

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, 2014 through July 31, 2015

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
On-Air Talent	See Attached Recruitment Sources 1-31 and 32-42	Allaces.com (Source #36)	7
On-Air Talent	See Attached Recruitment Sources 1-31 and 32-42	Allaccess.com (Source #36)	(same as above)
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	Market Referral (Source #33)	5
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	Radio Station on Air Ad (Source #32)	(same as above)
Account Executive	See Attached Recruitment Sources 1-31 and 32-42	CSU - Fresno (source #3)	6
Producer	See Attached Recruitment Sources 1-31 and 32-42	Radio Station on Air Ad (Source #32)	8
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	Station Employee Referral (Source #34)	3
On-Air Talent	See Attached Recruitment Sources 1-31 and 32-42	Allaccess.com (Source #36)	7
Total number of persons interviewed during applicable period:			41

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
<p>Menu Option #4 KLBN, KHIT and KGST were part of the Annual Central California Hispanic Chamber of Commerce Business Expo at the Radisson Hotel Conference Center Fresno. This event featured Hispanic businessmen and businesswomen 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. There were various seminars / workshops for individuals that were also looking to start their own business. We also had the opportunity to see what our customers, competitors and other business partners are doing in the market. There were over 250 people in attendance. Lotus packets and applications were given out upon request.</p>	08/22/14	Promotions Director	Central California Hispanic Chamber of Commerce
<p>Menu Option #7 KLBN was part of DeWolf High School's Hispanic Heritage Day. The student body put on a cultural performance showcasing music, art, dance and food. There were also guest speakers that educated the DeWolf High Student Body about the Hispanic Culture. KLBN's Sandy Sanchez and Jesse Beltran spoke to the students about how to start a career in the radio industry and answered questions from the students.</p>	09/26/14	Promotions Assistant and KGST Prog Coordinator	DeWolf High School - Fresno
<p>Menu Option #9 Central California Hispanic Chamber of Commerce Hispanic Heritage Day. Through live, recorded mentions and website exposure... 101.9 La Buena and 107.1 Exitos were part of this convention that featured various workshops /activities and information about job opportunities with Lotus Fresno. There was also cultural dance and arts, educating the young people on the Hispanic culture such as music, arts, dance and food. hrough live, recorded mentions and website exposure... 101.9 La Buena and 107.1 Exitos were part of this convention that featured various workshops /activities and information about job opportunities with Lotus Fresno. There was also cultural dance and arts, educating the young people on the Hispanic culture such as music, arts, dance and food.</p>	09/26/14	Promotions Director	Central California Hispanic Chamber of Commerce
<p>Menu Option #9 Dickey Youth Center: City of Fresno Parks & Recreation: Greg Hoffman & Andre Covington from the KSEQ-FM Morning Show spoke to the kid's about radio and what each of their jobs entailed and what you to do in order to pursue radio as a career. We also had an on-site presence at the event and talked about it on-air.</p>	1/24/15	PD for KSEQ and On-Air Personality	The Fresno County Veterans Employment Committee
<p>Menu Option #7 Carter G. Woodson Middle School: Career Day KSEQ on-air personalities Walter Olazaba and Ray Juarez spoke to the kid's about radio industry, what each of their jobs entailed as well as how they got started in the radio business. We also had an on-site presence at the event and talked about it on-air during the different shows.</p>	03/14/15	KSEQ on Air Personality and Promotions Assistant	The Fresno Veteran Employee Committee and the Central Valley Veterans

