

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 KRLV / 1100 KWWN / 1340 KKGK / 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, 2022 – May 31st, 2023.

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
General Sales Manager	1-35	Employee Referral	11
Account Executive	1-35	Indeed	4

Total number of persons interviewed during applicable period: 15.

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 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.	6/1/22-5/31/23	Melissa Meyer/ EEO	Lotus Broadcasting
Menu Option #6 Lotus Broadcasting listed all Job Openings on the UNLV Job Board which promotes outreach	6/1/22-5/31/23	Danielle Gradillas / Business Manager	Lotus Broadcasting

to students looking to get into the Broadcasting industry.			
<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>	6/1/22-5/31/23	Station Staff	Lotus Broadcasting / Nevada Broadcasters
<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 disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	6/1/22-5/31/23	Station Management	Lotus Broadcasting
<p>Menu Option #14 Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination. The Lotus Communications Corp. Annual Managers' meeting was held Monday, December 5 through Wednesday, December 7, 2022 in Los Angeles. The corporate agenda was dedicated in part 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 on-going effort to provide equal opportunities for current and future job openings. 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</p>	12/4/22-12/7/22	Natalie Marsh / General Manager , Danielle Gradillas / Business Manager, Elaine Luther / General Sales Manager	Lotus Broadcasting

<p>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 recruitment lists and inform those organizations who wish to be notified of job openings. As part of Lotus' commitment to ensure a safe working environment for future and current employees, all stations conduct monthly EEO meetings reinforcing their non-discrimination mission statement and provide an opportunity to discuss upcoming and future Outreach programs. In addition Lotus is requiring quarterly reports outlining the Outreach activity for that quarter enabling stations to be more aware of their commitment to the community.</p>			
<p>Menu Option #9 - Establishment of mentoring program for station personnel as it pertains to Digital marketing and training on Digital tactics. Skill Development - Assist those who participate gain confidence and knowledge to understand and sell digital media. Friday Digital Training 6 – 9/9/2022 Mobile Conquesting Friday Digital Training 7 – 9/23/2022 Social Mirroring OTT Friday Digital Training 8 – 10/7/2022 Overcoming Digital Advertising Objections Friday Digital Training 9 - 10/21/2022 Recrue Onboarding/ Digital Basics Friday Digital Training 10 - 10/28/2022 Recrue Social Media/ Mobile Conquesting Friday Digital Training 11 - 11/4/2022 Recrue Connected Television/ OTT Friday Digital Training 12 -</p>	<p>9/9/2022-12/12/2022</p>	<p>Sales Team</p>	<p>Kapi Thomas / Digital Director</p>

11/18/2022 Recrue Industry Specific Digital Friday Digital Training 13 - 12/12/2022 Recrue CNA Walk Through- Asking the right questions			
Menu Option #10 Cristhian Perez attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting learning all about broadcasting while earning a scholarship to Cristo Rey.	9/1/22-5/31/23	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School
Menu Option #10 Mya Jawel attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting learning all about broadcasting while earning a scholarship to Cristo Rey.	09/01/22-5/31/23	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School
Menu Option #10 Enrique Reyes attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting learning all about broadcasting while earning a scholarship to Cristo Rey.	09/1/22-5/31/23	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School
Menu Option #10 Cecelia Recio attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting learning all about broadcasting while earning a scholarship to Cristo Rey.	9/1/22-5/31/2023	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School
Menu Option #10 Lotus Broadcasting Management and Nevada Broadcasters held a panel discussion with Coronado 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 fields.	2/15/23	Dane Wilt / Sales, Brandon Hahn / On-Air Talent	Lotus Broadcasting / Nevada Broadcasters / Coronado High School
Menu Option #10 Lotus Broadcasting Management and Nevada Broadcasters held a panel discussion with Northwest 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	2/17/2023	Dane Wilt / Sales, Brandon Hahn / On-Air Talent	Lotus Broadcasting / Nevada Broadcasters / Northwest High School

the broadcasting fields.			
Menu Option #10 Lotus Broadcasting Management and Nevada Broadcasters held a panel discussion with Incline 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.	3/20/2023	Dane Wilt / Sales, Brandon Hahn / On-Air Talent	Lotus Broadcasting / Nevada Broadcasters / Incline High School

