

## 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, 2019 through July 31, 2020

<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 1-30 and 31-45	Station Employee Referral (Source #33)	4
Total number of persons interviewed during applicable period:			4

**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> - <i>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.</i></p> <p>We were invited to Clovis Community College for their Mexican Independence Day event. There were over 150 students in attendance. We spoke to students that visited our booth about our job duties and potential job opportunities at Lotus Fresno Corp. This was also a cultural celebration that include various campus clubs and organizations.</p>	09/16/19	Promotions Dir; Promotions Assitant	Clovis Community College
<p><b>Menu Option #4</b> - <i>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.</i></p> <p>On-air personality Carlos Nunez spoke to the kid's about radio industry, about his job duties, and how he got started in the radio business. We also had an on-site presence at the Mexican Independence Day event and talked about it on-air during.</p>	09/16/19	KLBN Radio Personality; Promotions Assistant	Gaston Middle School
<p><b>Menu Option #4</b> - <i>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.</i></p> <p>We were invited to Rocktoberfest at Clovis Community College. The event featured an ability awareness fair, job fair, volunteer fair plus, clubs, college programs and services and vendor fair. There were over 250 students in attendance. Spoke to students that visited are booth about the job opportunities at Lotus Fresno Corp.</p>	10/19/19	Promotions Dir; Promotions Assistant	Clovis Community College
<p><b>Menu Option #14</b> - <i>Provision of training to management as to methods of ensuring equal opportunity and preventing discrimination.</i></p> <p>The Lotus Communications Corp. Annual Managers' meeting was held November 5, 2019 through November 7, 2019 in Tucson, Arizona. A significant portion of the agenda was dedicated to our continuing effort to review and provided guidance and training to ensure equal opportunity and the prevention of discrimination.</p> <p>The Chief Compliance Officer held individual meetings with each manager reviewing and discussing on going efforts to provide equal opportunities for current and future job openings. All Menu Options were examined to determine their effectiveness and how to enhance the individual station Outreach program.</p> <p>The stations are encouraged to create Outreach campaigns that reach a diverse and significant segment of the community they serve. Even though it is now acceptable to meet your obligation to widely disseminate information about job openings solely through the use of online recruitment sources, Lotus requires every station unit to review recruitment lists and to inform those organizations that wish to be notified when job openings occur.</p> <p>A review of monthly EEO meetings were discussed. Lotus requires each station unit to conduct a monthly EEO meeting. These meetings are designed to review Lotus' Equal Employment Opportunity policy and the importance of non-discrimination as it relates to hiring and workplace environment. Discussions also include how the station can improve upon their Outreach programs with new creative ideas on how to reach their community.</p> <p>Additional discussions include Public Service Announcements and their Public Affairs programming.</p>	11/05/19 To 11/07/19	GM	Lotus Fresno, Corp.

<p><b>Menu Option #1</b> - <i>Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</i></p> <p>Lotus Fresno Corp. held a Virtual Job Fair to help businesses reach their best employment prospects. We provided businesses/companies with a turnkey solution to assist their recruitment efforts. The Lotus Fresno Corp. Virtual Job Fair allowed job seekers the opportunity to apply, interview and communicate with businesses/companies through any digital device. We promoted the Virtual Job Fair on KLBN, KSEQ, KHIT, KKBZ and KGST through recorded/on-air announcements, web exposure and through social media.</p>	<p>11/13/19</p>	<p>GM;GSM; Promotions Director</p>	<p>Lotus Fresno, Corp.</p>
<p><b>Menu Option #4</b> - <i>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.</i></p> <p>Andre Covington from KSEQ spoke to over 1,000 students about the radio business and how he got his start in the industry. Andre talked to the students how to interview celebrities and entertainers. Andres also talked about achieving your dream and putting in the work to make it happen. He also talked about the job opportunities that we have at Lotus Fresno, Corp.</p>	<p>02/11/20</p>	<p>KSEQ On-Air Personality</p>	<p>Clovis Unified</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*	CA EMPLOYMENT DEVELOPMENT DEPT. Sofia Morales 2555 S. Elm Ave. Fresno CA 93706-5086 (559) 230-4413	0	Account Executive
2*	CALIFORNIA STATE UNIVERSITY, FRESNO Maggie Hollingsworth 5241 N. Maple, M/S TA61 Fresno CA 93740 (559) 278-2381	0	Account Executive
3*	CENTRAL CALIFORNIA HISPANIC CHAMBER OF COMMERCE John Hernandez 2331 Fresno St. Fresno CA 93721 (559) 485-6640	0	Account Executive
4*	CENTRAL VALLEY OPPORTUNITY CENTER Mark Lozada 441 E Yosemite Ave. Madera CA 93638-3504 (559) 674-0971	0	Account Executive
5	CENTRO LA FAMILIA Margarita Rocha 2014 Tulare Street, #711A Fresno CA 93721 (559) 237-2961	0	Account Executive
6*	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

