

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, and KKBZ-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, 2009 through July 31, 2010

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
On Air Talent	See Attached Referral Sources 1-36 and 39-41	Radio Station On-Air Ad (source #36)	5
Account Executive	See Attached Referral Sources 1-36 and 39-41	Market Referral (source #37)	2
Account Executive	See Attached Referral Sources 1-36 and 39-41	Market Referral (source #37)	2
Account Executive	See Attached Referral Sources 1-36 and 39-41	Station Employee Referral (source #38)	4
Account Executive	See Attached Referral Sources 1-36 and 39-41	Station Employee Referral (source #38)	4 (same as above)
Account Executive	See Attached Referral Sources 1-36 and 39-41	Station Employee Referral (source #38)	4 (same as above)
Account Executive	See Attached Referral Sources 1-36 and 39-41	Station Employee Referral (source #38)	6
Account Executive	See Attached Referral Sources 1-36 and 39-41	Station Employee Referral (source #38)	7
Account Executive	See Attached Referral Sources 1-36 and 39-41	Station Employee Referral (source #38)	7 (same as above)
Total number of persons interviewed during applicable period:			41

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 #10 7th Annual Latino Student Success Conference. Mr. Clean attended this event. He served as a mentor to Clovis High School students. He answered various questions regarding the radio industry such as how did I get my start, do you have to go to college to work in radio, etc. This event also gave the students an opportunity to experience a career fair and learn more about career and educational opportunities.</p>	10/27/09	Promotions Dir.	Clovis High School
<p>Menu Option #14 The yearly Lotus Managerial Convention was held at the Golden Nugget Hotel in Las Vegas on December 2, 3 and 4. In attendance were radio station General Managers, and Corporate executives including the General Counsel and Lotus Chief Compliance Officer. The new position of General Counsel was announced by Lotus's CEO who noted that our first General Counsel had been filled by a one-time FCC attorney, and New York and Washington D.C. attorney for FCC matters for Lotus for over a period of 40 years. As in the past various FCC compliance issues are discussed and attendees have the opportunity to discuss and raise issues pertaining to their own particular compliance questions. The Lotus Compliance Officer emphasizes the importance and diversification of the all important "menu options" that appear in the "Annual Local Public File Reports" for all markets.</p>	12/2/09	GM GSM	Lotus Fresno Corp. Meeting
<p>Menu Option #10 23rd Annual High School Principal's Spanish Lip Sync Contest. Mr. Clean and Juanito Martinez served as judges while Oscar Noriega served as the emcee of the event. This event was to engage the Latino students, parents, principals and school administration to create a production using Spanish song while choreographing dance moves. This helped the students develop leadership, communication and team building.</p>	3/19/10	KLBN GSM, Promotions Dir.	El Concilio Community Ctr.
<p>Menu Option #1 Madera County Workforce 2010 Spring Job Fair Teresa Guterrez and Juanito Martinez attended this job fair. There were between 10-20 businesses that were on hand. We passed out between 5-10 applications and answered questions about possible opportunities within Lotus Fresno Corp. We received 2 or 3 resumes.</p>	3/25/10	KLBN GSM, Promotions Dir.	Madera County Workforce
<p>Menu Option #1 DeVry University's Spring Career Fair 2010 Joni Verdier, Thor Nelson and Mr. Clean attended from 12pm-3pm. There were approximately 25-35 people that attended. Job seekers from throughout the Valley were invited to attend. We handed out approximately 10 or so applications and received 8 or so resumes. Students and Alumni attended. Joni, Thor and I answered questions regarding job opportunities within Lotus Fresno Corp.</p>	3/25/10	KHIT GSM, KKBZ GSM, Promotions Dir.	DeVry University

<p>Menu Option #3 Juanito Martinez, Teresa Guterrez, Mr. Clean and Alex Barajas attended this event that showcased various businesses in the community. This conference gave individuals the opportunity to meet with 30 different businesses here in the Valley including Lotus Fresno Corp. There were over 300 attendees and key note speaker Dr. Ana Maria Polo addressed the attendees. This event also showed the importance of women business owners and professionals in the Valley.</p>	<p>4/9/10</p>	<p>KLBN GSM, Promotions Dir.</p>	<p>Central California Hispanic Chamber of Commerce</p>
<p>Menu Option #7 Our stations again contributed \$2,000.00 to the Lotus Fresno Corp. Scholarship at The Fresno State University Foundation. This is our eight consecutive year of the donation. General Manager Kevin O'Rorke sits in the selection committee for this award.</p>	<p>7/31/10</p>	<p>General Manager</p>	<p>Lotus Fresno Corp.</p>

# 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	WALK INS	0 0 0 1 1 0 0 0 0	On-Air Talent Account Executive Account Executive Account Executive Account Executive Account Executive Account Executive Account Executive Account Executive
TOTAL		41	