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 2	1. General Sales Manager 2. Account Executive
2	Las Vegas Career Job Fair	0 0	1. General Sales Manager 2. Account Executive
3	El Tiempo Newspaper	0 0	1. General Sales Manager 2. Account Executive
4	Las Vegas Review Journal	2 0	1. General Sales Manager 2. Account Executive
5	Walk-Ins	0 0	1. General Sales Manager 2. Account Executive Digital
6	KBAD / KENO / KOMP / KXPT/ KWWN / KWID / KENO / KLAV on-air advertisement	0 0	1. General Sales Manager 2. Account Executive
7	In-House Station Postings	0 0	1. General Sales Manager 2. Account Executive
8	KOMP Web Site www.komp.com	0 0	1. General Sales Manager 2. Account Executive
9	KXPT Web Site www.point97.com.com	0 0	1. General Sales Manager 2. Account Executive
10	KRLV Web Site www.lvsportsnetwork.com	0 0	1. General Sales Manager 2. Account Executive
11	KKGK Website www.lvsportsnetwork.com	0 0	1. General Sales Manager 2. Account Executive
12	KWWN Website www.lvsportsnetwork.com	0 0	1. General Sales Manager 2. Account Executive
13	KWID Website www.labuenalv.com	0 0	1. General Sales Manager 2. Account Executive

14	KLAV Website www.lacalientelv.com	0 0	1. General Sales Manager 2. Account Executive
15	KENO Website www.lvsportsnetwork.com	0 0	1. General Sales Manager 2. Account Executive
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	1. General Sales Manager 2. Account Executive
17	State of Nevada Dept of Employment Malisa Celaya 701 N. Rancho Drive Las Vegas NV 89106 Fax: 702-486-1438	0 0	1. General Sales Manager 2. Account Executive
18	Department of Veteran Affairs Nestor Hernandez 4800 Alpine Pl Suite #12 Las Vegas NV Fax: 702-258-5992	0 0	1. General Sales Manager 2. Account Executive
19***	Boulder City Chamber of Commerce Job Bank 1305 Arizona St Boulder City, NV 89005 Fax: 702-293-0574	0 0	1. General Sales Manager 2. Account Executive
20	Henderson Chamber of Commerce Job Bank 590 S. Boulder Hwy Henderson, NV 89015 Fax: 702-565-3115	0 0	1. General Sales Manager 2. Account Executive
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	1. General Sales Manager 2. Account Executive
22***	Appleone Employment Servies Jennifer Peck 3900 Paradise Rd Suite G Las Vegas NV 89109 Fax: 734-1555	0 0	1. General Sales Manager 2. Account Executive
23	Office Team Carrie Ann Torres 3753 Howard Hughes Pkwy Las Vegas NV 702-732-1016	0 0	1. General Sales Manager 2. Account Executive
24***	Asian Chamber of Commerce Sandi Saito 2560 Montessori St Suite 205 Las Vegas NV 89117 Fax: 702-636-9240	0 0	1. General Sales Manager 2. Account Executive
25***	Nevada Job Connect Glynn Coleman 3405 S. Maryland Pkwy Las Vegas NV 89109 Fax: 486-7914	0 0	1. General Sales Manager 2. Account Executive
26	College of Southern Nevada Job Bank Fax: 702-651-4612	0 0	1. General Sales Manager 2. Account Executive

27	Catholic Charities of Southern Nevada Job Bank 1501 Las Vegas Blvd Las Vegas NV 89101 Fax: 702-384-0677	0 0	1. General Sales Manager 2. Account Executive
28***	Nevada Broadcasters 1050 E. Flamingo Rd #S-110 Las Vegas, NV 89119 794-4994 794-4997 – Fax	0 0	1. General Sales Manager 2. Account Executive
29	Outside Referral	2 0	1. General Sales Manager 2. Account Executive
30	Indeed.com	5 2	1. General Sales Manager 2. Account Executive
31	Asher College 6029 W Charleston Blvd Las Vegas, NV 89146	0 0	1. General Sales Manager 2. Account Executive
32	One Stop Career Center 6330 W Charleston BLVD #190 Las Vegas, NV 89146 702-822-4200	0 0	1. General Sales Manager 2. Account Executive
33***	Las Vegas Urban League 3575 W Cheyenne Ave #101 Las Vegas, NV 89032 Joseph Serrao 702-636-3949	0 0	1. General Sales Manager 2. Account Executive
34	Urban Chamber of Commerce 1951 Stella Lake Street Suite 26 Las Vegas, NV 89106 702-648-6222	0 0	3. General Sales Manager 1. Account Executive
35	UNLV Career Link	0 0	1. General Sales Manager 2. Account Executive