

## 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 1<sup>st</sup> 2014 – May 31<sup>st</sup> 2015

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
Digital Content Manager	1-39	Indeed.com	11
On-Air Talent	Exigent Circumstances	See Attached	
On-Air Talent	1-39	Employee Referral	5

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	6/1/14-5/31/15	Andrew Kolb/ EEO	Lotus Broadcasting

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.			
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.	6/1/14-5/31/15	Tony Bonnici / General Manager	Lotus Broadcasting / Nevada Broadcasters
Menu Option #10 Morgan Lombardo attending Bishop Gorman High School, taking communications classes, earned class credits interning at Lotus Broadcasting.	6/1/14-8/25/14	Danielle Gradillas / Business Manager	Lotus Broadcasting
Menu Option #10 Evan Fonfa attending UNLV, taking communications classes, earned class credits interning at Lotus Broadcastings Sports Stations.	6/1/14-8/25/15	Julie Samuelson / Program Director	Lotus Broadcasting,
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	6/1/14-5/31/15	Station Management	Lotus Broadcasting

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.			
Menu Option #1 Lotus Broadcasting participated in the NAACP National Convention Diversity Career Fair.	7/22/14	Andrew Kolb / EEO Coordinator/S.M. Jesse Leeds / GSM	NCCAP – Michael J. Hall / Executive V.P.
Menu Option #14 In lieu of the 2014 Annual Lotus Corporate Management meeting in which the FCC EEO Outreach program and ongoing training preventing discrimination is discussed, a memo regarding EEO Outreach rules, regulations and specific practices was submitted for acknowledgement by station management. The purpose was to ensure equal opportunity and nondiscrimination in every aspect of the station employment policy and practice.	5/19/2015	Tony Bonnici / General Manager	Lotus Broadcasting

## 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	0 0 1	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2

2	Las Vegas Career Job Fair	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
3	El Tiempo Newspaper	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
4	Las Vegas Review Journal	2 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
5	Walk-Ins	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
6	KBAD / KENO / KOMP / KXPT/ KWWN on-air advertisement	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
7	In-House Station Postings	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
8	KOMP Web Site www.wearelv.com	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
9	KXPT Web Site www.wearelv.com	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
10	KBAD Web Site www.wearelv.com	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
11	KENO / KWID Web Site	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
12	KWWN Website www.wearelv.com	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
13*	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. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
14*	Recruiting Nevada Mark Junium 8681 W. Sahara Ave Las Vegas NV 89117 Fax: 702-240-4120	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
15	Nevada Hospitality Foundation 1500 E. Tropicana Ace Las Vegas NV 89113 Fax 702-740-8606	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2

16	State of Nevada Dept of Employment Malisa Celaya 701 N. Rancho Drive Las Vegas NV 89106 Fax: 702-486-1438	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
17	Department of Veteran Affairs Nestor Hernandez 4800 Alpine Pl Suite #12 Las Vegas NV Fax: 702-258-5992	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
18	Boulder City Chamber of Commerce Job Bank 1305 Arizona St Boulder City, NV 89005 Fax: 702-293-0574	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
19	Henderson Chamber of Commerce Job Bank 590 S. Boulder Hwy Henderson, NV 89015 Fax: 702-565-3115	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
20	North Las Vegas Chamber of Commerce Job Bank 2290 McDaniel St North Las Vegas, NV 89101 Fax: 702-642-0439	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #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	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
22*	Appleone Employment Servies Jennifer Peck 3900 Paradise Rd Suite G Las Vegas NV 89109 Fax: 734-1555	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
23*	Job Center Roger Gasper 1401 N . Decatur Blvd Las Vegas NV Fax: 702-486-7914	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
24	Office Team Carrie Ann Torres 3753 Howard Hughes Pkwy Las Vegas NV 702-732-1016	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2

25	Clark County Urban League Ms Linda Lesure 930 W. Owens Ave Las Vegas NV 89106 Fax: 636-9240	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
26	Asian Chamber of Commerce Sandi Saito 2560 Montessori St Suite 205 Las Vegas NV 89117 Fax: 702-636-9240	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
27*	Latin Chamber of Commerce Mark Maniscalco 300 N. 13 <sup>th</sup> St Las Vegas NV 89101 Fax: 702-385-2614	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
28	Vegas Career Connection Roque P. Perea 2300 W. Sahara Ave Las Vegas NV 89102 Fax: 702-856-4478	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
29*	Nevada Job Connect Glynn Coleman 3405 S. Maryland Pkwy Las Vegas NV 89109 Fax: 486-7914	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
30	Tech Skills Jim Guynel 1050 E. Flamingo Rd Suite #R-180 Las Vegas NV 89119 Fax: 702-836-3583	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
31	College of Southern Nevada Job Bank Fax: 702-651-4612	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
32	Catholic Charities of Southern Nevada Job Bank 1501 Las Vegas Blvd Las Vegas NV 89101 Fax: 702-384-0677	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
33*	National Association of Latin Americans Sherry Eason 323 N. Maryland Pkwy Las Vegas NV 89101 Fax: 702-383-7021	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
34*	Nevada Association of Broadcasters	0	1. Digital Content Manager

	Earlene Lefler 1050 E. Flamingo Rd #S-110 Las Vegas, NV 89119 794-4994 794-4997 - Fax	0 0	2. On-Air Talent #1 3. On-Air Talent #2
35	Outside Referral	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
36*	Ohio Center for Broadcasting Mark Lillie 303-975-0386 - Fax	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
37*	NAACP Jennifer Thomas 702-369-1342 - Fax	0 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
38	Indeed.com	7 0 0	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2
39	ZipRecruiter.com	2 0 4	1. Digital Content Manager 2. On-Air Talent #1 3. On-Air Talent #2

Exigent Circumstances

Re: On-Air Talent

Confidentiality was required for this hire as not to alert competitors of the stations plans.