

**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) 92.3 KOMP/ 97.1 KXPT / 101.9 KWID / 1460 KENO / 920 KBAD / 1100 KWWN / 1340 KRLV / 1230 KLAV

Lotus Broadcasting Corp., 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 June 1<sup>st</sup>, 2016 – May 31<sup>st</sup> 2017.**

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
Account Executive #1	1-35	Employee Referral	4
Account Executive #2	1-35	UNLV Career Link	4
Morning Show Producer	1-36	Employee Referral	11
Account Executive #3	1-2, 5-35	Employee Referral	8
Account Executive #4	1-2, 5-35	Employee Referral	8

Total number of persons interviewed during applicable period: 23

**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
Menu Option #6 Listing of all job vacancies on the Nevada Association of Broadcasters internet site which promotes outreach generally plus serves as an important	6/1/16-5/31/17	Melissa Meyer/ EEO	Lotus Broadcasting

<p>information resource for Nevada's Radio and television broadcast stations, addressing questions and concerns. They also respond to questions and concerns from the public, providing a better understating of the role that broadcasters play in their communities and in their interest.</p>			
<p>Menu Option #7 Lotus Broadcasting participated in the Tony &amp; Linda Bonnici scholarship program that is designed to assist students interested in pursuing a career in broadcasting.</p>	<p>6/1/16-5/31/17</p>	<p>Tony Bonnici / General Manager</p>	<p>Lotus Broadcasting / Nevada Broadcasters</p>
<p>Menu Option #10 Kylie Braver attending UNLV, taking communications classes, earned class credits interning at Lotus Broadcasting.</p>	<p>8/29/16-12/15/16</p>	<p>Danielle Gradillas / Business Manager</p>	<p>Lotus Broadcasting</p>
<p>Menu Option #16 Each month station management personal 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</p>	<p>6/1/16-5/31/17</p>	<p>Station Management</p>	<p>Lotus Broadcasting</p>

<p>disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>			
<p>Menu Option #10 Mitch Moss an On-Air Talent with KWWN spoke to students taking a broadcasting class at UNLV. He discussed the different jobs available relating to broadcasting.</p>	<p>9/27/16</p>	<p>Mitch Moss / On-Air Talent</p>	<p>UNLV / Lotus Broadcasting</p>
<p>Menu Option #14 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 ongoing 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</p>	<p>11/15/16- 11/16/16</p>	<p>Tony Bonnici / General Manager</p>	<p>Lotus Broadcasting</p>

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			
Menu Option #1 Lotus Broadcasting participated in the UNLV Job Fair.	3/1/2017	Brandy Newman / New Business Development, Ryan Wallis / Remote Tech Coordinator	UNLV
Menu Option #10 Lotus Broadcasting Management and Nevada Broadcasters held a panel discussion with High School students at NW Career and Technical High School informing students of the different job positions in the broadcasting field. Students were also told about how they can apply for scholarships in the broadcasting field.	3/21/17	Tony Bonnici – General Manager, Danielle Gradillas – Business Manager, Brandy Newman – New Business Development, Rey Buenrostro – Account Executive, Brandon Hahn – On-Air Talent	Lotus Broadcasting, Nevada Broadcasters, NW Career and Technical Institute.

**RECRUITMENT SOURCES:**

\* Designates an entity requesting notification.

# Source	Recruitment Source: Name, Address, Contact Person, Telephone Number	Total Number Interviewees Provided by Source During Period	Full-time Positions for Which This Source Was Utilized
1	In-House Employee Referral	1 1 1 5 5	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
2	Las Vegas Career Job Fair	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
3	El Tiempo Newspaper	0 0	Account Executive #1 Account Executive #2

		0 0 0	Morning Show Producer Account Executive #3 Account Executive #4
4	Las Vegas Review Journal	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
5	Walk-Ins	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
6	KBAD / KENO / KOMP / KXPT/ KWWN on-air advertisement	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
7	In-House Station Postings	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
8	KOMP Web Site www.komp.com	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
9	KXPT Web Site www.point97.com.com	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
10	KBAD Web Site www.lvsportsnetwork.com	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
11	KRLV Website www.lvsportsnetwork.com	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
12	KWWN Website www.lvsportsnetwork.com	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
13	KWID Website www.labuenalv.com	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
14	KLAV Website www.lacientelv.com	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
15	KENO Website www.lvsportsnetwork.com	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
16***	Women's Chamber of Commerce Ms. June Beland 3690 S. Eastern Ave Suite #219	0 0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4

	Las Vegas NV 89169 Fax: 702-856-4490		
17	State of Nevada Dept of Employment Malisa Celaya 701 N. Rancho Drive Las Vegas NV 89106 Fax: 702-486-1438	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
18	Department of Veteran Affairs Nestor Hernandez 4800 Alpine Pl Suite #12 Las Vegas NV Fax: 702-258-5992	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
19***	Boulder City Chamber of Commerce Job Bank 1305 Arizona St Boulder City, NV 89005 Fax: 702-293-0574	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
20	Henderson Chamber of Commerce Job Bank 590 S. Boulder Hwy Henderson, NV 89015 Fax: 702-565-3115	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
21	A.R.C. Jobs and More Eve Brown 4601 W. Sahara Ave Ste T Las Vegas NV 89102 Fax: 702-878-7831	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
22***	Appleone Employment Servies Jennifer Peck 3900 Paradise Rd Suite G Las Vegas NV 89109 Fax: 734-1555	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
23	Office Team Carrie Ann Torres 3753 Howard Hughes Pkwy Las Vegas NV 702-732-1016	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
24***	Asian Chamber of Commerce Sandi Saito 2560 Montessouri St Suite 205 Las Vegas NV 89117 Fax: 702-636-9240	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
25***	Nevada Job Connect Glynn Coleman	0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer

	3405 S. Maryland Pkwy Las Vegas NV 89109 Fax: 486-7914	0 0	Account Executive #3 Account Executive #4
26	College of Southern Nevada Job Bank Fax: 702-651-4612	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
27	Catholic Charities of Southern Nevada Job Bank 1501 Las Vegas Blvd Las Vegas NV 89101 Fax: 702-384-0677	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
28***	Nevada Broadcasters 1050 E. Flamingo Rd #S-110 Las Vegas, NV 89119 794-4994 794-4997 - Fax	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
29	Outside Referral	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
30	Indeed.com	0 0 0 3 3	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
31	Asher College 6029 W Charleston Blvd Las Vegas, NV 89146 Bill	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
32	One Stop Career Center 6330 W Charleston BLVD #190 Las Vegas, NV 89146 702-822-4200	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
33***	Las Vegas Urban League 3575 W Cheyenne Ave #101 Las Vegas, NV 89032 Joseph Serrao 702-636-3949	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
34	Urban Chamber of Commerce 1951 Stella Lake Street Suite 26 Las Vegas, NV 89106 702-648-6222	0 0 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
35	UNLV Career Link	3 3 0 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3 Account Executive #4
36	All Access Radio Industry Website	0 0 10 0	Account Executive #1 Account Executive #2 Morning Show Producer Account Executive #3

		0	Account Executive #4
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