

**LOTUS BAKERSFIELD CORP  
ANNUAL EEO PUBLIC FILE REPORT  
FOR THE PERIOD  
AUGUST 1, 2016 – JULY 31, 2017**

**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), KCHJ-FM 92.1 (Bakersfield, CA) and KPSL-FM 96.5 (Bakersfield, 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, 2016 through July 31, 2017**

| <b>Full-Time Position</b>                                     | <b>Recruitment Sources Used</b>       | <b>Recruitment Source for Successful Applicant</b>   | <b>Total No. Interviewed from All sources</b> |
|---|---------------------------------------|--|---|
| <b>Receptionist</b>   | See Attached Recruitment Sources 1-45 | Lotus Bakersfield Corp – Bulletin Boards (Source #3) | 43  |
| Total number of persons interviewed during applicable period: |                                       |  | 43  |

**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><b><u>Menu 16. – Employment Opportunity Information Dissemination:</u></b><br/>           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>   | 8/01/16 – 7/31/17   | Programming Mgr., Promotions Dir, Operation Mgr., Traffic Mgr., Business Mgr., Regional Sales Mgr., General Sales Mgr., General Mgr.  | Lotus Communications Corp                        |
| <p><b><u>Menu 6. - Job Bank Posting:</u></b><br/>           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. (<a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a>)</p>   | 8/01/16 – 7/31/17   | Business Mgr. & HR Representative   | California Employment Development Division (EDD) |
| <p><b><u>Menu 14. - Manager’s Training:</u></b><br/>           The Lotus Business Manager’s Conference was held September 20 – 23, 2016. Attendees included Lotus Corporate Chief Financial Office, Controller, Assistant Controller, Director of Human Resources and the Business Managers of all Lotus Radio Properties. Items of discussion included EEO Compliance; The Lotus Bakersfield Corp anti-discrimination policy, the continued use of the FCC Outreach Program and inquiries into how to be more effective in the use of the recruitment list which includes women, minority organizations, educational institutions, public and private employment agencies, employee referrals, use of “on-air” job notifications, bulletin board, walk-in’s.</p>   | 9/20/16 – 9/23/16   | Lotus Corporate Executives: Chief Financial Officer, Corporate Controller, Asst. Corporate Controller Director of Human Resources and the Business Managers of all Lotus Radio Properties | Lotus Communications Corporation                 |
| <p><b><u>Menu 14. - Manager’s Training:</u></b><br/>           The Lotus Communications Corp. Annual Managers’ meeting was held November 15 &amp; 16, 2016, at the corporate headquarters in Los Angeles, California. Part of the agenda was dedicated to reviewing the on going FCC Outreach program. The purpose is to ensure equal opportunity and nondiscrimination in every aspect of the station employment policy and procedure. The stations are encouraged to go beyond their requirements and create a variety of outreach campaigns in an effort to recruit qualified candidates for current and future job opportunities. The stations are also required to review their recruitment list regularly to be sure they are effectively reaching out to women and minority organizations affording the most opportunity for the existing workforce. Additionally, the Lotus policy of Monthly EEO meetings reinforce the nondiscrimination mission statement and provide an opportunity to discuss upcoming and the creation of effective Outreach programs. Discussions also focused on the Online Public File for both those stations who were required to be online by the end of the year and for those preparing to go online by the required March 2018 date.</p> | 11/15/16 – 11/16/16 | General Manager   | Lotus Communications Corp                        |