<p>Menu Option #1 2015 Spring Job Fair in Madera: Madera County Workforce Mr. Clean and Lonnie Pelley attended this event. There were approximately 175 people in attendance. We had applicants that requested job applications and information about Lotus. Mr. Clean informed potential applicants about the Sales and Promotions as well as the job opportunities within Lotus Fresno Corp. Lotus packets and applications were given out upon request.</p>	03/19/15	Promotions Director	Madera County Workforce Development
<p>Menu Option #1 DSS Job Fair at the Fresno Fairgrounds: City of Fresno Department of Social Services Mr. Clean, Alex Barajas, Onofre De La Mora, Victor Medina and Lonnie Pelley attended this Job Fair. There were approximately 5,000 plus people in attendance. We had applicants that requested job applications and information about Lotus. Lotus packets and applications were given out upon request. Mr. Clean answered potential applicant's questions about the company and different departments within Lotus Fresno Corp.</p>	03/25/15	Sales Staff and Promotions Assistant	City of Fresno Department of Social Services
<p>Menu Option #1 Mayor's Youth Job Fair at Manchester Center: City of Fresno Mr. Clean, Ray Juarez and Lonnie Pelley attended this event. There were approximately 350 plus people in attendance. We had applicants that requested job applications and information about Lotus. Mr. Clean informed potential applicant's about the Sales/Promotions Department and what the basic duties are in radio promotions. Lotus packets and applications were given out upon request.</p>	04/01/15	Promotions Dir and Promotions Dept Staff	Central California Hispanic Chamber of Commerce
<p>Menu Option #4 Latina Women's Conference at the Double Tree by Hilton Downtown Convention Center 2233 Ventura St. in Fresno: Central California Hispanic Chamber of Commerce, Mr. Clean and Sandy Sanchez attended this event. This event high-lighted the achievements of local Latina Business women that are having a positive impact in the community. There were approximately 300 plus people in attendance. We had applicants that inquired about sales job opportunities within Lotus Fresno Corp. Job seekers requested applications and information about the company. Lotus packets and applications were given out upon request.</p>	04/10/15	Promotions Dir and Promotions Assistant	Central California Hispanic Chamber of Commerce
<p>Menu Option #4 The Fresno Area Hispanic Foundation (FAHF) "Negociantes Unidos": Central California Hispanic Chamber of Commerce, Lotus Fresno Corp. along with Mr. Clean participated in the FAHF Negociantes Unidos (United Merchants) event which offers workshops, technical assistance and capital for start-up or expanding businesses in the community at no cost. There were approximately 50 people in attendance.</p>	4/29/15	Promotions Director	Central California Hispanic Chamber of Commerce
<p>Menu Option #7 Kerman High School Cinco De Mayo Celebration: Jesse Beltran and Octavio Duarte attended this Cinco De Mayo event at Kerman High School. This day celebrate as well as educate students about the day know as Cinco De Mayo in the Hispanic Culture. The Latino Club invited us to take part in this celebration of music, food, culture, dancing, clothing, jewelry and more. There were also a Latino Scholarship awarded to one of the students.</p>	5/01/15	KGST Prog Coordinator and On-Air Talent	Kerman High School

<p>Menu Option #14 In lieu of the 2014 Annual Lotus Corporate Management meeting in which the FCC EEO Outreach program and ongoing training preventing discrimination is discussed, a memo regarding EEO Outreach rules, regulations and specific practices was submitted for acknowledgement by station management. The purpose was ensure equal opportunity and nondiscrimination in every aspect of the station employment policy and practice.</p>	5/19/15	GM	Lotus Fresno Corp.
<p>Menu Option #1 DeVry Spring Career Fair 7575 N. Fresno St. in Fresno Mr. Clean and Lonnie Pelley attended this event. There were approximately 60 people in attendance. We had applicants that requested job applications and information about Lotus. Mr. Clean informed potential applicant's about the Promotions Department and what the basic duties are in radio promotions. Lotus packets and applications were given out upon request.</p>	05/20/15	Promotions Director and Promotions Assistant	DeVry University
<p>Menu Option #7 Gaston Middle School: Career Day. KSEQ on-air personalities Kimmie Marquez and Ray Juarez spoke to the kid's about radio industry, what each of their jobs entailed as well as how they got started in the radio business. We also had an on-site presence at the event and talked about it on-air during the different shows.</p>	6/08/15	KSEQ On-Air Talent and Promotions Assistant	Gaston Middle School - Fresno
<p>Menu Option #1 Veteran's Job Fair at the Veteran's Building in Fresno: The Fresno County Veterans Employment Committee. Mr. Clean and Lonnie Pelley attended this event. There were approximately 150 plus people in attendance. We had applicants that requested job applications and information about Lotus Fresno Corp. Mr. Clean informed potential applicants about the Sales and Promotions as well as a description of the job opportunities within Lotus Fresno Corp. Lotus packets and applications were given out upon request.</p>	6/19/15	Promotions Director and Promotions Assistant	The Fresno County Veterans Employment Committee
<p>Menu Option #7 Nelson Elementary School Summer / Career Program: Clovis Area Schools. Mr. Clean, Ken Lewis and Lonnie Pelley spoke with the students about making radio a possible career. We each discussed or individual roles with Lotus Fresno Corp. as well as the multiple departments within the company that make a radio station go.</p>	7/9/15	Promotions Director and Promotions Assistant	Nelson Elementary School - Clovis
<p>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 11th consecutive year of the donation to the university. General Manager Kevin O'Rorke sits in the selection committee for this award.</p>	07/13/15	GM	Lotus Fresno Corp.

