

## 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) **KZEP-FM**.

Texas Lotus 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 April 1, 2007 through March 31, 2008

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewee from All Sources
Account Executive	See Attachment Recruitment Source 1-35	In-House Employee Referral (Source #1)	9
Receptionist	See Attachment Recruitment Source 1-35	SA Express News/ MySA.com Referral (Source #4)	14
Account Executive	See Attachment Recruitment Source 1-35	SA Express News/ MySA.com Referral (Source #4)	9

Total number of persons interviewed during applicable period: 32

### 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© (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>Menu #7:</b> August 2007, in its continuing contractual obligation KZEP-FM contributed \$5,000 to San Antonio College for the purpose of awarding scholarships to deserving students pursuing a career in broadcasting. Station management continues to serve on the selection committee.</p>	04/01/2007 – 03/31/2008	GM	KZEP FM 104.5
<p><b>Menu #1:</b> Station management/hiring personnel attended job fair at Trinity University, April 4, 2007 between the hours of 11 a.m. and 2 p.m. Distributed material on broadcast and internship opportunities as well as accepting applications from attending students. The Job Fair was a huge success.</p>	04/04/2007	PA Director	Trinity University
<p><b>Menu #1:</b> Station management/hiring personnel attended job fair at San Antonio College, April 12, 2007 between the hours of 10 a.m. and 2 p.m. Distributed material on broadcast and internship opportunities as well as accepting applications from attending students. The Job Fair was a huge success.</p>	04/12/2007	PA Director	San Antonio College
<p><b>Menu #14:</b> Lotus Corp. Annual Corporate Management Meeting was held in Tucson, Arizona, from Sunday, October 28 through Tuesday, October 30. 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, October 30 sessions Lotus Corporate Regulatory attorney</p>	10/2007	GM, GSM	Lotus Corp.

<p>addressed the group with a variety of items pertaining to FCC rules and regulatory goals. This session from 10:30 a.m. to 12 Noon included commentary on protection of the stations license by being aware of the consequences of plugola/ payola, indecency, profanity and obscenities, EEO issues, etc.</p>			
<p><b>Menu #16:</b> KZEP Career Workshop. The workshop consisted of a tour of the station, meeting with managers from various depts. about career opportunities available in radio. Each manager spent approx. 15 minutes with the students informing the students about their department. This workshop consisted of 12 students from Wagner High School.</p>	05/03/2007	GM, GSM, PD, Business Administration, PA Dir/EEOC, Engineering	KZEP
<p><b>Menu #1:</b> Station management/hiring personnel attended job fair at San Antonio College, October 3, 2007 between the hours of 10 a.m. and 2 p.m. Distributed material on broadcast and internship opportunities as well as accepting applications from attending students. The Job Fair was a huge success.</p>	10/03/2007	PA Director	San Antonio College
<p><b>Menu #1:</b> Station management/hiring personnel attended job fair at Our Lady of the Lake University (OLLU), February 04, 2008 between the hours of 2 p.m. and 6 p.m. Distributed material on broadcast and internship opportunities as well as accepting applications from attending students. The Job Fair was a huge success.</p>	02/04/2008	GSM, PA Director	OLLU

**RECRUITMENT SOURCES:** Designates an entity requesting notification:

Recruitment Source: Name, Address, Contact Person, Telephone No.	Total Number Interviewees Provided by Source During Period	Full-Time Positions for Which This Source Was Utilized
1. In-House Referral	3	Account Executive Receptionist Account Executive
2. Market Referral	0 (all positions)	Account Executive Receptionist Account Executive
3. La Prensa De San Antonio 318 S. Flores San Antonio, TX 78205 Robert Flores (210) 270-4590	0 (all positions)	Account Executive Receptionist Account Executive
4. San Antonio Express News/MySA.com* Avenue "E" & 3 <sup>rd</sup> Street/PO Box 2171 SAT, 78205-1312 Director of Personnel (210) 250-3000	22 (all positions)	Account Executive Receptionist Account Executive
5. Westside Sun Avenue "E" & 3 <sup>rd</sup> Street SAT, 78297 Elida Reyes (210) 250-3325	0 (all positions)	Account Executive Receptionist Account Executive
6. DePaul Family Center 7603 Somerset SAT, 78211 Donald Moore (210) 924-5903	0 (all positions)	Account Executive Receptionist Account Executive
7. Alamo Asian Chamber of Commerce 7015 Bandera Rd. SAT, 78238 Roy Lopez (210) 520-2206	0 (all positions)	Account Executive Receptionist Account Executive
8. Mexican-American Unity Council 111 N. Sabrina Street SAT, 78207 Director of Personnel (210) 978-0552	0 (all positions)	Account Executive Receptionist Account Executive
9. National Council of Negro Women 4730 Lavender Lane SAT, 78220 Joyce Sowels (210) 661-5617	0 (all positions)	Account Executive Receptionist Account Executive
10. Presa Community Center 3721 S. Presa SAT, 78210 Mario Cueva (210) 532-5295	0 (all positions)	Account Executive Receptionist Account Executive
11. San Antonio Independent Living Services 1028 S. Alamo, Suite 1 SAT, 78210 Pamela Allen-Wright (210) 281-1878	0 (all positions)	Account Executive Receptionist Account Executive
12. NAACP Job Bank P.O. Box 200225 SAT, 78220-0225 Oliver W. Hill (210) 224-7636	0 (all positions)	Account Executive Receptionist Account Executive

