

**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, KHIT-FM, KGST, KKBZ and KSEQ.

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, 2016 through July 31, 2017

<b>Full-Time Position</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source for Successful Applicant</b>	<b>Total No. Interviewed from All sources</b>
<b>Account Executive</b>	See Attached Recruitment Sources 1-32 and 33-45	Station Employee Referral (Source #35)	10
<b>Account Executive</b>	See Attached Recruitment Sources 1-32 and 33-45	Station's Website (Source #42)	(same as above)
<b>Account Executive</b>	See Attached Recruitment Sources 1-32 and 33-45	Craigslist (Source #38)	(same as above)
<b>On-Air Talent</b>	See Attached Recruitment Sources 1-32 and 33-45	Station Employee Referral (Source #35)	6
<b>Account Executive</b>	See Attached Recruitment Sources 1-32 and 33-45	Radio Station On-Air Ad (Source #33)	6
<b>Account Executive</b>	See Attached Recruitment Sources 1-32 and 33-45	Station's Website (Source #42)	(same as above)
<b>Account Executive</b>	See Attached Recruitment Sources 1-32 and 33-45	Station Employee Referral (Source #35)	6
<b>Account Executive</b>	See Attached Recruitment Sources 1-32 and 33-45	Indeed.com (Source #45)	(same as above)
<b>Account Executive</b>	See Attached Recruitment Sources 1-32 and 33-45	Radio Station On-Air Ad (Source #33)	7
<b>Account Executive</b>	See Attached Recruitment Sources 1-32 and 33-45	Radio Station On-Air Ad (Source #33)	(same as above)
Total number of persons interviewed during applicable period:			35

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><b>Menu Option #4</b>                      KLBN, KHIT and KGST were part of the Annual CCHCC Business Expo at the Radisson Hotel Conference Center Fresno. There were seminars / workshops put on by for individuals that were also looking to start their own business. There were approximately 150 people in attendance. Lotus packets and applications were given out upon request.</p>	8/19/16	Promotions Director	Central California Hispanic Chamber of Commerce
<p><b>Menu Option #1</b>                      Lotus Fresno Corp attended the Central Valley Veterans Stand Down 2016 Veteran's Job Fair at the Veteran's Building in Fresno the job fair was organized by the Fresno County Veterans Employment Committee. There were approximately 50 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>	9/15/16	Promotions Director	County Veteran's Employment Committee
<p><b>Menu Option #1</b>                      Lotus Fresno Corp attended the Fresno City College Fall Job Fair organized by Fresno City College There were approximately 125 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>	9/21/16	Promotions Director; PSA Director	Fresno City College
<p><b>Menu Option #14 - Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination.</b>                      The Lotus Communications Corp. Annual Managers' meeting was held November 15 &amp; 16, 2016 at the corporate headquarters in Los Angeles, California. Part of the agenda was dedicated to reviewing the on going FCC Outreach program. The purpose is to ensure equal opportunity and nondiscrimination in every aspect of the station employment policy and procedure. The stations are encouraged to go beyond their requirements and create a variety of Outreach campaigns in an effort to recruit qualified candidates for current and future job opportunities. The stations are also required to review their recruitment list regularly to be sure they are effectively reaching out to women and minority organizations affording the most opportunity for the existing workforce. Additionally, the Lotus policy of Monthly EEO meetings reinforce the nondiscrimination mission statement and provide an opportunity to discuss upcoming and the creation of effective Outreach programs. Discussions also focused on the Online Public File for both those stations who were required to be online by the end of the year and for those preparing to go online by the required March 2018 date.</p>	11/15/16 to 11/16/16	GM	Lotus Fresno Corp.

