

**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, 2017 through July 31, 2018

<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>Digital Media Sales</b>	See Attached Recruitment Sources 1-30 and 31-43	Indeed.com (Source #43)	5
<b>Receptionist</b>	See Attached Recruitment Sources 1-30 and 31-43	Radio Station On-Air Ad (Source #31)	10
<b>Account Executive</b>	See Attached Recruitment Sources 1-30 and 31-43	Station Employee Referral (Source #33)	6
<b>Account Executive</b>	See Attached Recruitment Sources 1-30 and 31-43	Indeed.com (Source #43)	(same as above)
Total number of persons interviewed during applicable period:			21

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 #7</b>                      Lotus Fresno Corp was invited as a guest to speak to the students about careers in radio and the entertainment field. There were over 150 students in attendance. KSEQ on-air personality spoke to the students about how he got his start in radio as well as describing what he does at the station. The students were really engaged.</p>	10/26/17	KSEQ Program Director	Porterville College
<p><b>Menu Option #14</b>                      The Lotus Communications Corp. Annual Managers' meeting was held November 12 -16, 2017 in Tucson, Arizona. 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 met with the Chief Compliance Officer. 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. The stations are encouraged to create Outreach campaigns that reach a diverse and significant portion of the community they serve. Although, the FCC is now permitting broadcasters to meet their obligation to widely disseminate information about their job openings solely through the use of online recruitment sources Lotus requires stations to constantly review our recruitment lists and inform those organizations who wish to be notified of job openings. In addition, Lotus stations conduct monthly EEO meetings reinforcing their non-discrimination mission statement and provide an opportunity to discuss upcoming and future Outreach programs.</p>	11/12/17 to 11/16/17	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 14th consecutive year of the donation to the university. General Manager Kevin O'Rorke sits in the selection committee for this award.</p>	11/30/17	GM	Lotus Fresno Corp.
<p><b>Menu Option #1</b>                      Lotus Fresno Corp. organized a job fair which was held at the Piccadilly Inn, here in Fresno. There were over 300 people in attendance. We had businesses from throughout the valley that were looking to fill positions full/part-time positions. Applicants that came by the Lotus Fresno Cop. table and requested job applications and information about the company. Mr. Clean informed potential applicants about the Sales and Promotions as well as a description of the job opportunities within Lotus Fresno Corp. Lotus information packets and applications were given out upon request.</p>	2/28/18	GM, KSEQ Program Director, Sales Manager, KLBN Program Director, KKBZ Program Director and Promotions Director	Lotus Fresno Corp,

<p><b>Menu Option #1</b>  Lotus Fresno Corp. participated in the Fresno City College Job Fair. There were over 100 people in attendance. We got a lot of traffic and interest in working for the stations from the college aged kids. We probably handed out the most applications at this job fair. They were all interested in the promotions assistant position.</p>	3/7/18	Promotions Director	Fresno City College
<p><b>Menu Option #1</b>  Lotus Fresno Corp. had a booth at the Honor-A-Hero, Hire-A-Vet Job &amp; Resource Fair at the Hanford Civic Auditorium organized by Employment Development Department Workforce Services. There were more than 40 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>	3/15/18	Promotions Director	Employment Development Department
<p><b>Menu Option #1</b>  Lotus Fresno Corp participated the 2018 Spring Job Fair in Madera organized by 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>	4/5/2018	Promotions Director	Madera County Workforce
<p><b>Menu Option #7</b>  Lotus Fresno Corp. participated in the Clovis Unified Latino Student Success Conference organized by Clovis Unified. We were invited guest to speak to the students about careers in radio and the entertainment field. There were over 500 high school senior students in attendance. On-air talent from KSEQ spoke to the kid's about how they each got their start in radio as well as describing what they do at the station. Some senior students were interested in pursuing radio as a career.</p>	4/6/18	KSEQ Program Director; KSEQ Radio Personality	Clovis Unified School District
<p><b>Menu Option #7</b>  Lotus Fresno Corp. was invited to the Central California STEM Conference at Reedley College where one of our on-air personalities from KSEQ spoke to over 500 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>	4/28/18	KSEQ Radio Personality	Reedley College
<p><b>Menu Option #7</b>  Lotus Fresno Corp. was invited by Gaston Middle School to come and speak to the students about radio. KLBN on-air personality spoke to the kids about radio industry, about his job duties, and how he got started in the radio business. He also had an on-site presence at the event and talked about it on-air during the different shows.</p>	5/23/18	KLBN Radio Personality	Gaston Middle School

