

**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

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All sources
Receptionist	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><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>	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><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>	8/01/16 – 7/31/17	Business Mgr. & HR Representative	California Employment Development Division (EDD)
<p><u>Menu 14. - Manager’s Training:</u> 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><u>Menu 14. - Manager’s Training:</u> The Lotus Communications Corp. Annual Managers’ meeting was held November 15 & 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>Menu 1. - Job Fair: Lotus packets and applications were given out at the 3rd 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>Menu 1. - Job Fair: 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>Menu 1. - Job Fair: 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>Menu 1. - Job Fair: 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>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>	5/1/17 - 5/31/17	All Full Time Employees and their Children	Kern County Broadcaster's Association
<p>Menu 7. – Scholarship Program: Our stations participated in the "Rising Through the Ranks" Scholarship program dedicated to the support and advancement of women in radio sales management. Who's Eligible: All Full Time female employees with 1 year of radio or sales experience. 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: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
1	Employee Referral	0	Receptionist
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc)	1	Receptionist
3	Lotus Bakersfield Corp – Bulletin Boards 5100 Commerce Drive Bakersfield, CA 93309 Phone (661) 327-9711/Fax (661) 327-0797	2	Receptionist
4	Lotus Bakersfield Corp – On Air Announcements 5100 Commerce Drive Bakersfield, CA 93309 Phone (661) 327-9711/Fax (661) 327-0797	0	Receptionist
5	Lotus Bakersfield Corp – Websites 5100 Commerce Drive Bakersfield, CA 93309CENTRAL Phone (661) 327-9711/Fax (661) 327-0797 www.radiolobo.com www.elgailto.com www.concierto965.com	0	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	Receptionist
7*	California State University, Bakersfield 9001 Stockdale Highway Bakersfield, CA 93311 Contact: Counselors (661) 654-2782 www.csub.edu	3	Receptionist
8	Bakersfield College – Job Placement Office 1801 Panorama Drive Bakersfield, CA 93305 Contact Career Services (661) 395-4550 www.bakersfeildcollege.edu	0	Receptionist
9*	Bakersfield Adult School 501 South Mt Vernon Avenue Bakersfield, CA 93307 Contact Gena Lieske – (661) 835-1855	0	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	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	Receptionist
12	Employers Training Resource 2001 28th Street Suite C Bakersfield, CA 93301 Contact: Charles West (661) 336-6893 Email: officeadin@kchcc.org	0	Receptionist
13*	UEI College 3737 Rosedale Highway Bakersfield, CA 93309 Contact: Joseph Johnson (661) 427-4310 Fax: (949) 923-6840 Email: johnsonj@uei.edu	1	Receptionist
14*	National University 4560 California Avenue Suite 300 Bakersfield, CA 93309 Contact: Job Placement (661) 864-2360 Fax: (661) 864-2368	0	Receptionist

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

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
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	Receptionist
32	Facebook Radio Lobo 102.9 FM (KIWI) Concierto 96.5FM (KPSL) Max 92.1 FM (KVMX)	1	Receptionist
33	Dress for Success 1416 17 th Street Bakersfield, CA 93301 Contact: (661) 748-1809 Fax: (661) 748-1839	0	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	0	Receptionist
35	Veterans Affairs 1110 Golden State Ave Bakersfield, CA 93301 Phone: (661) 323-8387 Fax: (661) 325-8387	0	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	Receptionist
37	Taft College 29 Emmons Park Drive Taft, CA 93268 Contact: Carla LaCotts Phone: (661) 746-5382 Web: www.collegecentral.com/taft	0	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	Receptionist
39	Bakersfield Association for Retarded Citizens 2240 South Union Ave Bakersfield, CA 93305 Contact: Carol Tucker Phone: (661) 834-2272	0	Receptionist
40	Cerro Coso Community College* P.O. Box 3204 Lake Isabella, CA 93240 Contact: Erie Johnson Phone: (760) 379-5501	0	Receptionist
41	B-Glad Deaf Services 4949 Buckley Way Ste 203 Bakersfield, CA 93309 Contact: Janice England Phone: (661) 322-9874	0	Receptionist
42	On Track P.O. Box 1000 Bakersfield, CA 93302 Contact: Alberta Harrison Phone: (661) 868-5107	0	Receptionist

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period	Full-time Positions for Which This source was Utilized
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	Receptionist
TOTAL		43	