

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, 2010 through July 31, 2011

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
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)	6 (same as above)
Account Executive	See Attached Referral Sources 1-36 and 39-41	Market Referral (source #37)	3
Program Director	See Attached Referral Sources 1-36 and 39-41	ALLACCESS.COM (source #40)	2
Producer	See Attached Referral Sources 1-36 and 39-41	ALLACCESS.COM (source #40)	6
Sales Manager	See Attached Referral Sources 1-36 and 39-41	Radio Station On-Air Ad (source #36)	3
On-Air Personality	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	Former Lotus Employee (source #42)	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)	6
Total number of persons interviewed during applicable period:			47

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 #1 22nd Annual Central California Business Expo at the Radisson Hotel 2233 Ventura St. in Fresno: Teresa Gutierrez, Alex Andazola and Alex Flores attended this event. There were hundreds of participants representing valley businesses, finance and Free Classes on Social Media. We also had the opportunity to see what our customers, competitors and other business partners are doing in the market. There were over 500 people in attendance. Lotus packets and applications were given out upon request.</p>	8/6/10	KLBN GSM	Central California Chamber of Commerce
<p>Menu Option #7 The Lotus Annual Corporate Meeting was held December 6 and 7 at the Lotus Corporate Headquarters located at 3301 Barham Blvd, Los Angeles, California. In attendance were all Corporate executives including the General Managers of all Lotus Radio and TV stations. Corporate executives included President, Senior Vice President of Finance and Compliance, Corporate Controller and Corporate Chief Engineer of all Lotus Radio & TV stations. During the two day period individual private meetings were held in the office of Senior Vice President and Chief of Compliance to discuss the EEO Outreach responsibilities and the all important “menu options” that have been completed as well as those “menu options” yet to be completed before the end of each market’s fiscal year.</p>	12/7/10	GM	Lotus Fresno Corp. Meeting
<p>Menu Option #7 Sanger High School Lip Sync Competition 1045 Bethel Ave. in Sanger: Mr. Clean, Juan Martinez, Adal Loreto and Juan Salas attended this event. We served as host / judges of the annual student / principal lip sync contest. This event helps raise money for student scholarships in the Central Valley. This event featured student, principals and other school faculty working together in a performance setting to help raise money for Valley scholarships. There were approximately 650 people in attendance.</p>	3/18/11	Promotions Dir.	El Concilio Community Center
<p>Menu Option #1 Madera Workforce Job Fair Workforce Building 441 E. Yosemite Ave. in Madera. Humberto Avila, Octavio Amezcua and Jose Salas attended this event. There were approximately 250 plus people in attendance. We had applicants that requested job applications and information about Lotus. Lotus packets and applications were given out upon request. Humberto answered potential applicant’s questions about the company and different departments within Lotus Fresno.</p>	3/24/11	KLBN GSM	Madera County Workforce

<p>Menu Option #1 Central California Hispanic Chamber of Commerce Job Fair 2011 at the Fresno Fair Grounds:Humberto Avila, Mr. Clean, Juan Gomez, Octavio Amezcua and Jose Salas attended this event. There were over 5,000 people in attendance. We had potential applicants come by our booth inquiring about the company and job opportunities within the company. We passed out job applications upon request as well as company packets. Humberto and I answered potential applicant's questions about the job opportunities that we have.</p>	3/30/11	KLBN GSM, Promotions Dir.	Central California Hispanic Chamber of Commerce.
<p>Menu Option #10 DeVry Spring Career Fair 7575 N. Fresno St. in Fresno: Mr. Clean and Jose Salas attended this event. There were approximately 40 plus people in attendance. We had applicants that requested job applications and information about Lotus. Mr. Clean informed potential applicant's about the Promotions Department and what the basic duties are in radio promotions. Lotus packets and applications were given out upon request.</p>	4/7/11	Promotions Dir.	DeVry University
<p>Menu Option #4 Latina Women's Conference at the Radisson Hotel 2233 Ventura St. in Fresno: Humberto Avila, Victor Medina, Onofre De La Mora, Mr. Clean and Juan Martinez attended this event. There were approximately 200 plus people in attendance. We had applicants that inquired about sales job opportunities within Lotus Fresno Corp. Job seekers requested applications and information about the company. Lotus packets and applications were given out upon request.</p>	4/15/11	KLBN GSM, Promotions Dir.	Central California Hispanic Chamber of Commerce
<p>Menu Option #10 Veteran's Job Fair at the Veteran's Memorial Building 808 4th St. in Clovis. Mr. Clean and Ryan O'Rorke attended this event. There were approximately 800 plus people in attendance. We had applicants that requested job applications and information about Lotus. Mr. Clean informed potential applicant's about the Promotions Department and what the basic duties are in radio promotions. Potential applicants were also informed about sales opportunities within the company. Lotus packets and applications were given out upon request.</p>	5/12/11	Promotions Dir.	Employment Development Department
<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>	7/31/11	General Manager	Lotus Fresno Corp.