**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 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
2*	CALIFORNIA STATE UNIVERSITY, FRESNO Maggie Hollingsworth 5241 N. Maple, M/S TA61 Fresno CA 93740 (559) 278-2381	0 0 1 (same as above)	Digital Media Sales Receptionist Account Executive Account Executive
3*	CENTRAL CALIFORNIA HISPANIC CHAMBER OF COMMERCE John Hernandez 2331 Fresno St. Fresno CA 93721 (559) 485-6640	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
4*	CENTRAL VALLEY OPPORTUNITY CENTER Mark Lozada 441 E Yosemite Ave. Madera CA 93638-3504 (559) 674-0971	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
5	CENTRO LA FAMILIA Margarita Rocha 2014 Tulare Street, #711A Fresno CA 93721 (559) 237-2961	0 0 0 0	Digital Media Sales Receptionist Account Executive 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 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
7*	DENHAM PERSONNEL SERVICES Michelle S. Merrill-Case 1540 E. Shaw Ave., Ste. 112 Fresno CA 93710 (559) 222-5284	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
8*	EL CONCILIO DE FRESNO Lily Torres 1532 Fresno St. Fresno CA 93706 (559) 485-0679	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
9	FRESNO AREA WORKFORCE INVESTMENT CORP. Sonia Williams 2035 Tulare Street Fresno CA 93721 (559) 650-5020	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
10*	FRESNO CENTER FOR NEW AMERICANS Cassandra Moua 4879 E Kings Canyon Road Fresno CA 93727 (559) 255-8395	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
11*	FRESNO CO. ECONOMIC OPP. COMMISSION Alfredo Cuellar 1920 Mariposa Mall, Suite 300 Fresno CA 93721 (559) 263-1021	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive

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12*	FRESNO CO. PUBLIC LIBRARY Bernice Kao 2420 Mariposa Street Fresno CA 93721 (559) 488-3628	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
13*	FRESNO COUNTY FARM BUREAU Bailey DeGraw 1274 N. Hedges Ave Fresno CA 93728 (559) 237-0263	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
14*	FRESNO COUNTY HISPANIC COMMISSION Domingo Zapata 1803 Broadway Street Fresno CA 93721 (559) 268-6476	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
15	FRESNO N.O.W. Nora Clark P.O. Box 4675 Fresno CA 93721-4675 (559) 221-7229	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
16*	INSTITUTE OF TECHNOLOGY - CLOVIS Amanda Nash 564 W. Herndon Clovis CA 93612 (559) 297-4500	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
17*	MADERA CO. ECONOMIC DEV. COMMISSION Bobby Kahn 2425 W. Cleveland Ave., #101 Madera CA 93637 (559) 675-7768	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
18*	MADERA CO. WORKFORCE DEVELOP. OFFICE Traci Scott Contreras 441 E. Yosemite Ave Madera CA 93638-3504 (559) 662-4600	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
19*	MEXICAN CONSULATE 7435 N Ingram Ave. Fresno CA 93721-6101 (559) 445-2615	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
20*	NAACP Michael Lefall 1900 Mariposa Mall, #100-C Fresno CA 93721 (559) 485-5778	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
21*	PRIDE STAFF Maria Andrade 7535 N. Palm Avenue, Suite 103 Fresno CA 93711 (559) 432-2022	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
22*	PROTEUS INC. John Bailey 1815 Van Ness Fresno CA 93722 (559) 442-8871	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
23	SAN JOAQUIN VALLEY COLLEGE Valery Van Matre 295 E. Sierra Fresno CA 93710 (559) 448-8282	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive

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24*	SCCCD-MADERA CENTER Janell Mendoza 30277 Ave. 12 Madera CA 93638 (559) 675-4515	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
25*	ULTIMATE STAFFING SERVICES 205 E. River Park Circle #140 Fresno CA 93720 (559) 256-1940	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
26	VIDA EN EL VALLE John Esparza 1626 E Street Fresno CA 93706-2006 (559) 225-7753	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
27	WEST HILLS COMMUNITY COLLEGE Nancy Clover 300 Cherry Lane Coalinga CA 93210 (559) 934-2000	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
28	WOMEN'S TRADE CLUB OF FRESNO CO. Sheryl Haynie P.O. Box 16141 Fresno CA 93755-6141 (559) 225-8550	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
29*	WORKFORCE CONNECTION CLC PARTNERSHIP Mark Lozada 3302 N. Blackstone Ave., Suite 221 Fresno CA 93726 (559) 230-4401	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
30	YOUNG WOMEN CHRISTIAN ASSOCIATION Micki Lowry 1600 M Street Fresno CA 93728 (559) 237-4706	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
31	RADIO STATION ON-AIR AD	1 2 0 0	Digital Media Sales Receptionist Account Executive Account Executive
32	MARKET REFERRAL	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
33	STATION EMPLOYEE REFERRAL	0 2 2 (same as above)	Digital Media Sales Receptionist Account Executive Account Executive
34	CAREERBUILDDERS.COM	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
35	ALLACCESS.COM	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive

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36	CRAIGSLIST.COM	0 2 0 0	Digital Media Sales Receptionist Account Executive Account Executive
37	YOURCBA.COM	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
38	FORMER EMPLOYEE	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
39	JOB FAIRS	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
40	STATIONS WEBSITE	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
41	MONSTER.COM	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
42	STATIONS FACEBOOK	0 0 0 0	Digital Media Sales Receptionist Account Executive Account Executive
43	INDEED.COM	4 4 3 (same as above)	Digital Media Sales Receptionist Account Executive Account Executive
	TOTAL	21	

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