

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, 2018 through July 31, 2019

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
Account Executive	See Attached Recruitment Sources 1-30 and 31-45	Indeed.com (Source #43)	6
Account Executive	See Attached Recruitment Sources 1-30 and 31-45	Former Employee (Source #38)	(same as above)
Sales Manager	See Attached Recruitment Sources 1-30 and 31-45	Indeed.com (Source #43)	4
Digital Graphic Artist	See Attached Recruitment Sources 1-30 and 31-45	Indeed.com (Source #43)	9
General Manager	See Attached Recruitment Sources 1-30 and 31-45	Market Referral (Source #32)	11
Receptionist	See Attached Recruitment Sources 1-30 and 31-45	Indeed.com (Source #43)	3
Program Director	See Attached Recruitment Sources 1-30 and 31-45	*See Below (Source #44)	1
Business Manager	See Attached Recruitment Sources 1-30 and 31-45	Station Employee Referral (Source #33)	6
Account Executive	See Attached Recruitment Sources 1-30 and 31-45	Station Employee Referral (Source #33)	10
Total number of persons interviewed during applicable period:			50

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>Menu Option #4 - <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. It was a job recruitment event. There were over 150-200 students in attendance. Spoke to students that visited our booth about the job opportunities at Lotus Fresno Corp. We handed out job applications to potential candidates.</p>	10/10/18	Promotions Dir; Promotions Assitant	Clovis Community College
<p>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></p> <p>There were approximately 300 people in attendance at the Porterville College Career Fair. Greg spoke to those in attendance about the radio industry and career opportunities in radio. Greg also informed students who were looking to pursue radio as career about the positions that we have in Sales and Promotions.</p>	10/18/18	KSEQ Program Director	Porterville College Career Fair
<p>Menu Option #14 - <i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination.</i></p> <p>The Lotus Communications Corp. Annual Managers' meeting was held November 26 through November 30, 2018 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 ongoing 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> <p>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.</p> <p>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>	11/26/18 to 11/30/19	GM	Lotus Fresno Corp.

<p>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></p> <p>There were over 250 students in attendance. We noticed that a majority of students were interested in pursuing communications as a career. Students were curious about how we got our start in the radio business. To the students that were 18 years old and interested in radio broadcasting, we provided them with a job application along with info about the positions that we have available at Lotus Fresno.</p>	2/27/19	Promotions Director	Fresno High School
<p>Menu Option #4 - <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>Greg spoke to the kids about the importance of reading, continuing their education and about radio industry. Students were surprised to learn how radio as evolved over the years with computers and technology playing such a big role in our industry. Approximately 80 students were in attendance.</p>	3/1/19	KSEQ Program Director	Olmos Elementary School
<p>Menu Option #4 - <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>Greg talked to the kids about the importance of reading, continuing their education and about radio industry. Approximately 80 students were in attendance.</p>	3/8/19	KSEQ Program Director	Storey Elementary School
<p>Menu Option #4 - <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 500 students about the radio business and how he got his start in the industry. The event "Mastermind 'Thinking Outside the Box'" was organized the event. Andre 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.</p>	3/22/19	KSEQ Radio Personality	Madera Association of Realtors
<p>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></p> <p>There were approximately 200 students in attendance. They wanted to know do you have to have a college degree to be in radio, how much does radio pay, are there other perks to being in radio. We talked to the students about we got our start in the radio industry. To the students that were 18 years old and interested in radio broadcasting, we provided them with a job application along with info about the positions that we have available at Lotus Fresno.</p>	3/28/19	Promotions Director; Promotions Assistant	Edison High School
<p>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></p> <p>Lotus Fresno participated in the Fresno City College Spring Job Fair. We received a lot of traffic to our booth. Students inquired about the job opportunities that Lotus has to offer. We handed out job applications to potential candidates. There was a lot of interest in the promotions assistant position.</p>	4/4/19	Promotions Director; Promotions Assistant	Fresno City College

