

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 1st, 2018 – May 31st, 2019.

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
New Business Development Coordinator	1-35	Employee Referral	3
On-Air Talent #1	1-36	In House Posting	10
Account Executive #1	1-35	Indeed.com	6
Front Desk Sales Assistant	1-35	Employee Referral	8
On-Air Talent #2	1-36	In House Posting	9
Account Executive #2	1-35	Employee Referral	6

Total number of persons interviewed during applicable period: 42

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	6/1/18-5/31/19	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 #6 Lotus Broadcasting listed all Job Openings on the UNLV Job Board which promotes outreach to students looking to get into the Broadcasting industry.</p>	<p>6/1/18-5/31/19</p>	<p>Danielle Gradillas / Business Manager</p>	<p>Lotus Broadcasting</p>
<p>Menu Option #7 Lotus Broadcasting participated in the Tony & Linda Bonnici scholarship program that is designed to assist students interested in pursuing a career in broadcasting.</p>	<p>6/1/18-5/31/19</p>	<p>Tony Bonnici / General Manager</p>	<p>Lotus Broadcasting / Nevada Broadcasters</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</p>	<p>6/1/18-5/31/19</p>	<p>Station Management</p>	<p>Lotus Broadcasting</p>

<p>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 26-30, 2018 in Las Vegas, Nevada. 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 held individual meetings with the Chief Compliance Officer to review and discuss the ongoing effort to provide equal opportunities for current and future job openings. As part of the procedural review all menu options were examined to determine their effectiveness and how to process 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</p>	<p>11/26/17-11/30/17</p>	<p>Tony Bonnici / General Manager</p>	<p>Lotus Broadcasting</p>

<p>through the use of online recruitment sources Lotus requires station to constantly review our 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 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.</p>	3/29/19	<p>Tony Bonnici - VP, Brandy Newman – New Business Development, Kristine Anderson – Account Executive, Brandon Hahn – On-Air Talent</p>	<p>Lotus Broadcasting, Nevada Broadcasters, NW Career and Technical Institute.</p>
<p>Menu Option #14 Lotus Broadcasting participated in a station wide training programing for all employees to learn about harassment and non-discrimination in the workplace.</p>	2/1/19-4/20/19	<p>Melissa Fredrick / Corporate HR</p>	<p>Lotus Broadcasting / Employers Group</p>
<p>Menu Option #1 Lotus Broadcasting participated in the Westcoast Job Fair.</p>	5/1/2019	<p>Ryan Wallis / Remote Manager, Jamie Gorr / Chief Engineer</p>	<p>Lotus Broadcasting / Westcoast Job Far</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	1 0 1 3 0 4	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
2	Las Vegas Career Job Fair	0 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
3	El Tiempo Newspaper	0 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
4	Las Vegas Review Journal	0 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
5	Walk-Ins	0 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
6	KBAD / KENO / KOMP / KXPT/ KWWN / KWID / KENO / KLAV on-air advertisement	1 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
7	In-House Station Postings	0 2 0 0 1 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
8	KOMP Web Site www.komp.com	0 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
9	KXPT Web Site www.point97.com.com	0 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2

		0	6. Account Executive #2
10	KBAD Web Site www.lvsportsnetwork.com	0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
11	KRLV Website www.lvsportsnetwork.com	0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
12	KWWN Website www.lvsportsnetwork.com	0 0 0 2 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
13	KWID Website www.labuenalv.com	0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
14	KLAV Website www.lacalientelv.com	0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
15	KENO Website www.lvsportsnetwork.com	0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
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. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
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	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
18	Department of Veteran Affairs Nestor Hernandez 4800 Alpine Pl Suite #12	0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2

	Las Vegas NV Fax: 702-258-5992		
19***	Boulder City Chamber of Commerce Job Bank 1305 Arizona St Boulder City, NV 89005 Fax: 702-293-0574	0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
20	Henderson Chamber of Commerce Job Bank 590 S. Boulder Hwy Henderson, NV 89015 Fax: 702-565-3115	0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
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	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
22***	Appleone Employment Servies Jennifer Peck 3900 Paradise Rd Suite G Las Vegas NV 89109 Fax: 734-1555	0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
23	Office Team Carrie Ann Torres 3753 Howard Hughes Pkwy Las Vegas NV 702-732-1016	0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
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	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
25***	Nevada Job Connect Glynn Coleman 3405 S. Maryland Pkwy Las Vegas NV 89109 Fax: 486-7914	0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
26	College of Southern Nevada Job Bank Fax: 702-651-4612	0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
27	Catholic Charities of Southern Nevada Job Bank	0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant

	1501 Las Vegas Blvd Las Vegas NV 89101 Fax: 702-384-0677	0 0	5. On-Air Talent #2 6. Account Executive #2
28***	Nevada Broadcasters 1050 E. Flamingo Rd #S-110 Las Vegas, NV 89119 794-4994 794-4997 - Fax	0 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
29	Outside Referral	0 0 1 0 0 1	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
30	Indeed.com	1 8 4 5 6 1	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
31	Asher College 6029 W Charleston Blvd Las Vegas, NV 89146 Bill	0 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
32	One Stop Career Center 6330 W Charleston BLVD #190 Las Vegas, NV 89146 702-822-4200	0 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
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	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
34	Urban Chamber of Commerce 1951 Stella Lake Street Suite 26 Las Vegas, NV 89106 702-648-6222	0 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
35	UNLV Career Link	0 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2
36	All Access Radio Industry Website	0 0 0 0 0 0	1. New Business Development 2. On-Air Talent #1 3. Account Executive #1 4. Front Desk Sales Assistant 5. On-Air Talent #2 6. Account Executive #2