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7*	DENHAM PERSONNEL SERVICES Michelle S. Merrill-Case 1540 E. Shaw Ave., Ste. 112 Fresno CA 93710 (559) 222-5284	0	Account Executive
8*	EL CONCILIO DE FRESNO Lily Torres 1532 Fresno St. Fresno CA 93706 (559) 485-0679	0	Account Executive
9	FRESNO AREA WORKFORCE INVESTMENT CORP. Sonia Williams 2035 Tulare Street Fresno CA 93721 (559) 650-5020	0	Account Executive
10*	FRESNO CENTER FOR NEW AMERICANS Cassandra Moua 4879 E Kings Canyon Road Fresno CA 93727 (559) 255-8395	0	Account Executive
11*	FRESNO CO. ECONOMIC OPP. COMMISSION Alfredo Cuellar 1920 Mariposa Mall, Suite 300 Fresno CA 93721 (559) 263-1021	0	Account Executive
12*	FRESNO CO. PUBLIC LIBRARY Bernice Kao 2420 Mariposa Street Fresno CA 93721 (559) 488-3628	0	Account Executive

# 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 FARM BUREAU Bailey DeGraw 1274 N. Hedges Ave Fresno CA 93728 (559) 237-0263	0	Account Executive
14*	FRESNO COUNTY HISPANIC COMMISSION Domingo Zapata 1803 Broadway Street Fresno CA 93721 (559) 268-6476	0	Account Executive
15	FRESNO N.O.W. Nora Clark P.O. Box 4675 Fresno CA 93721-4675 (559) 221-7229	0	Account Executive
16*	INSTITUTE OF TECHNOLOGY - CLOVIS Amanda Nash 564 W. Herndon Clovis CA 93612 (559) 297-4500	0	Account Executive
17*	MADERA CO. ECONOMIC DEV. COMMISSION Bobby Kahn 2425 W. Cleveland Ave., #101 Madera CA 93637 (559) 675-7768	0	Account Executive
18*	MADERA CO. WORKFORCE DEVELOP. OFFICE Traci Scott Contreras 441 E. Yosemite Ave Madera CA 93638-3504 (559) 662-4600	0	Account Executive

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19*	MEXICAN CONSULATE 7435 N Ingram Ave. Fresno CA 93721-6101 (559) 445-2615	0	Account Executive
20*	NAACP Michael Lefall 1900 Mariposa Mall, #100-C Fresno CA 93721 (559) 485-5778	0	Account Executive
21*	PRIDE STAFF Maria Andrade 7535 N. Palm Avenue, Suite 103 Fresno CA 93711 (559) 432-2022	0	Account Executive
22*	PROTEUS INC. John Bailey 1815 Van Ness Fresno CA 93722 (559) 442-8871	0	Account Executive
23	SAN JOAQUIN VALLEY COLLEGE Valery Van Matre 295 E. Sierra Fresno CA 93710 (559) 448-8282	0	Account Executive
24*	SCCCD-MADERA CENTER Janell Mendoza 30277 Ave. 12 Madera CA 93638 (559) 675-4515	0	Account Executive

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25*	ULTIMATE STAFFING SERVICES 205 E. River Park Circle #140 Fresno CA 93720 (559) 256-1940	0	Account Executive
26	VIDA EN EL VALLE John Esparza 1626 E Street Fresno CA 93706-2006 (559) 225-7753	0	Account Executive
27	WEST HILLS COMMUNITY COLLEGE Nancy Clover 300 Cherry Lane Coalinga CA 93210 (559) 934-2000	0	Account Executive
28	WOMEN'S TRADE CLUB OF FRESNO CO. Sheryl Haynie P.O. Box 16141 Fresno CA 93755-6141 (559) 225-8550	0	Account Executive
29*	WORKFORCE CONNECTION CLC PARTNERSHIP Mark Lozada 3302 N. Blackstone Ave., Suite 221 Fresno CA 93726 (559) 230-4401	0	Account Executive
30	YOUNG WOMEN CHRISTIAN ASSOCIATION Micki Lowry 1600 M Street Fresno CA 93728 (559) 237-4706	0	Account Executive



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31	RADIO STATION ON-AIR AD	0	Account Executive
32	MARKET REFERRAL	0	Account Executive
33	STATION EMPLOYEE REFERRAL	1	Account Executive
34	CAREERBUILDDERS.COM	0	Account Executive
35	ALLACCESS.COM	0	Account Executive
36	CRAIGSLIST.COM	0	Account Executive

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37	YOURCBA.COM	0	Account Executive
38	FORMER EMPLOYEE	0	Account Executive
39	JOB FAIRS	0	Account Executive
40	STATIONS WEBSITE	2	Account Executive
41	MONSTER.COM	0	Account Executive
42	STATIONS FACEBOOK	0	Account Executive

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43	INDEED.COM	1	Account Executive
45	PARKER LYNCH.COM	0	Account Executive
	TOTAL	4	