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	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 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
2	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 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
3	YOUNG WOMEN CHRISTIAN ASSOCIATION Micki Lowry 1600 M Street,Fresno,CA 93728 (559) 237-4706	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
4*	CENTRAL CALIFORNIA HISPANIC CHAMBER OF COMMERCE Lorena Martinez 2331 Fresno St.,Fresno,CA 93721 (559) 485-6640	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
5*	EL CONCILIO DE FRESNO Rosemary Moreno 1532 Fresno St.,Fresno,CA 93706 (559) 485-0679	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
6	CENTRO LA FAMILIA Maria Rocha 2014 Tulare Street, #711A,Fresno,CA 93721 (559) 237-2961	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive

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7*	MEXICAN CONSULATE Rene Ruiz 2409 Merced Street,Fresno,CA 93721 (559) 445-2615	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
8*	CA EMPLOYMENT DEVELOPMENT DEPT. Sofia Morales 3302 N. Blackstone, Ste. 155,Fresno,CA 93726 (559) 230-4413	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
9*	PROTEUS INC. John Bailey 1805 Van Ness,Fresno,CA 93721 (559) 442-8871	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
10*	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 Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
11*	CALIFORNIA STATE UNIVERSITY, FRESNO Stephanie Roby 5150 N. Maple, MSJA61,Fresno,CA 93740-8026 (559) 278-2381	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
12*	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 Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
13*	HEALD BUSINESS COLLEGE Jena Torres 255 W. Bullard Ave.,Fresno,CA 93704 (559) 438-4222	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive

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14*	WEST HILLS COMMUNITY COLLEGE Rosa Cabrera 300 Cherry Lane,Coalinga,CA 93210 (559) 935-0801	0 0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
15	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 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
16	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 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
17	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 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
18*	CHICANO YOUTH CENTER Frances Garza 50 N. Calaveras,Fresno,CA 93701 (559) 497-8552	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
19*	FRESNO CO. ECONOMIC OPP. COMMISSION Dawn Coyle 1920 Mariposa Mall,Fresno,CA 93721 (559) 263-1000	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
20*	MADERA TRIBUNE Glenna Jarvis 100 E. 7TH,Madera,CA 93638 (559) 674-2424	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive

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21*	E.D.D. STATE OF CALIFORNIA J.J. Coronado 209 E. 7th Street,Madera,CA 93638 (559) 662-4554	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
22*	CENTRAL VALLEY OPPORTUNITY CENTER Mark Lozada 209 E. 7th Street,Madera,CA 93638 (559) 674-0971	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
23*	MADERA CO. ECONOMIC DEV. COMMISSION Herman Perez 2425 W. Cleveland Ave., #101,Madera,CA 93637 (559) 675-7768	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
24*	MADERA CO. WORKFORCE DEVELOP. OFFICE Deborah Martin 209 E. 7th Street,Madera,CA 93638 (559) 662-4600	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
25*	MICRO COMPUTER EDUCATION CENTER John Pickens 2002 N. Gateway Blvd.,Fresno,CA 93727 (559) 456-0623	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
26*	NAACP 1900 Mariposa Mall, #100-C,Fresno,CA 93721 (559) 485-5778	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
27*	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 Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive

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28*	FRESNO CENTER FOR NEW AMERICANS Youa K. Vang 4879 E Kings Canyon Road,Fresno,CA 93727 (559) 255-8395	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
29*	VALLEY VOCATIONAL COLLEGE Ana L. Hernandez 3240 N. Marks Ave.,Fresno,CA 93722 (559) 443-5263	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
30*	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 Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
31*	BENNETT FROST PERSONNEL SERVICES INC. Robbin M. Bocchini 6465 N. Palm Ave., Suite 101,Fresno,CA 93704 (559) 449-0444	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
32*	INSTITUTE OF TECHNOLOGY – CLOVIS Kimberly Kempen 564 W. Herndon, Clovis, CA 93612 (559) 297-4500	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
33*	PLACEMENT PROS Shannon Brandon 3741 W Shaw Ave. Fresno, CA 93711 (559) 271-7700	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
34*	COMMUNITY CATALYSTS OF CALIFORNIA Christian Clement 3198 Willow, Ave. Clovis, CA 93612 (559) 347-6859	0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive

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35	THE FRESNO BEE James Williams 1626 E Street Fresno, CA 93786 (559) 441-6111	0 0 0 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
36	RADIO STATION ON-AIR AD	1 1 1 0 0 1 2 1 1 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
37	MARKET REFERRAL	0 0 1 0 0 1 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
38	STATION EMPLOYEE REFERRAL	1 1 1 3 1 3 2 2 3	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
39	CAREERBUILDDERS.COM	1 1 0 0 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
40	ALLACCESS.COM	0 0 0 1 3 0 0 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
41	CRAIGSLIST.COM	2 2 0 0 0 0 0 1 0 0 3	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive

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42	FORMER EMPLOYEE	0 0 0 0 0 0 0 0 1 1 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
43	STATIONS WEBSITE	1 1 0 0 0 0 1 0 0 0	Account Executive Account Executive Account Executive Program Director Producer Sales Manager On-Air Personality Account Executive Account Executive Account Executive
TOTAL		47	