

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, 2023 – May 31st, 2024.

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
Traffic Coordinator	1-35	Employee Referral	10
Digital Fulfillment Coordinator	1-35	Indeed	9
Office Assistant	1-35	Indeed	8

Total number of persons interviewed during applicable period: 27.

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.	6/1/23-5/31/24	Melissa Meyer/ EEO	Lotus Broadcasting
Menu Option #6 Lotus Broadcasting listed all	6/1/23-5/31/24	Danielle Gradillas / Business Manager	Lotus Broadcasting

Job Openings on the UNLV Job Board which promotes outreach to students looking to get into the Broadcasting industry.			
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.	6/1/23-5/31/24	Station Staff	Lotus Broadcasting / Nevada Broadcasters
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.	6/1/23-5/31/24	Station Management	Lotus Broadcasting
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.	6/2/23-5/17/24	Sales Team	Kapi Thomas / Digital Director
Menu Option #10 Ruben Gurerro attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting learning all about broadcasting while earning a scholarship to Cristo Rey.	9/1/23-5/31/24	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School
Menu Option #10 Luz Alegria attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting	09/01/23-5/31/24	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School

learning all about broadcasting while earning a scholarship to Cristo Rey.			
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.	09/1/23-5/31/24	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.	9/1/23-5/31/2024	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 West Career and Technical Academy 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.	2/1/24	Kevin Krall / Engineering Department	Lotus Broadcasting / Nevada Broadcasters / West Career and Technical Academy
Menu Option #10 Lotus Broadcasting Management and Nevada Broadcasters held a panel discussion with Cimmaron 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.	3/20/2024	Kevin Krall / Engineering Department	Lotus Broadcasting / Nevada Broadcasters / Cimmaron High School
Menu Option #3 Lotus Broadcasting participated in the UNLV Journalism and Media Studies job Fair.	4/10/24	Natalie Marsh / General Manager, Q Myers / Sports Program Director, Steph MacKenzie / KXPT Program Director	Lotus Broadcasting / UNLV School or Journalism & Media Studies

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 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
2	Las Vegas Career Job Fair	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
3	El Tiempo Newspaper	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
4	Las Vegas Review Journal	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
5	Walk-Ins	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
6	KBAD / KENO / KOMP / KXPT/ KWWN / KWID / KENO / KLAV on-air advertisement	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
7	In-House Station Postings	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
8	KOMP Web Site www.komp.com	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
9	KXPT Web Site www.point97.com.com	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
10	KRLV Web Site www.lvsportsnetwork.com	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
11	KKGK Website www.lvsportsnetwork.com	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
12	KWWN Website www.lvsportsnetwork.com	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
13	KWID Website www.labuenalv.com	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
14	KLAV Website www.lacalientelv.com	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
15	KENO Website www.lvsportsnetwork.com	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office 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	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
17	State of Nevada Dept of Employment Malisa Celaya	0 0	1. Traffic Coordinator 2. Digital Fulfillment

	701 N. Rancho Drive Las Vegas NV 89106 Fax: 702-486-1438	0	3. Coordinator Office Assistant
18	Department of Veteran Affairs Nestor Hernandez 4800 Alpine Pl Suite #12 Las Vegas NV Fax: 702-258-5992	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
19***	Boulder City Chamber of Commerce Job Bank 1305 Arizona St Boulder City, NV 89005 Fax: 702-293-0574	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
20	Henderson Chamber of Commerce Job Bank 590 S. Boulder Hwy Henderson, NV 89015 Fax: 702-565-3115	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
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	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
22***	Appleone Employment Servies Jennifer Peck 3900 Paradise Rd Suite G Las Vegas NV 89109 Fax: 734-1555	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
23	Office Team Carrie Ann Torres 3753 Howard Hughes Pkwy Las Vegas NV 702-732-1016	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
24***	Asian Chamber of Commerce Sandi Saito 2560 Montessouri St Suite 205 Las Vegas NV 89117 Fax: 702-636-9240	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
25***	Nevada Job Connect Glynn Coleman 3405 S. Maryland Pkwy Las Vegas NV 89109 Fax: 486-7914	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
26	College of Southern Nevada Job Bank Fax: 702-651-4612	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
27	Catholic Charities of Southern Nevada Job Bank 1501 Las Vegas Blvd Las Vegas NV 89101 Fax: 702-384-0677	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
28***	Nevada Broadcasters 1050 E. Flamingo Rd #S-110 Las Vegas, NV 89119 794-4994 794-4997 – Fax	0 0 2	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
29	Outside Referral	0 0 0	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
30	Indeed.com	8 9	1. Traffic Coordinator 2. Digital Fulfillment Coordinator 3. Office Assistant
31	Asher College	6 0	1. Traffic Coordinator

	6029 W Charleston Blvd Las Vegas, NV 89146	0	2. Digital Fulfillment Coordinator
		0	3. Office Assistant
32	One Stop Career Center 6330 W Charleston BLVD #190 Las Vegas, NV 89146 702-822-4200	0	1. Traffic Coordinator
		0	2. Digital Fulfillment Coordinator
		0	3. Office Assistant
33***	Las Vegas Urban League 3575 W Cheyenne Ave #101 Las Vegas, NV 89032 Joseph Serrao 702-636-3949	0	1. Traffic Coordinator
		0	2. Digital Fulfillment Coordinator
		0	3. Office Assistant
34	Urban Chamber of Commerce 1951 Stella Lake Street Suite 26 Las Vegas, NV 89106 702-648-6222	0	1. Traffic Coordinator
		0	2. Digital Fulfillment Coordinator
		0	3. Office Assistant
35	UNLV Career Link	0	1. Traffic Coordinator
		0	2. Digital Fulfillment Coordinator
		0	3. Office Assistant