		0 0	Board Operator Account Executive
		0	Account Executive
		0 0	Account Executive Account Executive
		0	Account Executive
38	YOURCBA.COM	0 0	Account Executive Account Executive
00	100110511100111	0	Account Executive
		0 0	Account Executive Account Executive
		Ō	Board Operator
		0 0	Account Executive Account Executive
		0	Account Executive
		0 0	Account Executive Account Executive
00		0	Account Executive
39	FORMER EMPLOYEE	0 0	Account Executive Account Executive
		1	Account Executive
		(same as above)	Account Executive Board Operator
		0	Account Executive
		0 0	Account Executive Account Executive
		0	Account Executive
		0 0	Account Executive Account Executive
40	JOB FAIRS	0	Account Executive
		0 2	Account Executive Account Executive
		(same as above)	Account Executive
		0 0	Board Operator Account Executive
		1	Account Executive
		(same as above)	Account Executive Account Executive
		(same as above)	Account Executive
41	STATIONS WEBSITE	(same as above)	Account Executive Account Executive
		0	Account Executive
		0 0	Account Executive Account Executive
		0	Board Operator
		0	Account Executive
		0 0	Account Executive Account Executive
		-	

| MONSTER.COM | 0 | Account Executive | 1 | Account Executive | 1 | Account Executive | Count Ex

Note: "same as above" denotes more than one hire was made from same outreach.