

## 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>, 2017 – May 31<sup>st</sup> 2018.

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
Promotions Assistant	1-35	Employee Referral	10
Digital Sports Producer	1-35	Current Employee	11
Sports Producer #1	1-36	All Access Radio	11
Sports Producer #2	1-36	Employee Referral	11 (same 11 as Sports Producer #1)
Digital Account Executive #1	1-35	Outside Referral	5
Sales Assistant	1-35	Indeed.com	8
Digital Account Executive #2	1-35	Outside Referral	4
On-Air Host	1-35	Employee Referral	10
Account Executive #1	1-35	Outside Referral	6
Accounting Assistant	1-35	Outside Referral	10
Digital Account Executive #3	1-35	Employee Referral	4

Total number of persons interviewed during applicable period: 79

### **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>Menu Option #6</p> <p>Listing of all job vacancies on the Nevada Association of Broadcasters internet site which promotes outreach generally 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>	6/1/17-5/31/18	Melissa Meyer/ EEO	Lotus Broadcasting
<p>Menu Option #7</p> <p>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>	6/1/17-5/31/18	Tony Bonnici / General Manager	Lotus Broadcasting / Nevada Broadcasters
<p>Menu Option #16</p> <p>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</p>	6/1/17-5/31/18	Station Management	Lotus Broadcasting

<p>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 #14  The Lotus Communications Corp. Annual Managers' meeting was held November 12-16, 2017 in Tucson, Arizona. Part of the corporate agenda was dedicated to our continuing effort to review and provide information and training to ensure equal opportunity and the prevention of discrimination. All station management personnel met with the Chief Compliance Officer. As part of the procedural review all menu options were examined to determine their effectiveness and how to proceed and enhance the individual station Outreach program. The stations are encouraged to create Outreach campaigns that reach a diverse and significant portion of the community they serve. Although, the FCC is now permitting broadcasters to meet their obligation to widely disseminate information about their job openings solely through the use of online recruitment sources Lotus requires stations to constantly review our</p>	<p>11/12/17- 11/16/17</p>	<p>Tony Bonnici / General Manager</p>	<p>Lotus Broadcasting</p>

<p>recruitment lists and inform those organizations who wish to be notified of job openings. In addition, Lotus stations conduct monthly EEO meetings reinforcing their non discrimination mission statement and provide an opportunity to discuss upcoming and future Outreach programs.</p>			
<p>Menu Option #10 Helen Yee an On-Air Talent / Digital Sports Producer spoke to students taking a broadcasting class at UNLV. She discussed the different jobs available relating to broadcasting.</p>	<p>11/21/17</p>	<p>Helen Yee / On-Air Talent / Digital Sports Producer</p>	<p>UNLV / Lotus Broadcasting</p>
<p>Menu Option #10 Helen Yee an On-Air Talent / Digital Sports Producer spoke to students taking a broadcasting class at UNLV. She discussed the different jobs available relating to broadcasting.</p>	<p>1/29/18</p>	<p>Helen Yee / On-Air Talent / Digital Sports Producer</p>	<p>UNLV / Lotus Broadcasting</p>
<p>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</p>	<p>3/23/18</p>	<p>Tony Bonnici – General Manager, Brandy Newman – New Business Development, Rey Buenrostro – Account Executive, Brandon Hahn – On-Air Talent</p>	<p>Lotus Broadcasting, Nevada Broadcasters, NW Career and Technical Institute.</p>

can apply for scholarships in the broadcasting field.			
Menu Option #10 Helen Yee an On-Air Talent / Digital Sports Producer spoke to students taking a broadcasting class at Cal State Northridge Broadcasting School. She discussed the different jobs available relating to broadcasting.	4/2/18	Helen Yee / On-Air Talent / Digital Sports Producer	Lotus Broadcasting / Cal State Northridge Broadcasting School
Menu Option #1 Lotus Broadcasting participated in the Westcoast Job Fair.	5/2/2018	Mark Siedel / Sports PD, Jamie Gorr / Chief Engineer	Lotus Broadcasting / Westcoast Job Fair

**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 3 1 1 0 1 0 1 2 1 1	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
2	Las Vegas Career Job Fair	0 0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
3	El Tiempo Newspaper	0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant

		0 0 0 0 0	7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
4	Las Vegas Review Journal	0 0 0 0 0 0 1 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
5	Walk-Ins	0 0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
6	KBAD / KENO / KOMP / KXPT/ KWWN on-air advertisement	0 0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
7	In-House Station Postings	0 0 0 0 1 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
8	KOMP Web Site <a href="http://www.komp.com">www.komp.com</a>	0 4 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
9	KXPT Web Site <a href="http://www.point97.com.com">www.point97.com.com</a>	0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2

		0 0 0 0 0 0	5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
10	KBAD Web Site <a href="http://www.lvsportsnetwork.com">www.lvsportsnetwork.com</a>	0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
11	KRLV Website <a href="http://www.lvsportsnetwork.com">www.lvsportsnetwork.com</a>	0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
12	KWWN Website <a href="http://www.lvsportsnetwork.com">www.lvsportsnetwork.com</a>	0 0 6 6 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
13	KWID Website <a href="http://www.labuenalv.com">www.labuenalv.com</a>	0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
14	KLAV Website <a href="http://www.lacalientelv.com">www.lacalientelv.com</a>	0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3

15	KENO Website <a href="http://www.lvsportsnetwork.com">www.lvsportsnetwork.com</a>	0 0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
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 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
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 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
18	Department of Veteran Affairs Nestor Hernandez 4800 Alpine Pl Suite #12 Las Vegas s NV Fax: 702-258-5992	0 0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
19***	Boulder City Chamber of Commerce Job Bank 1305 Arizona St Boulder City, NV 89005 Fax: 702-293-0574	0 0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
20	Henderson Chamber of Commerce Job Bank 590 S. Boulder Hwy Henderson, NV 89015	0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2



	Fax: 702-565-3115	0 0 0	8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
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 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
22***	Appleone Employment Servies Jennifer Peck 3900 Paradise Rd Suite G Las Vegas NV 89109 Fax: 734-1555	0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
23	Office Team Carrie Ann Torres 3753 Howard Hughes Pkwy Las Vegas NV 702-732-1016	0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
24***	Asian Chamber of Commerce Sandi Saito 2560 Montessouri St Suite 205 Las Vegas NV 89117 Fax: 702-636-9240	0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
25***	Nevada Job Connect Glynn Coleman 3405 S. Maryland Pkwy Las Vegas NV 89109 Fax: 486-7914	0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
26	College of Southern Nevada	0 0	1. Promotions Assistant 2. Digital Sports Producer

	Job Bank Fax: 702-651-4612	0 0 0 0 0 0 0 0 0	3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
27	Catholic Charities of Southern Nevada Job Bank 1501 Las Vegas Blvd Las Vegas NV 89101 Fax: 702-384-0677	0 0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
28***	Nevada Broadcasters 1050 E. Flamingo Rd #S-110 Las Vegas, NV 89119 794-4994 794-4997 - Fax	0 0 1 1 0 0 0 3 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
29	Outside Referral	0 0 0 0 1 0 1 0 1 1 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
30	Indeed.com	8 4 0 0 3 7 2 6 3 6 3	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
31	Asher College 6029 W Charleston Blvd Las Vegas, NV 89146 Bill	0 0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3

32	One Stop Career Center 6330 W Charleston BLVD #190 Las Vegas, NV 89146 702-822-4200	0 0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
33***	Las Vegas Urban League 3575 W Cheyenne Ave #101 Las Vegas, NV 89032 Joseph Serrao 702-636-3949	0 0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
34	Urban Chamber of Commerce 1951 Stella Lake Street Suite 26 Las Vegas, NV 89106 702-648-6222	0 0 0 0 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
35	UNLV Career Link	0 0 0 0 0 0 0 0 0 2 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3
36	All Access Radio Industry Website	0 0 3 3 0 0 0 0 0 0 0	1. Promotions Assistant 2. Digital Sports Producer 3. Sports Producer #1 4. Sports Producer #2 5. Digital AE #1 6. Sales Assistant 7. Digital AE #2 8. On-Air Host 9. Account Executive #1 10. Accounting Assistant 11. Digital AE #3