|  |                  |  |  |
|--|------------------|--|--|
| <p><b>Menu 1. - Job Fair:</b><br/> Lotus packets and applications were given out at the 3<sup>rd</sup> Annual Job/Resource Fair at Vista West High School on April 25, 2017. 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 Promotions Assistant and 1 Part Time Board Operator Position.</p>   | 4/25/17          | Business Mgr. & Regional Sales Mgr.        | Vista West High School   |
| <p><b>Menu 1. - Job Fair:</b><br/> Lotus packets and applications were given out at the Bakersfield College Career Day April 26, 2017, at Bakersfield College. The participants requested job applications and information about Lotus Bakersfield Corp. We had an HR Representative and a Program Director present to answer potential applicant's questions about the company and different departments within Lotus Bakersfield Corp and gave specific job description of 1 Part Time Promotions Assistant and 2 Part Time Board Operator Positions we had available.</p>                               | 4/26/17          | Program Director & Business Manager        | Bakersfield College  |
| <p><b>Menu 1. - Job Fair:</b><br/> Lotus packets and applications were given out SBB College "Career Fair" on April 27, 2017, at SBB College campus. The participants requested job applications and information about Lotus Bakersfield Corp. We had our Business Manager and an Account Director present to answer potential applicant's questions about the company and different departments within Lotus Bakersfield Corp and gave specific job descriptions of 1 Part Time Promotions Assistant and 2 Part Time Board Operator Positions and 1 Full Time Receptionist position we had available.</p> | 4/27/17          | Business Mgr & Account Executive           | Santa Barbara Business College   |
| <p><b>Menu 1. - Job Fair:</b><br/> Lotus packets and applications were given out at the Job Fest 2017 Job Fair at the Rabobank Convention Center on May 11, 2017. 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 Promotions Assistant and 2 Part Time Board Operator Positions.</p>  | 5/11/17          | Business Mgr. & HR Representative          | Kern County Department of Human Services                               |
| <p><b>Menu 7. – Scholarship Program:</b><br/> Our stations regularly participate in the Kern County Broadcaster's Association Scholarship Program.<br/> Who's Eligible: All Full Time employees of member stations of the KCBA enrolled in college classes beneficial to their broadcasting career.<br/> How Much: \$500 Scholarships were awarded</p>   | 5/1/17 - 5/31/17 | All Full Time Employees and their Children | Kern County Broadcaster's Association                                  |
| <p><b>Menu 7. – Scholarship Program:</b><br/> Our stations participated in the "Rising Through the Ranks" Scholarship program dedicated to the support and advancement of women in radio sales management.<br/> Who's Eligible: All Full Time female employees with 1 year of radio or sales experience.<br/> How Much: The scholarship covers the cost of the training course "Rising Through the Ranks" women's radio management training seminar. August 16-17, 2017 in Nashville, TN.</p>  | 5/31/17 - 6/7/17 | General Sales Mgr and Regional Sales Mgr   | Radio Advertising Bureau (RAB), BMI and Mentoring Women in Radio (MIW) |

## RECRUITMENT SOURCES:

\* Designates an entity requesting notification.

| # Source | Recruitment Source:<br>(With Contact Information)   | Total Number<br>Interviewees Provided<br>By Source During<br>Period | Full-time Positions for<br>Which This source was<br>Utilized |
|----------|---|---|--|
| 1        | Employee Referral   | 0   | Receptionist   |
| 2        | Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc)   | 1   | Receptionist   |
| 3        | Lotus Bakersfield Corp – Bulletin Boards<br>5100 Commerce Drive<br>Bakersfield, CA 93309<br>Phone (661) 327-9711/Fax (661) 327-0797   | 2   | Receptionist   |
| 4        | Lotus Bakersfield Corp – On Air Announcements<br>5100 Commerce Drive<br>Bakersfield, CA 93309<br>Phone (661) 327-9711/Fax (661) 327-0797  | 0   | Receptionist   |
| 5        | Lotus Bakersfield Corp – Websites<br>5100 Commerce Drive<br>Bakersfield, CA 93309CENTRAL<br>Phone (661) 327-9711/Fax (661) 327-0797<br><a href="http://www.radiolobo.com">www.radiolobo.com</a><br><a href="http://www.elgaillto.com">www.elgaillto.com</a><br><a href="http://www.concierto965.com">www.concierto965.com</a> | 0   | Receptionist   |
| 6        | Lotus Bakersfield Corp – Community Calendar<br>5100 Commerce Drive<br>Bakersfield, CA 93309<br>Phone (661) 327-9711/Fax (661) 327-0797<br>Office Lobby Bulletin Board   | 0   | Receptionist   |
| 7*       | California State University, Bakersfield<br>9001 Stockdale Highway<br>Bakersfield, CA 93311<br>Contact: Counselors (661) 654-2782<br><a href="http://www.csub.edu">www.csub.edu</a>   | 3   | Receptionist   |
| 8        | Bakersfield College – Job Placement Office<br>1801 Panorama Drive<br>Bakersfield, CA 93305<br>Contact Career Services (661) 395-4550<br><a href="http://www.bakersfeildcollege.edu">www.bakersfeildcollege.edu</a>  | 0   | Receptionist   |
| 9*       | Bakersfield Adult School<br>501 South Mt Vernon Avenue<br>Bakersfield, CA 93307<br>Contact Gena Lieske – (661) 835-1855   | 0   | Receptionist   |
| 10       | Employment Development Department – State of California<br>Cal-Jobs jobs bank<br>800 Capitol Mall MIC 83<br>Sacramento, CA 95814<br><a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a> (Online Input)   | 0   | Receptionist   |
| 11       | Gay & Lesbian Center of Bakersfield<br>902 18 <sup>th</sup> Street<br>Bakersfield, CA 93301<br>Contact: Joe Granados (661) 843-7995<br>Email: <a href="mailto:info@glcenterbak.org">info@glcenterbak.org</a>  | 0   | Receptionist   |
| 12       | Employers Training Resource<br>2001 28th Street Suite C<br>Bakersfield, CA 93301<br>Contact: Charles West (661) 336-6893<br>Email: <a href="mailto:officeadin@kchcc.org">officeadin@kchcc.org</a>   | 0   | Receptionist   |
| 13*      | UEI College<br>3737 Rosedale Highway<br>Bakersfield, CA 93309<br>Contact: Joseph Johnson (661) 427-4310<br>Fax: (949) 923-6840<br>Email: <a href="mailto:johnsonj@uei.edu">johnsonj@uei.edu</a>   | 1   | Receptionist   |
| 14*      | National University<br>4560 California Avenue Suite 300<br>Bakersfield, CA 93309<br>Contact: Job Placement (661) 864-2360<br>Fax: (661) 864-2368  | 0   | Receptionist   |

