

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, 2019 – May 31st, 2020.

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
Program Director	1-35	Outside Referral	9
Assistant Program Director	1-35	Employee Referral	9 (same as above)
On-Air Talent	1-35	In House Station Posting	7

Total number of persons interviewed during applicable period: 16

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.	6/1/19-5/31/20	Melissa Meyer/ EEO	Lotus Broadcasting
Menu Option #6 Lotus Broadcasting listed all Job Openings on the UNLV Job	6/1/19-5/31/20	Danielle Gradillas / Business Manager	Lotus Broadcasting

Board which promotes outreach to students looking to get into the Broadcasting industry.			
<p>Menu Option #7</p> <p>Lotus Broadcasting participated in the Tony & Linda Bonnici scholarship program that is designed to assist students interested in pursuing a career in broadcasting.</p>	6/1/19-5/31/20	Tony Bonnici / V.P.	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 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>	6/1/19-5/31/20	Station Management	Lotus Broadcasting
<p>Menu Option #14</p> <p>The Lotus Communications Corp. Annual Managers' meeting was held November 5, 2019 – November 7, 2019 in Tucson, Arizona. A significant portion of the agenda was dedicated to our continuing effort to review and provide guidance and training to ensure equal opportunity and the prevention of discrimination. The Chief Compliance Officer held individual meetings with each manager reviewing and discussing on going efforts to provide equal opportunities for current and future job openings. All menu Options were examined to determine their effectiveness and how to enhance the individual station outreach program. The stations are encouraged to create Outreach campaigns that reach a diverse and significant segment of the community they</p>	11/05/19-11/7/19	Natalie Marsh / General Manager – English & Jesse Leeds / General Manager – Spanish	Lotus Broadcasting

<p>serve. Even though it is now acceptable to meet your obligation to widely disseminate information about job openings solely through the use of online recruitment sources, Lotus requires every station unit to review recruitment lists and to inform those organizations that wish to be notified when job openings occur. A review of monthly EEO meetings were discussed. Lotus requires each station to conduct a monthly EEO meeting. These meetings are designed to review Lotus' Equal Employment Opportunity policy and the importance on non-discrimination as it relates to hiring and workplace environment. Discussions also include how the station can improve upon their Outreach programs with new creative ideas on how to reach their community. Additional discussions include Public Service Announcements and their Public Affairs programming.</p>			
<p>Menu Option #10 Keilyn Prado attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting learning all about broadcasting while earning a scholarship to Cristo Rey.</p>	9/9/19-3/13/20	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School
<p>Menu Option #10 Juan Maldonado attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting learning all about broadcasting while earning a scholarship to Cristo Rey.</p>	9/9/19-3/13/20	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School
<p>Menu Option #10 Enrique Reyes - Avila attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting learning all about broadcasting while earning a scholarship to Cristo Rey.</p>	9/9/19-3/13/20	Natalie Marsh / General Manager	Lotus Broadcasting / Cristo Rey St Viator College Preparatory High School
<p>Menu Option #10 Veronica Macedo attending Cristo Rey St Viator College Preparatory High School, interning for Lotus Broadcasting</p>	9/9/19-3/13/20	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.			

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

	www.labuenalv.com	0 0	2. Assistant Program Director 3. On-Air Talent
14	KLAV Website www.lacalientelv.com	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
15	KENO Website www.lvssportsnetwork.com	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
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. Program Director 2. Assistant Program Director 3. On-Air Talent
17	State of Nevada Dept of Employment Malisa Celaya 701 N. Rancho Drive Las Vegas NV 89106 Fax: 702-486-1438	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
18	Department of Veteran Affairs Nestor Hernandez 4800 Alpine Pl Suite #12 Las Vegas NV Fax: 702-258-5992	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
19***	Boulder City Chamber of Commerce Job Bank 1305 Arizona St Boulder City, NV 89005 Fax: 702-293-0574	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
20	Henderson Chamber of Commerce Job Bank 590 S. Boulder Hwy Henderson, NV 89015 Fax: 702-565-3115	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
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. Program Director 2. Assistant Program Director 3. On-Air Talent
22***	Appleone Employment Servies Jennifer Peck 3900 Paradise Rd Suite G Las Vegas NV 89109 Fax: 734-1555	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
23	Office Team Carrie Ann Torres 3753 Howard Hughes Pkwy Las Vegas NV 702-732-1016	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
24***	Asian Chamber of Commerce Sandi Saito 2560 Montessori St Suite 205 Las Vegas NV 89117 Fax: 702-636-9240	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
25***	Nevada Job Connect Glynn Coleman 3405 S. Maryland Pkwy Las Vegas NV 89109 Fax: 486-7914	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
26	College of Southern Nevada Job Bank Fax: 702-651-4612	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent

27	Catholic Charities of Southern Nevada Job Bank 1501 Las Vegas Blvd Las Vegas NV 89101 Fax: 702-384-0677	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
28***	Nevada Broadcasters 1050 E. Flamingo Rd #S-110 Las Vegas, NV 89119 794-4994 794-4997 – Fax	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
29	Outside Referral	4 4 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
30	Indeed.com	3 3 6	1. Program Director 2. Assistant Program Director 3. On-Air Talent
31	Asher College 6029 W Charleston Blvd Las Vegas, NV 89146	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
32	One Stop Career Center 6330 W Charleston BLVD #190 Las Vegas, NV 89146 702-822-4200	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
33***	Las Vegas Urban League 3575 W Cheyenne Ave #101 Las Vegas, NV 89032 Joseph Serrao 702-636-3949	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
34	Urban Chamber of Commerce 1951 Stella Lake Street Suite 26 Las Vegas, NV 89106 702-648-6222	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent
35	UNLV Career Link	0 0 0	1. Program Director 2. Assistant Program Director 3. On-Air Talent