

**LOTUS BAKERSFIELD CORP
ANNUAL EEO PUBLIC FILE REPORT
FOR THE PERIOD
AUGUST 1, 2018 – JULY 31, 2019**

Statement of EEO Policy

This Equal Employment Opportunity (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 radio stations KWAC 1490 AM (Bakersfield, CA), KIWI 102.9 FM (McFarland, CA), KCHJ 1010 AM (Delano, CA), KCHJ-FM 92.1 (Bakersfield, CA) and KPSL-FM 96.5 (Bakersfield, CA).

Lotus Bakersfield Corp, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and to ensuring 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 job vacancies filled during the reporting period August 1, 2018 through July 31, 2019

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
Graphic Designer	See Attached Recruitment Sources 1-30	Employee Referral (Source #1)	7
Total number of persons interviewed during applicable period:			7

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><u>Menu 16. – Employment Opportunity Information Dissemination:</u> 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>	8/01/18 – 7/31/19	Promotions Dir, Programming Dir., Traffic Mgr., Business Mgr., Local Sales Mgr., General Sales Mgr., General Mgr.	Lotus Communications Corp
<p><u>Menu 6. - Job Bank Posting:</u> Lotus Bakersfield Corp posts all job vacancies in the Cal JOBS job bank which gives immediate notification to the largest pool of job seekers in the state according to the California Employment Development Department. (www.caljobs.ca.gov)</p>	8/01/18 – 7/31/19	Business Mgr. & HR Representative	California Employment Development Division (EDD)
<p><u>Menu 14. – Management Training:</u> The Lotus Communications Corp. Annual Managers' meeting was held 11/26/18 – 11/30/18, in Las Vegas, Nevada. Part of the corporate agenda was dedicated to our continuing effort to review and provide information and training to ensure equal opportunity and the prevention of discrimination. All station management personnel held individual meetings with the Chief Compliance Officer to review and discuss the on going effort to provide equal opportunities for current and future job openings. As part of the procedural review all menu options were examined to determine their effectiveness and how to proceed and enhance the individual station Outreach program.</p>	11/26/18 – 11/30/18	Corporate Officers, General Mgr., General Sales Mgr.	Lotus Communications Corp
<p><u>Menu 7. – Scholarship Program:</u> Our stations regularly participate in the Kern County Broadcaster's Association Scholarship Program. Who's Eligible: All Full Time employees of member stations of the KCBA enrolled in college classes beneficial to their broadcasting career. \$500 Scholarships were awarded</p>	1/1/19 - 5/31/19	All Full Time Employees and their Children	Kern County Broadcaster's Association
<p><u>Menu 4. – Career Days:</u> Lotus participated in the Kern County Career Expo at the Bakersfield Convention Center on Thursday February 28, 2019. We had our Business Mgr., and our On Air DJ "Kachoria" were on hand to answer questions about the company and different departments within Lotus Bakersfield Corp as well as broadcasting careers in general.</p>	2/28/19	Business Mgr. & On Air Talent	Kern County High School District