13. Hispanic Chamber of Commerce 603 Navarro, Suite 100 SAT, 78205 Rita Elizondo (210) 225-0462	0 (all positions)	Account Executive Receptionist Account Executive
14. National Council of La Raza 405 N St. Mary's Street, #500 SAT, 78205 Emilio Leal (210) 250-3325	0 (all positions)	Account Executive Receptionist Account Executive
15. Texas Rehabilitation Commission 8610 Broadway, Suite 310 SAT, 78217 Terry Smith 1-800-410-7760	0 (all positions)	Account Executive Receptionist Account Executive
16. San Antonio Battered Women's Shelter- P.O. Box 830660 SAT, 78283-0660 Director of Personnel (210) 531-5292	0 (all positions)	Account Executive Receptionist Account Executive
17. African American Chamber of Commerce 1717 Loop 1604 SAT, 78238 Susan Toler (210) 490-1624	0 (all positions)	Account Executive Receptionist Account Executive
18. San Antonio Women's Chamber of Commerce 600 Hemisphere Plaza Way SAT, 78205 Phyllis Culbert (210) 299-2636	0 (all positions)	Account Executive Receptionist Account Executive
19. Native American Assistance 2555 Castroville Rd. SAT, 78237 Patricia Newada (210) 432-6336	0 (all positions)	Account Executive Receptionist Account Executive
20. Hispanic Community Center 533 N. General McMullen SAT, 78228 Lupe Perez Mireles (210) 434-3676	0 (all positions)	Account Executive Receptionist Account Executive
21. Mujeres Project 904 Nolan SAT, 78202 Olivia Espinoza (210) 222-7417	0 (all positions)	Account Executive Receptionist Account Executive
22. Hispanic Assoc. of Colleges & Universities 8415 Datapoint Dr., Suite 400 SAT, 78229 Gloria Webber (210) 692-3802	0 (all positions)	Account Executive Receptionist Account Executive
23. Trinity University 715 Stadium Dr. (Box 78) SAT, 78212 Donna Salm (210) 999-8321	0 (all positions)	Account Executive Receptionist Account Executive
24. Our Lady of the Lake University 411 S. W. 24 <sup>th</sup> Street SAT, 78285 Career Services (210) 434-6711	0 (all positions)	Account Executive Receptionist Account Executive

25. St. Phillips College 1801 Martin Luther King Blvd. SAT, 78203 Susan Sporle (210) 531-5295	0 (all positions)	Account Executive Receptionist Account Executive
26. Incarnate Word University 4301 Broadway SAT, 78203 Career Services (210) 829-6000	0 (all positions)	Account Executive Receptionist Account Executive
27. University of Texas at San Antonio 6800 North Loop 1604 West SAT, 78249 Career Services (210) 458-4011	0 (all positions)	Account Executive Receptionist Account Executive
28. San Antonio College 1300 San Pedro MLC 747 SAT, 78212 Jesse A. Sanchez (210) 733-2000	0 (all positions)	Account Executive Receptionist Account Executive
29. St. Mary's University One Camino Santa Maria SAT, 78284 Career Services (210) 436-3011	0 (all positions)	Account Executive Receptionist Account Executive
30. NAB Employment Clearing House - Job Bank Hatim Hamer Fax: (202) 429-5343	0 (all positions)	Account Executive Receptionist Account Executive
31. TAB.org Website	0 (all positions)	Account Executive Receptionist Account Executive
32. All Access Website <a href="http://www.allaccess.com">www.allaccess.com</a>	0 (all positions)	Account Executive Receptionist Account Executive
33. KZEP-FM On Air PSA	6 (all positions)	Account Executive Receptionist Account Executive
34. KZEP-FM Website <a href="http://www.kzep.com">www.kzep.com</a>	0 (all positions)	Account Executive Receptionist Account Executive
35. Walk-Ins	1 (all positions)	Account Executive Receptionist Account Executive

\*MySA.com is the website for the San Antonio Express News.

**Menu #1:** Will attend Job Fair at San Antonio College (April 2008)

**Menu #16:** KZEP Career Workshop will consist of a tour of the station, meeting with managers from various depts. about career opportunities available in radio. Each manager will spend approx. 15 minutes with the students informing the students about their department.

**Menu #16:** KZEP personnel will participate in Warren High School's Career Day addressing questions/concerns about a career in radio broadcasting. (April 2008)

**Menu #5:** Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. Duties shall include but are not limited to: production assistant, public affairs assistant.