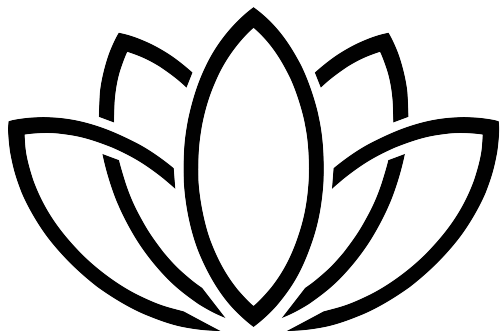




LOTUS

F R E S N O C O R P .

**ANNUAL EEO PUBLIC FILE REPORT
FOR THE PERIOD
AUGUST 1, 2025 – JULY 31, 2026**

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, KKBZ-FM,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, 2025 through July 31, 2026

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
Chief Engineer	See Attached Recruitment Sources 1 - 29	Employee Referral (Source #29)	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
Menu Option #16 – <i>Employment Opportunity Information Dissemination:</i> 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.	Monthly	General manager Business Manager Promotions Director Program Directors KSEQ-FM, KKBZ-FM, KHIT-FM, KLBN-FM Traffic Manager Admin Assistant	Lotus Fresno, Corp.
Menu Option #4 – <i>Participation in at least four events sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</i> There was approximately 3,000 + women and men in attendance. This conference served women of all generations and men were also in attendance. This event celebrated their accomplishments, careers, opportunities in different fields, personal growth and more. We spoke to hundreds of attendees throughout the day.	09/16/25	Alex Ruiz -General Manager Mr. Clean -Promotions Director Lotus Fresno Staff	Central Valley Women's Conference
Menu Option #4 – <i>Participation in at least four events sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</i> There were approximately 150+ people in attendance. This was a free event open to the community in search of a job, new career, looking for health/mental health resources and other resources for families and the community.	10/28/25	Octavio Duarte -On Air Talent Juan Salas - Promotions Assistant	Fresno Workforce Connection Career & Resource Fair
Menu Option #1 – <i>Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</i> There were approximately 1000+ students in attendance. Greg talked about on-air and programming the radio station and how he got his start in radio. We also talked about the Marketing Consultant position that we have.	03/09/26	Greg Hoffman -KSEQ Program Director Juan Salas - Promotions Assistant	Latino Student Success Conference & Career Fair (Fresno Pacific College)
Menu Option #1 – <i>Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</i> There were over 200 students in attendance. We also talked about our positions and department. We also talked to students about the Marketing Consultant job openings we have	03/17/26	Mr. Clean -Promotions Director Juan Salas -Promotions Assistant	Career & Internship Fair (Madera Community College)

Activity/Description	Date	Staff Participant(s)	Sponsor/Initiator
Menu Option #4 – Participation in at least four events sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities. We discussed the sales position that we have open. The students had questions for us about the radio industry and how we got our start in the business. We also gave away prizes to students that we were engaged at our booth.	03/17/26	Mr. Clean -Promotions Director Juan Salas -Promotions Assistant	Career Fair (Baird Middle School)
Menu Option #8 – Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Provided mentoring to an On-Air Talent who wished to learn more about sales.	03/01/26	Stephanie Castillo -Account Executive Jaquelin Ochoa -On Air Talent	Lotus Fresno, Corp.
Menu Option #1 – Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions. There were approximately 500+ in attendance. We also talked about our positions and department with Lotus Fresno Corp. There were a few people that showed interest in the Marketing consultant (Sales) position. We told them to apply on-line.	04/02/26	Mr. Clean -Promotions Director Juan Salas -Promotions Assistant	Madera County Job Fair
Menu Option #4 – Participation in at least four events sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities. There was approximately 250+ in attendance. It was nice to see the students engaged and interested in pursuing radio as a career. Greg talked with students about his position hosting the KSEQ Morning Show and being the Program Director of the radio station.	04/07/26	Greg Hoffman -KSEQ Program Director Juan Salas -Promotions Assistant	Career Fair (Clovis North High School)
Menu Option #4 – Participation in at least four events sponsored by organizations representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities. There was approximately 200+ in attendance. We did a little Q&A with the students to see how much they knew about our radio stations and business. Surprisingly, the students were knowledgeable about the music we play, on-air talent and contests that we do.	04/07/25	Mr. Clean -Promotions Director Juan Salas -PromotionsAssistant	Career Fair (Bullard Talent)
Menu Option #1 – Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions. There was approximately 850+ in attendance. It was nice to see students who are communication majors interested to learn more about the radio business. We encouraged those that were interested in pursuing radio as a career to apply on-line.	04/16/25	Mr. Clean -Promotions Director Juan Salas -PromotionsAssistant	Spring Career Fair (Fresno City College)