<p>Menu 16. – Information Dissemination: Community Calendar Recorded Show (PAP19-09): (HOST: KACHORIA, ORGANIZATION: KERN COUNTY HUMAN SERVICES; TITLE OF PROGRAM: “JOB FAIRS KERN COUNTY”; GUEST: FRANK CABRERA, JOB DEVELOPER, LENGTH 30 MINUTES) Frank Cabrera came to invite our listeners to the many job fairs coming to Kern County as part of Job Fest 2019. He gave people who are interested in finding a job tips on how to come dressed, and how to present themselves to employers. He invited everyone to the 7 job fairs taking place from March to June all over Kern County. He spoke about how it is important to be prepared with both employment and personal information that may be needed be needed in case of an on the spot interview (air dates 3/10/19, 3/17/19)</p>	3/10/19, 3/17/19	On Air DJ – “Kachoria”	Kern County Department of Human Services Lotus Bakersfield Corp
<p>Menu 1. – Job Fair: Lotus packets and applications were given out at the Fob Fest 2019 at the Rabobank Convention Center on Wednesday, March 13, 2019. The participants requested job applications and information about Lotus Bakersfield Corp. We had an HR Representative and a Business Manager on hand to answer potential applicant's questions about the company and different departments within Lotus Bakersfield Corp and give specific job descriptions of our Part Time Board Operator and Part Time Promotions Assistant positions.</p>	3/13/19	Business Mgr. & HR Representative	Kern County Department of Human Services
<p>Menu 4. – Career Days: Lotus participated in the Bakersfield College Business Pathway Career Expo at Bakersfield College on Wednesday April 24, 2019. We had our Business Mgr., and an HR Representative on hand to answer questions about the company and different departments within Lotus Bakersfield Corp as well as broadcasting careers in general.</p>	4/24/19	Business Mgr. & HR Representative	Bakersfield College
<p>Menu 8. – Personnel Training: Lotus Bakersfield Corp., personnel in the Traffic, Sales and Promotions departments were invited to attend The 2019 Women’s Business Conference on Thursday April 25, 2019. An annual conference with a goal to provide information, skills development , and encouragement for women at a crossroads; seeking higher education; first time employment; making a career change or looking to advance their careers. Over the years, however, the conference has evolved according to attendees’ needs.</p>	4/25/19	Promotions Dir., Traffic Asst., & Account Executives	Bakersfield Women's Business Conference
<p>Menu 16. – Information Dissemination: Community Calendar Recorded Show (PAP19-14): (HOST: KACHORIA, ORGANIZATION: KERN COUNTY HUMAN SERVICES; TITLE OF PROGRAM: “SHAFTER JOB FAIR”; GUEST: JORGE FRIDEY, LENGTH 30 MINUTES) Jorge Fridey came to talk to our listeners and invite everyone 16 and over interested in employment to the 2019 Job Fest going on this May 9th 2019, at the Shafter Veterans Hall in the city of Shafter. He spoke about the many employers, including Lotus Bakersfield Corp., who will be giving out applications and interviewing people looking to be hired. He also gave tips on how to be prepared for possible interviews, and also told us about a few of the many positions that will be offered.</p>	5/5/19	On Air DJ – “Kachoria”	Kern County Department of Human Services Lotus Bakersfield Corp

<p>Menu 1. - Job Fair: Lotus packets and applications were given out at the Fob Fest 2019 at the Shafter Veterans Hall on Thursday, May 9, 2019. The participants requested job applications and information about Lotus Bakersfield Corp. We had an HR Representative and a Program Dir., on hand to answer potential applicant's questions about the company and different departments within Lotus Bakersfield Corp and give specific job descriptions of our Part Time Board Operator position.</p>	5/9/19	Program Dir. & HR Representative	Kern County Department of Human Services
<p>Menu 16. – Information Dissemination: Community Calendar Recorded Show (PAP19-19): (HOST: KACHORIA, ORGANIZATION: KERN COUNTY HUMAN SERVICES; TITLE OF PROGRAM: "JOB FAIR DELANO 2019", GUEST: FRANK CABRERA, JOB DEVELOPER, LENGTH 30 MINUTES) Frank Cabrera from the Kern County Human Resources office spoke to our listeners about a job fair in Delano on June 13, 2019. Local employers including Lotus Bakersfield Corp., will be on hand actively taking resumes and looking to fill positions. Some will be doing on the spot interviews and possibly on the spot hiring. He also gave tips on how to be prepared and the importance of dressing appropriately.</p>	6/9/19	On Air DJ – "Kachoria"	Kern County Department of Human Services Lotus Bakersfield Corp
<p>Menu 8. – Personnel Training: Lotus Bakersfield Corp., personnel in the Traffic and Sales departments were invited to attend a seminar by Dr. Cesar Lozano. A speaker, counselor; and writer, Dr. Cesar Lozano discussed many topics including reactions and their consequences, insecurity, violence & delinquency, how to deal with difficult people, and the power of positive attitudes.</p>	6/12/19	Traffic Mgr., Traffic Asst., Account Executives	Lotus Bakersfield Corp
<p>Menu 1. - Job Fair: Lotus packets and applications were given out at the Fob Fest 2019 at Cesar E. Chavez High School in Delano on Thursday, June 13, 2019. The participants requested job applications and information about Lotus Bakersfield Corp. We had an HR Representative and a Program Dir., on hand to answer potential applicant's questions about the company and different departments within Lotus Bakersfield Corp and give specific job descriptions of our Part Time Board Operator position.</p>	6/13/19	Program Dir. & HR Representative	Kern County Department of Human Services

RECRUITMENT SOURCES:

* Designates an entity requesting notification.