<p>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></p> <p>Lotus Fresno participated in the Roosevelt High School Career Day. Approximately 250 students were in attendance. Students stopped by inquiring about job opportunities with Lotus Fresno. Students that were 18 years old and interested in radio broadcasting, we provided them with a job application along with info about the positions that we have available at Lotus Fresno. We also talked about what we do for Lotus and how we got our starts in the business.</p>	4/10/19	Promotions Director; Promotions Assistant	Roosevelt High School
<p>Menu Option #4 - <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 650 students about how he started as a comedian and how being a comedian open the door to the radio industry. Students were fascinated how he can juggle a career as a comedian and a radio personality. He said, it takes hard work and determination to be able to juggle to full time careers and having a family. He talked to the students about the job opportunities that Lotus has to offer.</p>	4/26/19	KSEQ Radio Personality	Duncan Polytechnical Career Pathways High School
<p>Menu Option #4 - <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>KLBN 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 event and talked about it on-air during.</p>	5/07/19	KLBN Radio Personality	Gaston Middle School
<p>Menu Option #4 - <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>Lotus Fresno Corp. was invited guest to speak to the students about careers in various fields such as radio industry, TV news, promotions, educators and professional athletes. There was a Q&A session for students to ask guest speakers like Andre Covington about the radio industry and what made him choose radio as a career. The event was free and open to the public. Porterville students also networked with those individuals in the various fields.</p>	5/7/19	KSEQ Radio Personality	Porterville College
<p>Menu Option #4 - <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>Lotus Fresno Corp. was invited guest to speak to the students about careers in radio and the entertainment field. There were over 500 students in attendance. Andre Covington from KSEQ spoke to the students about how he got his start in radio as well as describing what he does at the station. Students were interested in the job opportunities at Lotus Fresno.</p>	5/31/19	KSEQ Radio Personality	Parlier High 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 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
2*	CALIFORNIA STATE UNIVERSITY, FRESNO Maggie Hollingsworth 5241 N. Maple, M/S TA61 Fresno CA 93740 (559) 278-2381	1 (same as above) 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
3*	CENTRAL CALIFORNIA HISPANIC CHAMBER OF COMMERCE John Hernandez 2331 Fresno St. Fresno CA 93721 (559) 485-6640	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
4*	CENTRAL VALLEY OPPORTUNITY CENTER Mark Lozada 441 E Yosemite Ave. Madera CA 93638-3504 (559) 674-0971	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
5	CENTRO LA FAMILIA Margarita Rocha 2014 Tulare Street, #711A Fresno CA 93721 (559) 237-2961	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager 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 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager 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 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
8*	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 Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
9	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 Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager 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 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager 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 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
12*	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 Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive

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13*	FRESNO COUNTY FARM BUREAU Bailey DeGraw 1274 N. Hedges Ave Fresno CA 93728 (559) 237-0263	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
14*	FRESNO COUNTY HISPANIC COMMISSION Domingo Zapata 1803 Broadway Street Fresno CA 93721 (559) 268-6476	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
15	FRESNO N.O.W. Nora Clark P.O. Box 4675 Fresno CA 93721-4675 (559) 221-7229	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
16*	INSTITUTE OF TECHNOLOGY - CLOVIS Amanda Nash 564 W. Herndon Clovis CA 93612 (559) 297-4500	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager 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 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager 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 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive

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

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25*	ULTIMATE STAFFING SERVICES 205 E. River Park Circle #140 Fresno CA 93720 (559) 256-1940	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
26	VIDA EN EL VALLE John Esparza 1626 E Street Fresno CA 93706-2006 (559) 225-7753	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
27	WEST HILLS COMMUNITY COLLEGE Nancy Clover 300 Cherry Lane Coalinga CA 93210 (559) 934-2000	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager 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 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager 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 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
30	YOUNG WOMEN CHRISTIAN ASSOCIATION Micki Lowry 1600 M Street Fresno CA 93728 (559) 237-4706	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive

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31	RADIO STATION ON-AIR AD	0 0 0 1 0 0 0 0 0 1	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
32	MARKET REFERRAL	0 0 2 1 6 0 0 0 0 2	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
33	STATION EMPLOYEE REFERRAL	2 (same as above) 0 0 3 0 0 1 2	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
34	CAREERBUILDDERS.COM	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
35	ALLACCESS.COM	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
36	CRAIGSLIST.COM	0 0 0 3 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive

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37	YOURCBA.COM	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
38	FORMER EMPLOYEE	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
39	JOB FAIRS	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
40	STATIONS WEBSITE	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
41	MONSTER.COM	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
42	STATIONS FACEBOOK	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager 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
43	INDEED.COM	3 (same as above) 2 4 2 3 0 2 5	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
44	<i>The Licensee identified a need for a programming director for radio station KKBZ-FM in February, 2019. In an effort to protect the confidentiality of the position search, the station's business manager conducted the search directly, rather than relying on the station personnel who generally are tasked with this role. The business manager conducted the search, including the station's standard outreach, and engaged a new programming director, whose tenure began April 3, 2019. Sadly, the station's business manager died unexpectedly April 1, 2019, without completing the station's outreach files. Despite a diligent search, including a search of our late business manager's computer hard drive and paper files, our new business manager has been unable to locate the outreach files for this programming director position, other than six resumes the station received from Zip Recruiter. The new station manager has reached out to four other people with which the station has worked in the past to locate this material, without success. It appears we did not receive any resumes from our minority outreach. As a result of these unusual facts, we have been unable to provide as full a picture of the EEO efforts made in connection with this position as we usually do.</i>	0 0 0 0 0 0 1 0 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
45	PARKER LYNCH.COM	0 0 0 0 0 0 0 3 0	Account Executive Account Executive Sales Manager Digital Graphic Artist General Manager Receptionist Program Director Business Manager Account Executive
	TOTAL	50	

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