

**LOTUS BAKERSFIELD CORPORATION  
ANNUAL EEO PUBLIC FILE  
REPORT  
FOR THE PERIOD  
1 AUGUST, 2007 – JULY 31, 2008**

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), KIWI 102.9 FM (Bakersfield), KCHJ 1010 AM (Delano) and KPSL 92.1 FM (McKittrick), generally known as The Spanish Radio Group.

**EEO Policy**

Lotus Bakersfield Corporation, 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.

Recruitment sources used are identified by number and listed with contact information.

**Full-time job vacancies filled during Reporting Period  
1 August, 2007 - July 31, 2008:**

Position	Recruitment Sources Used [Nos. refer to master source list below]	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
Account Executive	Recruitment sources 1-4, 6-8, 10-14, 16, 18-43	Source [1]: Employee referral	5
Account Executive	Recruitment sources 1-4, 6-8, 10-14, 16, 18-43	Source [1]: Employee referral	6
Account Executive	Recruitment Sources 1-4, 6-8, 10-14, 16, 18-43	Source [2]: Non-employee referral	6
Account Executive	Recruitment Sources 1-8, 10-14, 16, 18-43	Source [1]: Employee referral	7
Business Manager	Recruitment Sources 3, 5-13, 15-16, 18-44	Source [12]: Bakersfield Californian	7
Account Executive	Recruitment Sources 1-8, 10-16, 18-44	Source [1]: Employee referral	9

Receptionist	Recruitment Sources 1, 3-8, 10-14, 16, 18-28, 30-44	Source [12]: Bakersfield Californian	11
Account Executive	Recruitment Sources 1-8, 10-16, 18-44	Source [1]: Employee referral	9
Announcer	Recruitment Sources 1-8, 10-15, 17-44	Source [2]: Non-employee referral	6
Announcer	Recruitment Sources 1-8, 10-15, 17-44	Source [2]: Non-employee referral	6
Account Executive	Recruitment Sources 2-8, 10-15, 17-44,	Source [2]: Non-employee referral	6
Sales Assistant	Recruitment Sources: 2-8, 10-15, 17-44	Source [13]: Bakersfield Californian	5
Account Executive	Recruitment Sources: 3-8, 10-15, 17-44	Source [13]: Bakersfield Californian	3

Total number of persons interviewed this period: 86

### Supplemental Recruitment Activities

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	Date	Staff Participants	Sponsor/Initiator
<u>Media trade group Job Bank listing</u> (membership includes substantial participation of women and minorities): Posted job vacancies in the Southern California Broadcast Association's "Job Alert" bulletin (also online); updated biweekly. [Suppl. Option 12]	Continuous [as vacancies open]	EEO Coord.	Southern California Broadcasters Assoc.

<p><u>Managers Training Sessions</u>  Lotus Corp. Annual Corporate Management Meeting was held in Tucson, Arizona, from Sunday, October 28 through Tuesday, Oct. 30, 2007. In attendance were all Corporate personnel, consisting of President, Vice-Presidents, Lotus Corp. Compliance Officer, and all radio and TV station general managers and sales managers. During the Tuesday, Oct. 30, sessions, the Lotus Corporate Regulatory Attorney addressed the group with a variety of items pertaining to FCC rules and regulatory goals. This session, from 10:30 AM until Noon, included commentary on protection of a station's license by being aware of the consequences of plugola/payola, indecency, profanity and obscenities, EEO issues, etc.  [Suppl. Option 14]</p>	<p>October 28 to 30, 2007</p>	<p>Lotus corporate officers, station senior managers</p>	<p>Lotus Communications Corp.</p>
<p><u>Job Fair:</u> SRG manned a booth at the Kern High School District's "College / Career Day," 9AM to Noon, at the Rabobank Convention Center Arena. Distributed general station information, job descriptions, employment applications. 1,500 attending  [Suppl. Option 1]</p>	<p>March 4, 2008</p>	<p>Business Manager, Sakes Manager, 2 Announcers, and EEO Coordinator</p>	<p>Kern High School District</p>

<p><u>Job Fair:</u> SRG participated with a booth at Bakersfield College's "Career Day" job fair, on campus, 9AM – 1PM. Distributed general station information, job descriptions, with employment applications on hand, with 7 submitted during the event. 2,000 attending [Suppl. Option 1]</p>	<p>April 23, 2007</p>	<p>General Manager, Promotions Director, 2 Program Directors, 2 Announcers and EEO Coordinator.</p>	<p>Bakersfield College, Kern Community College District</p>
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## Recruitment Sources

\* Designates an entity requesting notification.

