

**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> 2015 – May 31<sup>st</sup> 2016**

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
Assistant Business Manager	1-42	Outside Referral	6
Account Executive #1	1-42	Employee Referral	10
Account Executive #2	1-42	Employee Referral	10
Account Executive #3	1-42	Employee Referral	11
Account Executive #4	1-42	Outside Referral	11 (same as Account Executive #3)
Administrative Assistant	1-42	Promoted from Part -Time	10

Total number of persons interviewed during applicable period: 47

**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	6/1/15-5/31/16	Melissa Meyer/ EEO	Lotus Broadcasting

<p>plus serves as an important 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><b>Menu Option #7</b> 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>	6/1/15-5/31/16	Tony Bonnici / General Manager	Lotus Broadcasting / Nevada Broadcasters
<p><b>Menu Option #10</b> Sara Bradford attending Bishop Gorman High School, taking communications classes, earned class credits interning at Lotus Broadcasting.</p>	6/1/15-8/25/15	Danielle Gradillas / Business Manager	Lotus Broadcasting
<p><b>Menu Option #10</b> Graem Flynn attending Arizona State, taking communications classes, earned class credits interning at Lotus Broadcastings Sports Stations.</p>	6/1/15-8/25/15	Julie Samuelson / Program Director	Lotus Broadcasting,
<p><b>Menu Option #16</b> 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</p>	6/1/15-5/31/16	Station Management	Lotus Broadcasting

<p>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>			
<p>Menu Option #1 Lotus Broadcasting participated in the Las Vegas Review Journal Job Fair.</p>	<p>10/20/2015</p>	<p>Melissa Meyer / EEO Coordinator Danielle Gradillas / BM</p>	<p>Las Vegas Review Journal</p>
<p>Menu Option #1 Lotus Broadcasting participated in the UNLV Job Fair.</p>	<p>4/27/16</p>	<p>John Griffin / Operations Manager, Marc Moore / Promotions Director</p>	<p>UNLV</p>
<p>Menu Option #14 In lieu of the 2014 Annual Lotus Corporate Management meeting in which the FCC EEO Outreach program and ongoing training preventing discrimination is discussed, a memo regarding EEO Outreach rules, regulations and specific practices was submitted for acknowledgement by station management. The purpose was to ensure equal opportunity and nondiscrimination in every aspect of the station employment policy and practice.</p>	<p>5/18/2016</p>	<p>Tony Bonnici / General Manager</p>	<p>Lotus Broadcasting</p>

## 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	2 6 5 5 5 2	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
2	Las Vegas Career Job Fair	0 0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
3	El Tiempo Newspaper	0 0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
4	Las Vegas Review Journal	3 0 4 5 5 6	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
5	Walk-Ins	0 0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
6	KBAD / KENO / KOMP / KXPT/ KWWN on-air advertisement	0 0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
7	In-House Station Postings	0 0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
8	KOMP Web Site www.komp.com	0 1 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
9	KXPT Web Site www.point97.com.com	0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2

		0 0 0	4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
10	KBAD Web Site www.lvsportsnetwork.com	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
11	KRLV Website www.lvsportsnetwork.com	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
12	KWWN Website www.lvsportsnetwork.com	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
13	KWID Website www.labuenalv.com	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
14	KLAV Website www.lacalientelv.com	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
15	KENO Website www.lvsportsnetwork.com	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
16	Women's Chamber of Commerce Ms. June Beland 3690 S. Eastern Ave Suite #219 Las Vegas NV 89169 Fax: 702-856-4490	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
17	Recruiting Nevada Mark Junium 8681 W. Sahara Ave Las Vegas NV 89117 Fax: 702-240-4120	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
18	Nevada Hospitality Foundation 1500 E. Tropicana Ave Las Vegas NV 89113	0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4

	Fax 702-740-8606	0	6. Administrative Assistant
19	State of Nevada Dept of Employment Malisa Celaya 701 N. Rancho Drive Las Vegas NV 89106 Fax: 702-486-1438	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
20	Department of Veteran Affairs Nestor Hernandez 4800 Alpine Pl Suite #12 Las Vegas NV Fax: 702-258-5992	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
21	Boulder City Chamber of Commerce Job Bank 1305 Arizona St Boulder City, NV 89005 Fax: 702-293-0574	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
22	Henderson Chamber of Commerce Job Bank 590 S. Boulder Hwy Henderson, NV 89015 Fax: 702-565-3115	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
23	North Las Vegas Chamber of Commerce Job Bank 2290 McDaniel St North Las Vegas, NV 89101 Fax: 702-642-0439	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
24	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 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
25	Appleone Employment Servies Jennifer Peck 3900 Paradise Rd Suite G Las Vegas NV 89109 Fax: 734-1555	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
26	Job Center Roger Gasper 1401 N . Decatur Blvd Las Vegas NV Fax: 702-486-7914	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
27	Office Team Carrie Ann Torres 3753 Howard Hughes Pkwy	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4

	Las Vegas NV 702-732-1016	0	6. Administrative Assistant
28	Clark County Urban League Ms Linda Lesure 930 W. Owens Ave Las Vegas NV 89106 Fax: 636-9240	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
29	Asian Chamber of Commerce Sandi Saito 2560 Montessouri St Suite 205 Las Vegas NV 89117 Fax: 702-636-9240	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
30	Latin Chamber of Commerce Mark Maniscalco 300 N. 13 <sup>th</sup> St Las Vegas NV 89101 Fax: 702-385-2614	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
31	Vegas Career Connection Roque P. Perea 2300 W. Sahara Ave Las Vegas NV 89102 Fax: 702-856-4478	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
32	Nevada Job Connect Glynn Coleman 3405 S. Maryland Pkwy Las Vegas NV 89109 Fax: 486-7914	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
33	Tech Skills Jim Guynel 1050 E. Flamingo Rd Suite #R-180 Las Vegas NV 89119 Fax: 702-836-3583	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
34	College of Southern Nevada Job Bank Fax: 702-651-4612	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
35	Catholic Charities of Southern Nevada Job Bank 1501 Las Vegas Blvd Las Vegas NV 89101 Fax: 702-384-0677	0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
36*	National Association of Latin Americans Sherry Eason	0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2

	323 N. Maryland Pkwy Las Vegas NV 89101 Fax: 702-383-7021	0 0 0	4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
37*	Nevada Association of Broadcasters 1050 E. Flamingo Rd #S-110 Las Vegas, NV 89119 794-4994 794-4997 - Fax	0 0 0 0 0 2	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
38	Outside Referral	1 0 1 1 1 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
39*	Ohio Center for Broadcasting Mark Lillie 303-975-0386 - Fax	0 0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
40*	NAACP Jennifer Thomas 702-369-1342 - Fax	0 0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
41	Indeed.com	0 3 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant
42	ZipRecruiter.com	0 0 0 0 0 0	1. Assistant Business Manager 2. Account Executive #1 3. Account Executive #2 4. Account Executive #3 5. Account Executive #4 6. Administrative Assistant