<p>Menu Option #4 Central California Hispanic Chamber of Commerce National Parks Family Day: Central California Hispanic Chamber of Commerce, 101.9 La Buena and 107.1 Exitos were part of this workshop / activities event. helped to educate the neighboring communities of Yosemite, Sequoia and Kings Canyon National Parks about the National Park System by exposing families, specifically the growing Hispanic community to all the opportunities the national parks have to offer. There were also career opportunities encouraging those within the Hispanic community to get involved and apply to work for National Parks. We also provided information about the sales and promotions opportunities with Lotus Fresno Corp. There were also workshops and other activities that went on at the event.</p>	<p>7/16/15</p>	<p>Promotions Director</p>	<p>Central California Hispanic Chamber of Commerce</p>
<p>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 non-discrimination. 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.</p>	<p>7/31/15</p>	<p>GM, PD for KKBZ, PD for KLBN, KHIT and KGST, PD for KSEQ Bus Mgr., Promotions Dir., GSM for KKBZ,KSEQ and KGST, GSM for KHIT and KLBN Traffic Manager</p>	<p>Lotus Fresno Corp.</p>
<p>Menu Option #12 Lotus Fresno Corp. throughout the year posted job ads in the California Broadcasters Association's Job Bank website.</p>	<p>7/31/15</p>	<p>Traffic Mgr.</p>	<p>Lotus Fresno Corp.</p>

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
1*	BENNETT FROST PERSONNEL SERVICES INC. Robbin M. Bocchini 6465 N. Palm Ave., Suite 101 Fresno CA 93704 (559) 449-0444	0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
2*	CA EMPLOYMENT DEVELOPMENT DEPT. Sofia Morales 2555 S. Elm Ave. Fresno CA 93706-5086 (559) 230-4413	0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
3*	CALIFORNIA STATE UNIVERSITY, FRESNO Maggie Hollingsworth 5241 N. Maple, M/S TA61 Fresno CA 93740 (559) 278-2381	0 0 1 (Same As Above) 0 3 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
4*	CENTRAL CALIFORNIA HISPANIC CHAMBER OF COMMERCE John Hernandez 2331 Fresno St. Fresno CA 93721 (559) 485-6640	0 0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
5*	CENTRAL VALLEY OPPORTUNITY CENTER Mark Lozada 441 E Yosemite Ave. Madera CA 93638-3504 (559) 674-0971	0 0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
6	CENTRO LA FAMILIA Margarita Rocha 2014 Tulare Street, #711A Fresno CA 93721 (559) 237-2961	0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
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 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent

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8*	DENHAM PERSONNEL SERVICES Michelle S. Merrill-Case 1540 E. Shaw Ave., Ste. 112 Fresno CA 93710 (559) 222-5284	0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
9*	EL CONCILIO DE FRESNO Lily Torres 1532 Fresno St. Fresno CA 93706 (559) 485-0679	0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
10	FRESNO AREA WORKFORCE INVESTMENT CORP. Sonia Williams 2035 Tulare Street Fresno CA 93721 (559) 650-5020	0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
11*	FRESNO CENTER FOR NEW AMERICANS Cassandra Moua 4879 E Kings Canyon Road Fresno CA 93727 (559) 255-8395	0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
12*	FRESNO CO. ECONOMIC OPP. COMMISSION Alfredo Cuellar 1920 Mariposa Mall, Suite 300 Fresno CA 93721 (559) 263-1021	0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
13*	FRESNO CO. PUBLIC LIBRARY Bernice Kao 2420 Mariposa Street Fresno CA 93721 (559) 488-3628	0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
14*	FRESNO COUNTY HISPANIC COMMISSION Domingo Zapata 1803 Broadway Street Fresno CA 93721 (559) 268-6476	0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
15	FRESNO N.O.W. Nora Clark P.O. Box 4675 Fresno CA 93721-4675 (559) 221-7229	0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent

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

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

# 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
32	RADIO STATION ON-AIR AD	0 0 2 (Same As Above) 1 3 2 1 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
33	MARKET REFERRAL	3 (Same As Above) 2 (Same As Above) 1 0 0 1 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
34	STATION EMPLOYEE REFERRAL	0 0 0 0 0 1 2 1 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
35	CAREERBUILDDERS.COM	0 0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
36	ALLACCESS.COM	4 (Same As Above) 0 0 0 4 0 0 7	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
37	CRAIGSLIST.COM	0 0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
38	YOURCBA.COM	0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
39	FORMER EMPLOYEE	0 0 0 1 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent

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40	JOB FAIRS	0 0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
41	STATIONS WEBSITE	0 0 0 0 0 1 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
42	MONSTER.COM	0 0 0 0 0 0 0 0 0	On-Air Talent On-Air Talent Account Executive Account Executive Account Executive Producer Account Executive Account Executive On-Air Talent
TOTAL		41	

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