Source No.	Recruitment Source	No. of interviewees provided by each source for each job during period	Full-time positions for which this source was utilized
1	Employee referral	27 - Account Executive 2 – Announcer 1 - Receptionist	Account Executive (6) Receptionist Announcer (2)
2	Non-employee referral (Clients, other professionals, walk-ins, etc.)	12 - Account Executive 4 – Announcer 2 – Sales Assistant	Account Executive (7) Announcer (2) Sales Assistant
3	Spanish Radio Group bulletin board	0	All
4	On-air announcements: Spanish Radio Group	4 – Account Executive 2- Announcer	Account Executive (8) Receptionist Announcer (2) Sales Assistant
5	Spanish Radio group website www.thespanishradio.com	1 - Account Executive 1 – Receptionist 2 - Announcer	Account Executive (5) Business Manager Receptionist Announcer (2) Sales Assistant
6	Accountemps 5001 E. Commercecenter Dr. Bakersfield, CA 93309 Contact: Julie Matthews 661- 635-0332	3 – Business Manager	All
7	Act 1 Personnel Services* 1811 Oak Street. Bakersfield, CA 93301 Contact: Paul Alcalá 661-636-0968	0	All
8	African–American Network of Kern Co. P.O. Box 1215 Bakersfield, CA 93302 Contact: Dee Slade, 661-323-9442	0	All

9	Ajilon Finance – Downtown L.A. 445 So. Figueroa St., #2210 Los Angeles, CA 90071 Contact: David Argote 213-270-2999 X210	1 – Business Manager	Business Manager
10	American Assoc. of University Women P.O. Box 10222 Bakersfield, CA 93389 Contact: Amber Chiang 661-587-1888	0	All
11	Apple One Employment Agy.* 5620 California Ave. Bakersfield, CA 93309 Contact: Susie Vasquez 661-334-1474	0	All
12	Bakersfield Adult School* 501 So. Mt. Vernon Ave. Bakersfield, CA 93307 Contact: Gena Lieske 661-835-1855	0	All
13	Bakersfield Californian newspaper, and Website [bakersfield.com] P.O. Box 440 Bakersfield, CA 93302 Contact: Ileen Baldrige, Classifieds 661-395-7313	5 - Account Executive 2 – Business Manager 7 - Receptionist 3 – Sales Assistant	All
14	Bakersfield College – Job Placement* 1801 Panorama Dr. Bakersfield, CA 93305 Contact: Career Services 661-395-4011	1 - Receptionist	Account Executive (8) Receptionist Announcer (2) Sales Assistant
15	California State Univ. - Bakersfield Career Development Center 54 CAF 9001 Stockdale Hwy. Bakersfield, CA 93311-1099 Contact: Counselors 661- 664-3033	1 – Business Manager	Account Executive (4) Business Manager Announcer (2) Sales Assistant
16	Career Services Center* 5121 Stockdale Hwy. Bakersfield, CA 93309 Contact: Janie Mabalot 661-325-4473	1 - Receptionist	All, to 03/17/08
17	Career Services Center* 1600 East Belle Terrace Bakersfield, CA 93307 Contact: Janie Mabalot 661-635-2605	0	All, from 03/17/08
18	Career Services Center 1600 East Belle Terrace Bakersfield, CA 93307 Contact: Cristina Garza 661- 635-2600	0	All
19	Career Services Center 1816 Cecil Ave. Delano, CA 93215 Contact: Employment Counselors 661-721-5134	0	All