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
1	Employee Referral	2	Graphic Designer
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc)	0	Graphic Designer
3	Lotus Bakersfield Corp – Bulletin Boards 5100 Commerce Drive Bakersfield, CA 93309 Phone (661) 327-9711/Fax (661) 327-0797 Office Lobby Bulletin Board	0	Graphic Designer
4	Lotus Bakersfield Corp – On Air Announcements 5100 Commerce Drive Bakersfield, CA 93309 Phone (661) 327-9711/Fax (661) 327-0797	0	Graphic Designer
5	Lotus Bakersfield Corp – Websites 5100 Commerce Drive Bakersfield, CA 93309CENTRAL Phone (661) 327-9711/Fax (661) 327-0797 www.radiolobo.com www.elgailto.com www.laley965.com	0	Graphic Designer
6	Lotus Bakersfield Corp – Community Calendar 5100 Commerce Drive Bakersfield, CA 93309 Phone (661) 327-9711/Fax (661) 327-0797	0	Graphic Designer
7*	California State University, Bakersfield 9001 Stockdale Highway Bakersfield, CA 93311 Contact: Counselors (661) 654-2782 www.csub.edu	0	Graphic Designer
8	Bakersfield College – Job Placement Office 1801 Panorama Drive Bakersfield, CA 93305 www.bakersfeildcollege.edu	0	Graphic Designer
9*	Bakersfield Adult School 501 South Mt Vernon Avenue Bakersfield, CA 93307 Contact: (661) 835-1855	0	Graphic Designer
10	Employment Development Department – State of California Cal-Jobs jobs bank 800 Capitol Mall MIC 83 Sacramento, CA 95814 www.caljobs.ca.gov (Online Input)	0	Graphic Designer
11	All Access www.allaccess.com	0	Graphic Designer
12	Employers Training Resource 2001 28th Street Suite C Bakersfield, CA 93301 Contact: (661) 336-6893 Email: officeadin@kchcc.org	0	Graphic Designer
13*	UEI College 3737 Rosedale Highway Bakersfield, CA 93309 Contact: (661) 427-4310 Fax: (949) 923-6840	0	Graphic Designer
14*	National University 4560 California Avenue Suite 300 Bakersfield, CA 93309 Contact: Job Placement (661) 864-2360 Fax: (661) 864-2368	0	Graphic Designer
15	JOB FEST – Kern County Job Fair Series Kern County Department of Human Services Phone: (661) 721-5122 / (661) 633-7036 Fax: (661) 725-4364 / (661) 633-7047 Email: cabrere@co.kern.ca.us / evetts@co.kern.ca.us	0	Graphic Designer

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
16*	San Joaquin Valley College 201 New Stine Road Bakersfield, CA 93309 Contact: (661) 834-0126	0	Graphic Designer
17*	University of Phoenix 4900 California Avenue Tower A Suite 300 Bakersfield, CA 93309 Contact: (661) 633-0300	0	Graphic Designer
18*	Santa Barbara Business College 5300 California Avenue Bakersfield, CA 93309 Contact: (661) 835-1100	0	Graphic Designer
19	University of La Verne 1201 24 th Street Suite D200 Bakersfield, CA 93301 Contact: (661) 328-1430 www.laverne.com	0	Graphic Designer
20	Cerro Coso Community College P.O. Box 3204 Lake Isabella, CA 93240 Contact: (760) 379-5501	0	Graphic Designer
21	Taft College 29 Emmons Park Drive Taft, CA 93268 Contact (661)-746-5382 www.collegecentral.com/taftcollege	0	Graphic Designer
22	Indeed.com www.indeed.com	5	Graphic Designer
23	Kern Patriot Partnership 1120 Golden State Ave. Bakersfield, CA 93301 Contact: (661) 868-7300	0	Graphic Designer
24	Kern High School District 5801 Sundale Avenue Bakersfield, CA 93309 Contact: (661) 827-3100 www.khsk.k12.ca.us	0	Graphic Designer
25	Dress for Success 1416 17 th Street Bakersfield, CA 93301 Contact: (661) 748-1809 Fax: (661) 748-1839	0	Graphic Designer
26	California Broadcasters Association – Job Bank 915 "L" Street Suite 1150 Sacramento, CA 95814 Contact: (916) 444-2237 www.yourcba.com	0	Graphic Designer
27	Veterans Affairs 1110 Golden State Ave Bakersfield, CA 93301 Phone: (661) 323-8387 Fax: (661) 325-8387	0	Graphic Designer
TOTAL		7	