

**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:			44

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
<b>Menu Option #1</b> 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.	08/14/13	Station Management	Definitive Staffing Solutions
<b>Menu Option #1</b> 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.

**Menu Option #14**

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..

09/16/13 Business Mgr. Lotus Corp

**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.

09/27/13 Station Management DeWolf High School

**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.

11/21/13 GSM for KKBZ and KGST Promotions Dir The Fresno County Veterans Employment Committee

**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.

02/20/14 GSM for KKBZ and KGST Promotions Dir The Fresno Veteran Employee Committee and the Central Valley Veterans

**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.

03/05/14 GM Lotus Fresno Corp.

**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.

03/26/14 GSM for KKBZ and KGST Promotions Dir Definitive Staffing Solutions

**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.

03/28/14 Promotions Dir. Central California Hispanic Chamber of Commerce

**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.

04/16/14 GSM for KKBZ and KGST Promotions Dir City of Fresno

**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.

5/29/14 GSM for KKBZ and KGST Promotions Dir California Employment Development Department

**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

6/20/14 GSM for KKBZ and KGST Promotions Dir Madera County Workforce Investment Board



6	CENTRO LA FAMILIA Margarita Rocha 2014 Tulare Street, #711A Fresno CA 93721 (559) 237-2961	0	Account Executive
		0	Account Executive
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		0	Board Operator
		0	Account Executive
7*	CSUF-DEPT OF COUNSELING, SPECIAL EDUC AND REHAB Jennie Chavez 5005 North Maple Ave. M/S ED3 FRESNO CA 93740-8025 (559) 278-0451	0	Account Executive
		0	Account Executive
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		0	Board Operator
		0	Account Executive
8*	DENHAM PERSONNEL SERVICES Michelle S. Merrill-Case 1540 E. Shaw Ave., Ste. 112 Fresno CA 93710 (559) 222-5284	0	Account Executive
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		0	Board Operator
		0	Account Executive
9*	EL CONCILIO DE FRESNO Lily Torres 1532 Fresno St. Fresno CA 93706 (559) 485-0679	0	Account Executive
		0	Account Executive
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		0	Account Executive
		0	Account Executive
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		0	Account Executive
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		0	Board Operator
		0	Account Executive
10	FRESNO AREA WORKFORCE INVESTMENT CORP. Sonia Williams 2035 Tulare Street Fresno CA 93721 (559) 650-5020	0	Account Executive
		0	Account Executive
		0	Account Executive
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		0	Account Executive
		0	Account Executive
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		0	Account Executive
		0	Board Operator
		0	Account Executive
11*	FRESNO CENTER FOR NEW AMERICANS Cassandra Moua 4879 E Kings Canyon Road Fresno CA 93727 (559) 255-8395	0	Account Executive
		0	Account Executive
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		0	Account Executive
		0	Account Executive
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		0	Board Operator
		0	Account Executive
12*	FRESNO CO. ECONOMIC OPP. COMMISSION Alfredo Cuellar 1920 Mariposa Mall, Suite 300 Fresno CA 93721 (559) 263-1021	0	Account Executive
		0	Account Executive
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		0	Board Operator
		0	Account Executive
13*	FRESNO CO. PUBLIC LIBRARY Bernice Kao 2420 Mariposa Street Fresno CA 93721 (559) 488-3628	0	Account Executive
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		0	Account Executive
		0	Board Operator
		0	Account Executive
14*	FRESNO COUNTY HISPANIC COMMISSION Domingo Zapata 1803 Broadway Street Fresno CA 93721 (559) 268-6476	0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Account Executive
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		0	Account Executive
		0	Board Operator
		0	Account Executive

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

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



42 MONSTER.COM

0	Account Executive
0	Account Executive
0	Account Executive
1	Account Executive
(same as above)	Account Executive
0	Account Executive
0	Account Executive
0	Board Operator
0	Account Executive
44	

TOTAL

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