20	Ebony Counseling* 1301 California Ave. Bakersfield, CA 93301 Contact: Cory Doxey 661-324-4756	0	All
21	El Popular newspaper 208 Truxtun Ave, Bakersfield, CA 93301 Contact: George Camacho 661-325-7725	2 - Announcer	All
22	Job Opportunities Employers Training Resource 2001—28th Street Suite C Bakersfield CA 93301 Contact: 661-336-6893	0	All
23	Employment Development Dept. – State of California: “Cal Jobs” Job Bank 800 Caoitol Mall MIC 83 Sacramento, CA 95814 <a href="http://www.caljobs.ca.gov">www.caljobs.ca.gov</a> [Online input]	2 - Account Executive	All
24	Filipino Community of Delano 134 West 20 <sup>th</sup> Ave. Delano, CA 93215 Contact: Elizabeth Ordiz, Bus. Mgr.	0	All
25	Hispanic Chamber of Commerce* 2100 Chester Avenue Bakersfield, CA 93301 Contact: Lou Gomez 661- 633-5495	0	All
26	Jobs First Resource Center 100 E. California Ave. Rm.200 Bakersfield, CA 93307 Contact: Employment Counselors 661-633-7055	0	All
27	Kelly Services* 4500 Gosford Road #107 Bakersfield, CA 93313 Contact: Janie Pratt-Mann 661-395-1991	0	All
28	Manpower* 5500 Ming Ave. # 380 Bakersfield, CA 93309 Contact: Caryn Claiborne 661-834-9703	0	All
29	Más Magazine P.O. Box 2344 Bakersfield, CA 93303 Contact: Ileen Baldrige, Classified ads 661-395-7313	0	Account Executive (8) Business Manager Announcer (2) Sales Assistant
30	Max Bacerra & Assoc. 5060 California Ave. #630 Bakersfield, CA 93309-1682 Contact: Max Bacerra 661-325-2728	0	All

31	M.E.C.H.A. Club – CSUB* 9001 Stockdale Hwy. Bakersfield, CA 93311 Contact: Rey Cuesta 661- 664-2281	0	All
32	N.A.A.C.P. 1900 Mariposa Mall Fresno, CA 93721 Contact: Employment Opportunities 559-484-5778	0	All
33	National University* 4560 California Ave. Suite 300 Bakersfield, CA 93309 Contact: Job Placement 661-864-2360	0	All
34	Office Team* 5001 E. CommerceCenter Dr. Bakersfield, CA 93309 Contact: Kim Dishman 661-864-1611	0	All
35	Regional Occupational Center 501 So. Mt. Vernon Ave. Bakersfield, CA 93307 Contact: R. Townsend 661-831-3327	0	All
36	San Joaquin Valley College* 201 New Stine Rd Bakersfield, CA 93309 Contact: Shelley McKinzie 661-834-0126	0	All
37	Santa Barbara Business College* 211 So. Real Rd Bakersfield, CA 93309 Contact: Dawn Vasquez 661-835-1100	0	All
38	Select Personnel* 3611 Stockdale Hwy. Suite F Bakersfield, CA 93309 Contact: Sharmen Jaramillo 661-396-8341	0	All
39	Sigma Chapter, Phi Epsilon Phi 7813 Westdumfries Ct. Bakersfield, CA 93309-4252 Contact: Vivian Weaver 661-834-5249	0	All
40	Southern California Broadcasters Assn – Job Alert Bulletin 5670 Wilshire Blvd. Suite 1370 Los Angeles, CA 90036 Contact: LaFern Watkins 323-938-3100	0	All
41	Spherion* 140 So. Montclair Bakersfield, CA 93309 Contact: Ellen Ferrell 661-835-1400	0	All

42	University of Phoenix – Bakersfield* Learning Center 4900 California Ave., Tower A, Ste. 300 Bakersfield, CA 93309 Contact: G. Knaggs 661-633-0300	0	All
43	Valley Staffing Services* 5555 California Ave. Suite 201 Bakersfield, CA 93309 Contact: Nathaniel Morris 661-328-5545	0	All
44	Volt Services Group 4560 California Ave. Suite 201 Bakersfield, CA 93309 Contact: Employment Counselors 661-395-0135	0	Account Executive (4) Business Manager Receptionist Announcer (2) Sales Assistant

Total No. of interviewees provided by all sources: 86