

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 Communications Corporation, 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, 2008 through July 31, 2009

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
Promotions Director	See Attached Referral Sources 1-36	The Fresno Bee (source #35)	10
Account Executive	See Attached Referral Sources 1-36	Radio Station On Air Ad (source #36)	6
Producer	See Attached Referral Sources 1-36	Station Employee Referral (source #38)	4
Promotions Director	See Attached Referral Sources 1-36	Station Employee Referral (source #38)	9
Account Executive	See Attached Referral Sources 1-36	Market Referral (source #37)	8
Account Executive	See Attached Referral Sources 1-36	The Fresno Bee (source #35)	4
General Manager	See Attached Referral Sources 1-36	Station Employee Referral (source #38)	7
Director of Sales	See Attached Referral Sources 1-36	Station Employee Referral (source #38)	4
Account Executive	See Attached Referral Sources 1-36	Station Employee Referral (source #38)	2
Account Executive	See Attached Referral Sources 1-36	Market Referral (source #37)	2 (same as above)
On-Air Personality	See Attached Referral Sources 1-36, 40 & 41	Station Employee Referral (source #38)	4
Account Executive	See Attached Referral Sources 1-36, 41	The Fresno Bee (source #35)	2
Total number of persons interviewed during applicable period:			62

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 #3 Lotus Fresno Corp. participated as a co-sponsor of the Fresno Bee Career Expo from 9a-2p at Pardini's Banquet Hall on Shaw Avenue in Fresno. Besides our participation, there were about 15 local businesses from the Fresno area which had booths at this event. Our stations aired at least 150 (:60) announcements in support of this Career Expo. Our booth was manned by the GSM and Promotions Director.</p>	08/20/08	Promotions Dir.	Fresno Bee Lotus Fresno Corp.
<p>Menu Option #3 Lotus Fresno Corp. participated in the Fresno City's "Mayor's Jobs Initiative" at the Fresno Convention Center, 848 M Street, Fresno CA 93721. The Expo went from 10a to 3pm. Approximately 145 business organizations had booths at the event. Our booth was manned by the GSM, Promotions Director, Business Manager and General Manager.</p>	9/18/08	GSM, Business Mgr. Promotions Dir., GM	The City of Fresno Parks, After School , Recreation and Community Serv. Dept.
<p>Menu Option #3 Lotus Fresno Corp. participated in the Fresno Bee Career Expo held at the Piccadilly Inn University, 4961 N. Cedar, Fresno, CA 93726. The Expo took place from 10am to 2pm. Our booth was manned by the GSM and Director.</p>	10/15/08	Promotions Dir.,	Fresno Bee
<p>Menu Option #14 Lotus Corp. Annual Corporate Meeting was held at the Loew's Ventana Hotel in Tucson, Arizona, November 22, 23 and 24, 2008. In attendance were all stations General Managers in addition to other management personnel including all Corporate office executives from the Lotus headquarters in Los Angeles. During the Sunday morning speaker session Lotus Corporate Regulatory Attorney addressed the entire group with reference to compliance as it relates to FCC rules and regulations, discrimination in the workplace, EEO hiring and terminations issues. In addition, the Lotus Corporate Regulatory Attorney attended the scheduled individual station management compliance meetings and expressed I additional compliance related subject matter including protecting of the station's license and methods to assure equal employment opportunities and the prevention of discrimination.</p>	11/22/08	GM, GSM	Lotus Fresno Corp. Meeting
<p>Menu Option #3 Lotus Fresno Corp. participated in the Fresno Bee Career and Education Expo held at Pardini's at 2257 W. Shaw, Fresno, CA 93711. The Expo went from 10a to 2pm. About 15 local businesses were present. Lotus Fresno, handed out applications and providing information about the Corporation to interested persons. Our booth was manned by Promotions Directors of all stations.</p>	1/21/09	Promotions Dir. all Stations	Fresno Bee

Activity/Description	Date	Staff Participant(s)	Sponsor/Initiator
<p>Menu Option #3 Lotus Fresno Corp. participated in the "Annual Job Fair" organized by the County of Fresno. The Job Fair took place at the Fresno Fairgrounds from 10am to 2pm. A little over 100 employers or business organizations were present. Promotions Directors all station manned the booth and received about 200 applications for future job openings. Like in all of the past Job Fairs, Lotus Fresno promotes Equal Employment Opportunity in its employment practices.</p>	3/18/09	Promotions Dir. all Stations	County of Fresno
<p>Menu Option 14 All department heads attended a detailed training on "Preventing Harassment in the Work Place." The training took place in the offices of The Spanish Radio Group in Bakersfield. The training was presented by Rosemarie S. Lewis, Esq. of Borton Petrini, LLP. Attending were the GM, DOS, GSM, KKBZ Prog. Dir., KLBN Prog. Dir., KKBZ Promotions Dir., KLBN Promotions Dir., Business Manager and the Traffic Manager.</p>	4/08/09	Promotions Dir. all stations GM, GSM, DOS, KKBZ PD, KLBN PD, Bus. Mgr. Traffic Mgr.	Lotus Fresno The Spanish Radio Group
<p>Menu Option #7 Our stations again contributed \$2,000.00 to the Lotus Communications Corporation Scholarship at The Fresno State University Foundation. This is our seventh consecutive year of the donation. General Manager Kevin O'Rorke sits in the selection committee for this award.</p>	7/31/08	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 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive

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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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive
7*	MEXICAN CONSULATE Rene Ruiz 2409 Merced Street,Fresno,CA 93721 (559) 445-2615	0 0 0 0 0 0 0 0 0 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive

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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 0 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive
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	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive

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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 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive

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26*	NAACP 1900 Mariposa Mall, #100-C,Fresno,CA 93721 (559) 485-5778	0 0 0 0 0 0 0 0 0 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive
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 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive

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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 0 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive
35	THE FRESNO BEE James Williams 1626 E Street Fresno, CA 93786 (559) 441-6111	5 1 0 2 0 1 1 1 0 0 2 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality 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
36	RADIO STATION ON-AIR AD	2 3 0 0 0 1 0 1 0 0 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive
37	MARKET REFERRAL	0 0 0 4 6 0 2 0 1 1 0 1	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive
38	STATION EMPLOYEE REFERRAL	2 0 3 3 0 0 4 2 1 1 1 1	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive
39	CAREERBUILDDERS.COM	0 1 0 0 0 0 0 0 0 0 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive
40	ALLACCESS.COM	0 0 0 0 0 0 0 0 0 0 1 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive

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41	CRAIGSLIST.COM	0 0 0 0 0 0 0 0 0 0 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive
42	STATION PARTICIPATED JOB FAIRS	0 0 1 0 0 2 0 0 0 0 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive
43	WALK INS	1 1 0 0 2 0 0 0 0 0 0 0	Promotions Director Account Executive Producer Promotions Director Account Executive Account Executive General Manager Director of Sales Account Executive Account Executive On-Air Personality Account Executive
TOTAL		62	