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	CAL JOBS- WORKFOURCE CONNECTION PO Box 826880, MIC83 Sacramento, CA 94280-001 Website: http://www.caljobs.ca.gov	0	1. Chief Engineer
2	CAREER RESOURCES CENTER FRESNO PAIFIC UNIVERSITY 1717 S. Chestnut Ave Fresno, CA 93702 Website: https://app.joinhandshake.com/login	0	1. Chief Engineer
3	CSUF, CAREER SERVICES 5150 N. Maple Ave Fresno, CA 93740 Website: https://employer.gradleaders.com/FresnoState/Employers/Login.aspx?jprid=3781	0	1. Chief Engineer
4	CSUF-DEPT OF COUSELING, SPECIAL EDUC 5005 North Maple Ave. M/S ED3 Fresno, CA 93740	0	1. Chief Engineer
5	DENHAM PERSONNEL SERVICES 567 W. Shaw Ave, Ste C1 Fresno, CA 93704	0	1. Chief Engineer
6	EL CONCILIO DE FRESNO PO Box 4236 Fresno, CA 93740	0	1. Chief Engineer

# 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	FRESNO AREA WORKFORCE CORP. 2125 Kern Street Fresno, CA 93721	0	1. Chief Engineer
8	FRESNO CENTER FOR NEW AMERICANS 4879 E. Kings Canyon Road Fresno, CA 93727	0	1. Chief Engineer
9	FRESNO CITY COLLEGE 1101 E. University Ave Fresno, CA 93741 Website: https://fresno.jobspeaker.com/#/hire	0	1. Chief Engineer
10	FRESNO CO. ECONOMIC OPP.COMMISSION 1920 Mariposa Mall, Suite 300 Fresno, CA 93721	0	1. Chief Engineer
11	FRESNO CO. PUBLIC LIBRARY 2420 Mariposa Street Fresno, CA 93721	0	1. Chief Engineer
12	FRESNO COUNTY FARM BUREAU 1274 N. Hedges Ave Fresno, CA 93728	0	1. Chief Engineer

# 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
13	FRESNO COUNTY HISPANIC COMMISSION 1803 Broadway Street Fresno, CA 93721	0	1. Chief Engineer
14	INSTITUTE OF TECHNOLOGY-CLOVIS 564 W. Herndon Clovis, CA 93612	0	1. Chief Engineer
15	MADERA CO. ECONOMIC DEV. COMMISSION 2425 W. Cleveland Ave, #101 Madera, CA 93637	0	1. Chief Engineer
16	MADERA CO. WORKFORCE DEVELOP. OFFICE 2037 W. Cleveland Avenue Madera, CA 93637	0	1. Chief Engineer
17	MEXICAN CONSULATE 7435 N. Ingram Ave Fresno, CA 93721	0	1. Chief Engineer
18	NAACP 1900 Mariposa Mall, #100-C Fresno, CA 93721	0	1. Chief Engineer

# 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
19	PRIDE STAFF 7535 N. Palm Ave, Suite 103 Fresno, CA 93711	0	1. Chief Engineer
20	PROTEUS INC. 1815 Van Ness Fresno, CA 93722	0	1. Chief Engineer
21	SAN JOAQUIN VALLEY COLLEGE 3828 W. Caldwell Ave Visalia, CA 93277	0	1. Chief Engineer
22	SCCCD-MADERA CENTER 30277 Ave 12 Madera, CA 93638	0	1. Chief Engineer
23	ULTIMATE STAFFING SERVICES 205 E. River Park Circle #140 Fresno, CA 93720	0	1. Chief Engineer
24	WEST HILLS COMMUNITY COLLEGE 300 Cherry Lane Fresno, CA 93210	0	1. Chief Engineer

# 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
25	WOMEN'S TRADE CLUB OF FRESNO, CO. PO Box 16141 Fresno, CA 93755	0	1. Chief Engineer
26	WORKFOURCE CONNECTION 3302 N. Blackstone Ave #155 Fresno, CA 93726	0	1. Chief Engineer
27	RADIO STATION ON-AIR AD	0	1. Chief Engineer
28	STATIONS WEBSITE	2	1. Chief Engineer
29	EMPLOYEE REFERRAL	1	1. Chief Engineer
30	INDEED.COM	4	1. Chief Engineer

# 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
31	JOB FAIRS	0	1. Chief Engineer
	TOTAL	7	