<p><b>Menu Option #7</b>  This year our stations contributed \$10,000 (paid out in the past four months) to The Bulldog Foundation Scholarship at Fresno State University. This is our 13th consecutive year of the donation to the university. General Manager Kevin O'Rorke sits in the selection committee for this award.</p>	11/28/16	GM	Lotus Fresno Corp.
<p><b>Menu Option #7</b>  Lotus Fresno Corp also attended the Clovis Unified Latino Student Success Conference.  We were invited guest to speak to the students about careers in radio and the entertainment field. There were roughly 800 high school students in attendance. Greg Hoffman and Kimmie Marquez from KSEQ spoke to the kid's about how they each got their start in radio as well as describing what they did at the station. The students were really engaged.</p>	3/31/17	KSEQ Program Director; KSEQ Radio Personality	Clovis Unified School District
<p><b>Menu Option #1</b>  Lotus Fresno Corp participated in the 2017 Spring Job Fair in Madera organized Madera County Workforce.  There were approximately 180 people in attendance. We collected approximately 40 resumes, talked to a lot of people. There were approximately 5-10 people that were qualified for the open positions. Lotus packets and applications were given out upon request. We also received business cards from non-profits that were interested in working with us.</p>	4/6/17	Promotions Director	Madera County Workforce
<p><b>Menu Option #1</b>  Lotus Fresno Corp attended the Honor-A-Hero, Hire-A-Vet Job &amp; Resource Fair organized by EDD Workforce Services  There were approximately 30-45 people that attended this job/resource fair. We only had a hand full of people come by our booth to ask about the stations. Once we had a few people come up to the booth, we engaged them and told them about the company, stations and open positions.</p>	4/21/17	Promotions Director	Employment Development Department
<p><b>Menu Option #7</b>  Lotus Fresno Corp. attended the Central California STEM Conference at Reedley College:  Greg from KSEQ spoke to roughly 750 high school students at this event geared toward focusing on their future career choices. He discussed programming music, putting together promotions as well as engaging the students about their career choices.</p>	4/22/17	KSEQ Program Director	Reedley College
<p><b>Menu Option #1</b>  Lotus Fresno Corp attended the Veteran's Job Fair organized by the American Legion Post 509  There were approximately 50-75 people in attendance. We talked to job seekers about the different departments in the radio industry just to give them a little more incite about the radio business. A lot of people that visited the booth were surprised about the all of the different the departments within the radio business.</p>	5/12/17	Promotions Director	American Legion Post 509
<p><b>Menu Option #7</b>  Lotus Fresno Corp radio personalities spoke at the Gaston Middle School. 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. (Walter Olazaba and Ray Juarez attended)</p>	6/9/17	KSEQ On-Air Talent	Gaston Middle School

<p><b>Menu Option #1</b>  Lotus Fresno Corp attended the Fresno County Veteran's Job &amp; Resource Fair put together by the Employment Development Department. There were approximately 50 people in attendance. I talked to the people that came by our booth about the positions that we did have open. There was interest in the sales and promotions positions that we had opened. We handed out application upon request. (Mr. Clean attended)</p>	<p>6/16/17</p>	<p>Promotions Director</p>	<p>Employment Development Department</p>
<p><b>Menu Option #12</b>  Lotus Fresno Corp. throughout the year posted job ads in the California Broadcasters Association's Job Bank website.</p>	<p>7/31/17</p>	<p>Traffic Mgr.</p>	<p>Lotus Fresno Corp.</p>



# 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
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 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive Account Executive
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 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
9*	EL CONCILIO DE FRESNO Lily Torres 1532 Fresno St. Fresno CA 93706 (559) 485-0679	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
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 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
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 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
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 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
13*	FRESNO CO. PUBLIC LIBRARY Bernice Kao 2420 Mariposa Street Fresno CA 93721 (559) 488-3628	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive









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35	STATION EMPLOYEE REFERRAL	4 (same as above) (same as above) 1 1 (same as above) 2 (same as above) 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
36	CAREERBUILDDERS.COM	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
37	ALLACCESS.COM	0 0 0 5 0 0 0 0 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive Account Executive
38	CRAIGSLIST.COM	1 (same as above) (same as above) 0 0 0 0 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
39	YOURCBA.COM	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
40	FORMER EMPLOYEE	0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
41	JOB FAIRS	0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive

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42	STATIONS WEBSITE	1 (same as above) (same as above) 0 1 (same as above) 0 0 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
43	MONSTER.COM	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
44	STATIONS FACEBOOK	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive
45	INDEED.COM	0 0 0 0 0 0 2 (same as above) 4 (same as above)	Account Executive Account Executive Account Executive On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive Account Executive
	TOTAL	35	

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