

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, 2024 – May 31st, 2025.

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
Account Executive	1-35	Employee Referral	5

Total number of persons interviewed during applicable period: 5.

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.	6/1/24-5/31/25	Melissa Meyer/ EEO	Lotus Broadcasting
Menu Option #6 Lotus Broadcasting listed all Job Openings on the UNLV Job Board which promotes outreach to students looking to get into	6/1/24-5/31/25	Danielle Gradillas / Business Manager	Lotus Broadcasting

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.	6/1/24-5/31/25	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.	6/1/24-5/31/25	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.	6/2/24-5/17/25	Sales Team	Kapi Thomas / Digital Director
Menu Option #10 Ricardo Martinez attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting learning all about broadcasting while earning a scholarship to Cristo Rey.	9/1/24-5/31/25	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School
Menu Option #10 Dayelin Bonilla attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting learning all about broadcasting while earning a scholarship to Cristo Rey.	09/01/24-5/31/25	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School

Menu Option #10 Luis Martinez attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting learning all about broadcasting while earning a scholarship to Cristo Rey.	09/1/24-5/31/25	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School
Menu Option #10 Jerry Soriano attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting learning all about broadcasting while earning a scholarship to Cristo Rey.	9/1/24-5/31/2025	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School
Menu Option #14 The annual Lotus Communications Corp. Managers' meeting was held Wednesday, November 6, 2024 - Friday, November 8, 2024 in Los Angeles, California. The Corporate agenda was dedicated in part to the continuing effort to train and provide station management information to ensure equal opportunity and the prevention of discrimination. The Chief Compliance officer held individual meetings with station management to review and discuss the continuing effort to provide equal opportunities for current and future job openings. All menu options were reviewed to determine their effectiveness and how to proceed and enhance the individual station Outreach program. Station management was encouraged to create Outreach campaigns that reach a diverse and significant portion of the community they serve. The stations continue to widely disseminate information about job openings through various online portals and their recruitments lists. Stations are required to review their respective recruitment lists to make sure they are updated with organizations that wish to be contacted when job openings occur. As part of Lotus' commitment to ensure a safe working environment for current and future employees, all stations conduct monthly	11/6/24-11/8/24	Natalie Marsh / General Manager, Danielle Gradillas / Business Manager	Lotus Broadcasting

EEO meetings reinforcing their non-discrimination mission statement and provide an opportunity to share ideas about upcoming and future Outreach programs.			
Menu Option #3 Lotus Broadcasting participated in the West Coast Job Fair	11/13/2024	Melissa Meyer / EEO Coordinator, Steph MacKenzie / Program Director, Brandon Hahn / Program Director, Dave Martin / Production Manager	Lotus Broadcasting / West Coast Job Fairs
Menu Option #3 Lotus Broadcasting participated in the West Coast Job Fair	3/19/2025	Natalie Marsh / General Manager, Lorrin Bond / Music Director	Lotus Broadcasting / Nevada Broadcasters / Cimmaron High School
Menu Option #3 Lotus Broadcasting participated in the UNLV Journalism and Media Studies job Fair.	4/9/25	Danielle Gradillas / Business Manager, Brandon Hahn / 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	1. Account Executive
2	Las Vegas Career Job Fair	0	1. Account Executive
3	El Tiempo Newspaper	0	1. Account Executive
4	Las Vegas Review Journal	0	1. Account Executive
5	Walk-Ins	0	1. Account Executive
6	KBAD / KENO / KOMP / KXPT / KWWN / KWID / KENO / KLAV on-air advertisement	0	1. Account Executive
7	In-House Station Postings	0	1. Account Executive
8	KOMP Web Site www.komp.com	0	1. Account Executive
9	KXPT Web Site www.point97.com.com	0	1. Account Executive
10	KRLV Web Site www.lvsportsnetwork.com	0	1. Account Executive
11	KKGK Website www.lvsportsnetwork.com	0	1. Account Executive
12	KWWN Website www.lvsportsnetwork.com	0	1. Account Executive
13	KWID Website	0	1. Account Executive

	www.labuenalv.com		
14	KLAV Website www.lacalientelv.com	0	1. Account Executive
15	KENO Website www.lvssportsnetwork.com	0	1. 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	1. Account Executive
17	State of Nevada Dept of Employment Malisa Celaya 701 N. Rancho Drive Las Vegas NV 89106 Fax: 702-486-1438	0	1. Account Executive
18	Department of Veteran Affairs Nestor Hernandez 4800 Alpine Pl Suite #12 Las Vegas NV Fax: 702-258-5992	0	1. Account Executive
19***	Boulder City Chamber of Commerce Job Bank 1305 Arizona St Boulder City, NV 89005 Fax: 702-293-0574	0	1. Account Executive
20	Henderson Chamber of Commerce Job Bank 590 S. Boulder Hwy Henderson, NV 89015 Fax: 702-565-3115	0	1. 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	1. Account Executive
22***	Appleone Employment Servies Jennifer Peck 3900 Paradise Rd Suite G Las Vegas NV 89109 Fax: 734-1555	0	1. Account Executive
23	Office Team Carrie Ann Torres 3753 Howard Hughes Pkwy Las Vegas NV 702-732-1016	0	1. Account Executive
24***	Asian Chamber of Commerce Sandi Saito 2560 Montessouri St Suite 205 Las Vegas NV 89117 Fax: 702-636-9240	0	1. Account Executive
25***	Nevada Job Connect Glynn Coleman 3405 S. Maryland Pkwy Las Vegas NV 89109 Fax: 486-7914	0	1. Account Executive
26	College of Southern Nevada Job Bank Fax: 702-651-4612	0	1. Account Executive
27	Catholic Charities of Southern Nevada Job Bank 1501 Las Vegas Blvd Las Vegas NV 89101 Fax: 702-384-0677	0	1. Account Executive
28***	Nevada Broadcasters	0	1. Account Executive

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