| # Source | Recruitment Source:<br>(With Contact Information)  | Total Number<br>Interviewees Provided<br>By Source During<br>Period | Full-time Positions for<br>Which This source was<br>Utilized |
|----------|--|---|--|
| 15       | Regional Occupational Center<br>501 South Mt Vernon Avenue<br>Bakersfield, CA 93307<br>Contact: (661) 831-3327<br>Fax: (661) 398-8239  | 0   | Receptionist   |
| 16*      | San Joaquin Valley College<br>201 New Stine Road<br>Bakersfield, CA 93309<br>Contact: Shelly McKinsie – (661) 834-0126   | 2   | Receptionist   |
| 17*      | University of Phoenix<br>4900 California Avenue Tower A Suite 300<br>Bakersfield, CA 93309<br>Contact: (661) 633-0300  | 0   | Receptionist   |
| 18*      | Santa Barbara Business College<br>5300 California Avenue<br>Bakersfield, CA 93309<br>Contact: (661) 835-1100   | 2   | Receptionist   |
| 19       | University of La Verne<br>1201 24 <sup>th</sup> Street Suite D200<br>Bakersfield, CA 93301<br>Contact: (661) 328-1430<br><a href="http://www.laverne.com">www.laverne.com</a>  | 0   | Receptionist   |
| 20       | Proteus Inc.<br>1816 Cecil Avenue<br>Delano, CA 93215<br>Contact: (661) 721-5800   | 0   | Receptionist   |
| 21       | Inyo Mono Advocates Community<br>224 South Main Street<br>Bishop, CA 93515<br>Contact: (760) 873-8557<br>Fax: (760) 873-8182   | 0   | Receptionist   |
| 22       | Indeed.com<br><a href="http://www.indeed.com">www.indeed.com</a>   | 31  | Receptionist   |
| 23       | Department of Rehabilitation<br>4925 Commerce Drive<br>Bakersfield, CA 93309<br>Contact: (661) 935-2825<br><a href="http://www.rehab.cahwnct.gov">www.rehab.cahwnct.gov</a>  | 0   | Receptionist   |
| 24       | Kern High School District<br>5801 Sundale Avenue<br>Bakersfield, CA 93309<br>Contact: (661) 827-3100<br><a href="http://www.khsk.k12.ca.us">www.khsk.k12.ca.us</a>   | 0   | Receptionist   |
| 25       | Community Connection for Children<br>2000 K Street Suite #100<br>Bakersfield, CA 93301<br>Contact: (661) 861-5200<br>Fax: (661) 861-5261   | 0   | Receptionist   |
| 26       | Kern Patriot Partnership<br>1120 Golden State Ave.<br>Bakersfield, CA 93301<br>Contact: Neil Caldwell (661) 868-7300<br>Fax: (661) 631-0519  | 0   | Receptionist   |
| 27*      | All Access<br><a href="http://www.allaccess.com">www.allaccess.com</a>   | 0   | Receptionist   |
| 28       | Independent Living Center of Kern County<br>1631 30 <sup>th</sup> Street<br>Bakersfield, CA 93301<br>Contact: (661) 325-1063<br>Fax: (661) 325-6702<br>Email: <a href="mailto:info@ilcofkerncounty.org">info@ilcofkerncounty.org</a><br><a href="http://www.ilcofkerncounty.org">www.ilcofkerncounty.org</a> | 0   | Receptionist   |
| 29       | Craigslist<br><a href="http://www.craigslist.com">www.craigslist.com</a>   | 0   | Receptionist   |
| 30       | Delano Chamber of Commerce<br>331 High Street<br>Delano, CA 93215<br>Contact: (661) 725-2578   | 0   | Receptionist   |

