

**LOTUS BAKERSFIELD CORP
ANNUAL EEO PUBLIC FILE REPORT
FOR THE PERIOD
AUGUST 1, 2015 – JULY 31, 2016**

Statement of EEO Policy

This Equal Employment Opportunity (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 radio stations KWAC 1490 AM (Bakersfield, CA), KIWI 102.9 FM (McFarland, CA), KCHJ 1010 AM (Delano, CA), KVMX 92.1 FM (Bakersfield, CA) and KPSL 96.5 FM (McKittrick, CA).

Lotus Bakersfield Corp, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and to ensuring 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 job vacancies filled during the reporting period August 1, 2015 through July 31, 2016

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
On Air Talent	See Attached Recruitment Sources 1-45	Employee Referral (source #1)	19
Operations Mgr.	Exigent circumstances*	Employee Referral (source #1)	Exigent circumstances*
On Air Talent	Promotion of a Part Time Board Operator	Employee Referral (source #1)	35
On Air Talent	See Attached Recruitment Sources 1-45	Employee Referral (source #1)	10
Account Executive	See Attached Recruitment Sources 1-45	Employee Referral (source #1)	15
Receptionist	See Attached Recruitment Sources 1-45	Recruiting Website: Indeed.com (source #49)	26
Total number of persons interviewed during applicable period:			105

* **Exigent Circumstances** – To maintain business continuity a recruitment search for the Operations Manager was held in confidence as the outgoing Operations Manager was still employed and unaware of the search.

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><u>Menu 16. – Employment Opportunity Information Dissemination:</u> Each month station management personnel meet to discuss our EEO mission statement including but not limited to upcoming and future menu options promoting Equal Opportunity and our policy of non-discrimination as it relates to hiring in the workplace. This regularly scheduled EEO meeting is designed to notify employees of upcoming opportunities and various issues focused on non-discrimination. The basis for our monthly EEO meeting is to reinforce our goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>8/01/15 – 7/31/16</p>	<p>Programming Mgr., Promotions Dir, Operation Mgr., Traffic Mgr., Business Mgr., Regional Sales Mgr., General Sales Mgr., General Mgr.</p>	<p>Lotus Communications Corp</p>
<p><u>Menu 6. - Job Bank Posting:</u> Lotus Bakersfield Corp posts all job vacancies in the CalJOBS job bank which gives immediate notification to the largest pool of job seekers in the state according to the California Employment Development Department. (www.caljobs.ca.gov)</p>	<p>8/01/15 – 7/31/16</p>	<p>Business Mgr. & HR Representative</p>	<p>California Employment Development Division (EDD)</p>
<p><u>Menu 12. - Job Bank Posting (Media Trade Group):</u> Lotus Bakersfield Corp posts job opening notifications in the California Broadcasters Association’s Job Bank website. “Industry organization offering information and services to further the interests of the state’s commercial radio and television stations.” (yourcba.com)</p>	<p>8/01/15 – 7/31/16</p>	<p>Business Mgr. & HR Representative</p>	<p>California Broadcasters Association</p>
<p><u>Menu 12. - Job Bank Posting (Media Trade Group):</u> Lotus Bakersfield Corp posts job opening notifications on the All Access.com website. “All Access offers the latest radio industry news and music news, music promotions for record company’s new music, radio station song charts, and much more.” (www.allaccess.com)</p>	<p>8/01/15 – 7/31/16</p>	<p>Business Mgr. & HR Representative</p>	<p>All Access</p>
<p><u>Menu 1. - Job Fair:</u> Lotus packets and applications were given out at the Job Fest 2015 Job Fair at the Rabobank Convention Center on September 17, 2015. There were approximately 2,000 people in attendance. We had applicants that requested job applications and information about Lotus Bakersfield Corp. Our staff answered job seeker’s questions about the company and different departments within Lotus Bakersfield Corp and gave specific job descriptions of 1 Part Time Traffic Assistant and 1 On Air Talent positions available.</p>	<p>9/17/15</p>	<p>Business Mgr. & HR Representative</p>	<p>Kern County Department of Human Services</p>
<p><u>Menu 10. – Event by Educational Institutions</u> Worked with a student (J Arreola) enrolled in course JRNL B1-Medial and Society #32663 at Bakersfield College. The student interviewed three of our On Air Talents focusing on careers in Broadcast Media. He used the information to write a paper and do a presentation to his class.</p>	<p>2/8/16 – 5/11/16</p>	<p>On Air Talent (3)</p>	<p>Bakersfield College</p>

<p>Menu 1. - Job Fair: Lotus packets and applications were given out at the Bakersfield College Career Day April 27, 2016, at Bakersfield College. There were approximately 2,500 people in attendance. We had applicants that requested job applications and information about Lotus Bakersfield Corp. We had an HR Representative and a Promotions Manager present to answered potential applicant's questions about the company and different departments within Lotus Bakersfield Corp and gave specific job description of 1Part Time Promotions Assistant positions we had available.</p>	4/27/16	Promotions Director & Promotions Assistant	Bakersfield College
<p>Menu 14. - Rules & Regulations – FCC EEO Outreach Program: In lieu of the 2015 Annual Management Meeting in which the subject of preventing discrimination is discussed as well as the FCC Outreach of hiring procedures, a memo regarding rules and regulations pertaining to recruitment and the use of some of the FCC 16 menu options was drawn by our Corporate Vice President and distributed to our General Manager for his review and signature.</p>	5/18/16	General Manager	Lotus Communications Corp
<p>Menu 7. – Scholarship Program: Our stations regularly participate in the Kern County Broadcaster's Association Scholarship Program. Who's Eligible: All Full Time employees of member stations of the KCBA enrolled in college classes beneficial to their broadcasting career. How Much: \$500 Scholarships were awarded</p>	5/1/16 - 5/31/16	All Full Time Employees and their Children	Kern County Broadcaster's Association

RECRUITMENT SOURCES:

* Designates an entity requesting notification.