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|----------|---|---|--|
| 31       | Bakersfield College – Job Fair<br>1801 Panorama Drive<br>Bakersfield, CA 93305<br>Contact: Denise Crawford – (661) 395-4659<br>Fax: (661) 395-4774<br>Email: <a href="mailto:dcrawfor@bakersfieldcollege.edu">dcrawfor@bakersfieldcollege.edu</a>   | 0   | Receptionist   |
| 32       | Facebook<br>Radio Lobo 102.9 FM (KIWI)<br>Concierto 96.5FM (KPSL)<br>Max 92.1 FM (KVMX)   | 1   | Receptionist   |
| 33       | Dress for Success<br>1416 17 <sup>th</sup> Street<br>Bakersfield, CA 93301<br>Contact: (661) 748-1809<br>Fax: (661) 748-1839  | 0   | Receptionist   |
| 34       | California Broadcasters Association – Job Bank<br>915 “L” Street Suite 1150<br>Sacramento, CA 95814<br>Contact: Joe Berry – (916) 444-2237<br>Email: <a href="mailto:jberry@yourcba.com">jberry@yourcba.com</a><br><a href="http://www.yourcba.com">www.yourcba.com</a>   | 0   | Receptionist   |
| 35       | Veterans Affairs<br>1110 Golden State Ave<br>Bakersfield, CA 93301<br>Phone: (661) 323-8387<br>Fax: (661) 325-8387  | 0   | Receptionist   |
| 36       | JOB FEST – Kern County Job Fair Series<br>Kern County Department of Human Services<br>Contact: Frank Cabrera (Delano) or Shanda Evett (Bakersfield)<br>Phone: (661) 721-5122 / (661) 633-7036<br>Fax: (661) 725-4364 / (661) 633-7047<br>Email: <a href="mailto:cabrere@co.kern.ca.us">cabrere@co.kern.ca.us</a> / <a href="mailto:evetts@co.kern.ca.us">evetts@co.kern.ca.us</a> | 0   | Receptionist   |
| 37       | Taft College<br>29 Emmons Park Drive<br>Taft, CA 93268<br>Contact: Carla LaCotts<br>Phone: (661) 746-5382<br>Web: <a href="http://www.collegecentral.com/taft">www.collegecentral.com/taft</a>  | 0   | Receptionist   |
| 38       | Martin Luther King Community Center<br>1000 South Owens St<br>Bakersfield, CA 93307<br>Contact: Cheryl Claybourn<br>Phone: (661) 322-9874<br>Fax: (661) 852-2179<br>E-mail: <a href="mailto:cclaybor@bakersfieldcity.com">cclaybor@bakersfieldcity.com</a>  | 0   | Receptionist   |
| 39       | Bakersfield Association for Retarded Citizens<br>2240 South Union Ave<br>Bakersfield, CA 93305<br>Contact: Carol Tucker<br>Phone: (661) 834-2272  | 0   | Receptionist   |
| 40       | Cerro Coso Community College*<br>P.O. Box 3204<br>Lake Isabella, CA 93240<br>Contact: Erie Johnson<br>Phone: (760) 379-5501   | 0   | Receptionist   |
| 41       | B-Glad Deaf Services<br>4949 Buckley Way Ste 203<br>Bakersfield, CA 93309<br>Contact: Janice England<br>Phone: (661) 322-9874   | 0   | Receptionist   |
| 42       | On Track<br>P.O. Box 1000<br>Bakersfield, CA 93302<br>Contact: Alberta Harrison<br>Phone: (661) 868-5107  | 0   | Receptionist   |

| # Source | Recruitment Source:<br>(With Contact Information)  | Total Number<br>Interviewees Provided<br>By Source During<br>Period | Full-time Positions for<br>Which This source was<br>Utilized |
|----------|--|---|--|
| 43       | Community Action Partnership of Kern County<br>300 19 <sup>th</sup> Street<br>Bakersfield, CA 93301<br>Contact: HR Department<br>Phone: (661) 336-5236<br>Fax: (661) 322-2237<br>Web: www.capk.org | 0   | Receptionist   |
| TOTAL    |  | 43  |  |