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
1	Employee Referral	1 1 2 2 1	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc)	0 1 0 0 3 1	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
3	Lotus Bakersfield Corp – Bulletin Boards 5100 Commerce Drive Bakersfield, CA 93309 Phone (661) 327-9711/Fax (661) 327-0797	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
4	Lotus Bakersfield Corp – On Air Announcements 5100 Commerce Drive Bakersfield, CA 93309 Phone (661) 327-9711/Fax (661) 327-0797	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
5	Lotus Bakersfield Corp – Websites 5100 Commerce Drive Bakersfield, CA 93309CENTRAL Phone (661) 327-9711/Fax (661) 327-0797 www.radiolobo.com www.maxfm.com www.concierto965.com	0 0 0 0 0 2	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
6	Lotus Bakersfield Corp – Community Calendar 5100 Commerce Drive Bakersfield, CA 93309 Phone (661) 327-9711/Fax (661) 327-0797 Office Lobby Bulletin Board	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
7*	California State University, Bakersfield 9001 Stockdale Highway Bakersfield, CA 93311 Contact: Counselors (661) 654-2782 www.csub.edu	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
8	Bakersfield College – Job Placement Office 1801 Panorama Drive Bakersfield, CA 93305 Contact Career Services (661) 395-4550 www.bakersfeildcollege.edu	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
9*	Bakersfield Adult School 501 South Mt Vernon Avenue Bakersfield, CA 93307 Contact Gena Lieske – (661) 835-1855	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
10	Employment Development Department – State of California Cal-Jobs jobs bank 800 Capitol Mall MIC 83 Sacramento, CA 95814 www.caljobs.ca.gov (Online Input)	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
11	Gay & Lesbian Center of Bakersfield 902 18 th Street Bakersfield, CA 93301 Contact: Joe Granados (661) 843-7995 Email: info@glcenterbak.org	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
12	Employers Training Resource 2001 28th Street Suite C Bakersfield, CA 93301 Contact: Charles West (661) 336-6893 Email: officeadin@kchcc.org	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
13*	Hispanic Chamber of Commerce 3232 Rio Mirada Drive Suite D-3 Bakersfield, CA 93308 Contact: Silvia Picaso (661) 633-5495 Fax: (661) 327-1652	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
14*	National University 4560 California Avenue Suite 300 Bakersfield, CA 93309 Contact: Job Placement (661) 864-2360 Fax: (661) 864-2368	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
15	Regional Occupational Center 501 South Mt Vernon Avenue Bakersfield, CA 93307 Contact: (661) 831-3327 Fax: (661) 398-8239	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
16*	San Joaquin Valley College 201 New Stine Road Bakersfield, CA 93309 Contact: Shelly McKinsie – (661) 834-0126	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
17*	University of Phoenix 4900 California Avenue Tower A Suite 300 Bakersfield, CA 93309 Contact: (661) 633-0300	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
18*	Santa Barbara Business College 5300 California Avenue Bakersfield, CA 93309 Contact: (661) 835-1100	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
19	University of La Verne 1201 24 th Street Suite D200 Bakersfield, CA 93301 Contact: (661) 328-1430 www.laverne.com	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
20	Proteus Inc. 1816 Cecil Avenue Delano, CA 93215 Contact: (661) 721-5800	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
21	Inyo Mono Advocates Community 224 South Main Street Bishop, CA 93515 Contact: (760) 873-8557 Fax: (760) 873-8182	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
22	Mexican American Opportunity Foundation 1101 East Belle Terrace Avenue Bakersfield, CA 93307 Contact: (661) 398-9114 www.maof.org	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
23	Department of Rehabilitation 4925 Commerce Drive Bakersfield, CA 93309 Contact: (661) 935-2825 www.rehab.cahwnct.gov	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
24	Kern High School District 5801 Sundale Avenue Bakersfield, CA 93309 Contact: (661) 827-3100 www.khsk.k12.ca.us	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
25	Community Connection for Children 2000 K Street Suite #100 Bakersfield, CA 93301 Contact: (661) 861-5200 Fax: (661) 861-5261	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
26	Kern Mental Health Department 3300 Truxtun Avenue Suite #100 Bakersfield, CA 93301 Contact: (661) 868-6600 www.co.kern.ca.us	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
27*	Ebony Counseling 1301 California Avenue Bakersfield, CA 93301 Contact: Cory Doxey (661) 324-4756	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
28	Kern County Department of Health Services 100 East California Avenue Bakersfield, CA 93307 Contact: (661) 631-6011 www.co.kern.ca.us/dhs	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
29	Craigslist www.craigslist.com	4 0 0 10 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
30	Delano Chamber of Commerce 331 High Street Delano, CA 93215 Contact: (661) 725-2578	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
31	Bakersfield College – Job Fair 1801 Panorama Drive Bakersfield, CA 93305 Contact: Denise Crawford – (661) 395-4659 Fax: (661) 395-4774 Email: dcrawfor@bakersfieldcollege.edu	0 0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
32	Facebook Radio Lobo 102.9 FM (KIWI) Concierto 96.5FM (KPSL) Max 92.1 FM (KVMX)	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
33	Dress for Success 1416 17 th Street Bakersfield, CA 93301 Contact: (661) 748-1809 Fax: (661) 748-1839	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
34	California Broadcasters Association – Job Bank 915 "L" Street Suite 1150 Sacramento, CA 95814 Contact: Joe Berry – (916) 444-2237 Email: jberry@yourcba.com www.yourcba.com	4 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
35	Veterans Affairs 1110 Golden State Ave Bakersfield, CA 93301 Phone: (661) 323-8387 Fax: (661) 325-8387	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
36	JOB FEST – Kern County Job Fair Series Kern County Department of Human Services Contact: Frank Cabrera (Delano) or Shanda Evett (Bakersfield) Phone: (661) 721-5122 / (661) 633-7036 Fax: (661) 725-4364 / (661) 633-7047 Email: cabrere@co.kern.ca.us / evetts@co.kern.ca.us	0 0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
37	Taft College 29 Emmons Park Drive Taft, CA 93268 Contact: Carla LaCotts Phone: (661) 746-5382 Web: www.collegecentral.com/taft	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
38	Martin Luther King Community Center 1000 South Owens St Bakersfield, CA 93307 Contact: Cheryl Claybourn Phone: (661) 322-9874 Fax: (661) 852-2179 E-mail: cclaybor@bakersfieldcity.com	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
39	Bakersfield Association for Retarded Citizens 2240 South Union Ave Bakersfield, CA 93305 Contact: Carol Tucker Phone: (661) 834-2272	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
40	Cerro Coso Community College* P.O. Box 3204 Lake Isabella, CA 93240 Contact: Erie Johnson Phone: (760) 379-5501	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
41	B-Glad Deaf Services 4949 Buckley Way Ste 203 Bakersfield, CA 93309 Contact: Janice England Phone: (661) 322-9874	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
42	On Track P.O. Box 1000 Bakersfield, CA 93302 Contact: Alberta Harrison Phone: (661) 868-5107	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
43	Community Action Partnership of Kern County 300 19 th Street Bakersfield, CA 93301 Contact: HR Department Phone: (661) 336-5236 Fax: (661) 322-2237 Web: www.capk.org	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
44	Independent Living Center of Kern County 1631 30 th Street Bakersfield, CA 93301 Contact: James Kulzer Phone: (661) 325-1063 Fax: (661) 325-6702 Email: info@ilcofkerncounty.org Web: www.ilcofkerncounty.org	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
45*	UEI College 3737 Rosedale Highway Bakersfield, CA 93309 Contact: Joseph Johnson Phone: (661) 427-4310 Fax: (949) 923-6840 Email: johnsonj@uei.edu	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
46	America's Job Center 1600 East Belle Terrace Bakersfield, CA 93307 Contact: Linda Whipple Phone: (661) 635-2602 Fax: (661) 635-2768	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
47	All Access www.allaccess.com	10 0 8 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
48*	Kern Patriot Partnership 1120 Golden State Avenue Bakersfield, CA 93301 Phone: (661) 868-7300 Fax: (661) 631-0519	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
49	Indeed.com www.indeed.com	33 0 0 22	On Air Talent On Air Talent On Air Talent Account Executive Receptionist
50	United Farmworkers Foundation 220 18 th Street Bakersfield, CA 93301 Contact: I Castillo Phone: (661) 325-1063 Email: iivccastillo@hotmail.com	0 0 0 0 0	On Air Talent On Air Talent On Air Talent Account Executive Receptionist

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
	TOTAL	105	