

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 the following stations: KQXR, KRVB, KTHI, KJOT.

Lotus Boise Corp, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and to ensuring 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, 2019 – May 31, 2020

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed from All Sources
Traffic Assistant	1-19, 26-35	30	6
Account Executive	1-19, 26-35	22	5
Engineering Assistant	1-24, 26-35	28	5
Account Executive	1-24, 26-35	35	3

Total number of persons interviewed during applicable period: 19

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
<p><u>Menu Option #16</u> – Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities: Each month, station management personnel meet to discuss our EEO mission statement, including but not limited to, upcoming menu options that promote 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>	<p>June 1, 2019 - May 31, 2020</p>	<p>Lotus Boise Corp Hiring Managers</p>	<p>Lotus Boise Corp</p>

<p><u>Menu Option #8</u> – Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions: In the current year, an employee who was hired as a Remote Tech, is training in the Engineering Department to learn the responsibilities of the Engineer and to be able to assist the Chief Engineer. Remote techs are trained to run the board, on air traffic reporting, and front desk. In the current year we had 2 remote techs be trained to run the boards. One of them was trained for on air traffic reporting and front desk.</p>	<p>June 1, 2019 – May 31, 2020</p>	<p>All Lotus Boise Corp Management and Employees</p>	<p>Lotus Boise Corp</p>
<p><u>Menu Option #1</u> – Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions: Hiring Managers attended the IBL Career Fairs at Nampa Civic Center, Courtyard by Marriott in Meridian, Galaxy Event Center at Wahooz in Meridian and Ford Idaho Center, Nampa.</p>	<p>Aug 14, 2019, Sept 10, 2019, Jan 14, 2020, Mar 11, 2020.</p>	<p>Lotus Boise Corp Hiring Managers</p>	<p>Idaho Business League</p>
<p><u>Menu Option #16</u> – Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities: We had a student shadow the KQXR morning show for a senior project. Her assignment was to write a 3-page paper about the industry and what she learned accompanied by a 10 min in class presentation. Items covered were the different paths to get into radio as a career, studio equipment, on air work, commercial production, voice tracking, and music scheduling. She also attended various meetings over the 3 days.</p>	<p>July 16-18, 2019</p>	<p>KQXR Morning Show</p>	<p>Lotus Boise Corp/Ridgevue High School, Caldwell, ID</p>

<p><u>Menu Option #16</u> – Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities: We had a student from shadow the KQXR morning show. He had to write a 3-page paper about a job that used audio as part of its everyday job function. He was introduced to the computer automation systems, pulling, and using additional audio and editing and playback of interviews. They also discussed the medium of radio and how social media, video production, and live streaming impacted the audience and the station in general.</p>	<p>Dec 6, 2019</p>	<p>KQXR Morning Show</p>	<p>Lotus Boise Corp/College of Western Idaho, Nampa, ID</p>
<p><u>Menu Option #16</u> – Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities: We had a student shadow the Productions Director. This was for a career planning project. He was given an overall understanding about how commercial broadcast radio operates as well as the basics of digital audio editing. He observed a sound check for our in-studio sessions.</p>	<p>Sept 26, 2019</p>	<p>Production Director</p>	<p>Lotus Boise Corp/Nyssa High School, Nyssa, OR</p>

<p><u>Menu Option #16</u> – Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities: We had a student from Boise State University at the station for his Marketing 321 “Professional Selling” course project. He met with various managers to discuss selling radio and other aspects of radio. He attended the weekly promotions meeting which is attended by Program Directors and sales. He also went out on sales call with an AE.</p>	<p>Feb 26, 2020</p>	<p>General Manager, General Sales Manager, & Promotions Dir</p>	<p>Lotus Boise Corp/BSU</p>
<p><u>Menu Option #5</u> – Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. We had two interns this year earning credits. They were exposed to all aspects of Programming from remote tech to on-air. They also observed sales and promotion meetings.</p>	<p>June 4, 2019 – July 24, 2019 & Oct 15, 2019 – Dec 10, 2019</p>	<p>Operations Mgr, Promotion Dir, Production Dir, & Air Staff</p>	<p>Lotus Boise Corp/BSU & University of ID</p>
<p><u>Menu Option #6-</u> Participate in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies). Listing of all job vacancies on the Idaho Association of Broadcasters website which promotes outreach generally plus serves as an important information resource for Idaho’s Radio and Television broadcast stations, addressing questions and concerns. They also respond to questions and concerns from the public, providing a better understanding of the role</p>	<p>June 1, 2019- May 31, 2020</p>	<p>Tammy Jo Baxter/EEO</p>	<p>Lotus Boise Corp</p>

<p>broadcasters play in their communities and in their interest.</p>			
<p><u>Menu Option #16</u> – Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities: Hiring Managers attended the Boise State Fall Career Fair on the University Campus.</p>	<p>Oct 16, 2019</p>	<p>Lotus Boise Corp Hiring Managers</p>	<p>Boise State University</p>
<p><u>Menu Option #14</u> - Provision of training to management as to methods of ensuring equal opportunity and preventing discrimination. The Lotus Communications Corp. Annual Managers' meeting was held November 5, 2019 through 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.</p> <p>The Chief Compliance Officer held individual meetings with each manager reviewing and discussing on-going efforts to provide equal</p>	<p>Nov 5, 2019- Nov 7 2019</p>	<p>All Lotus Corp Management</p>	<p>Lotus Communications Corp</p>

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 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 unit to conduct a monthly EEO meeting. These meetings are designed to review Lotus' Equal Employment Opportunity policy and the importance of 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.

RECRUITMENT SOURCES:

* Designates an entity requesting notification

# Source	Recruitment Source: Name, Address, Contact Person, Telephone Number	Total No. Interviewees Provided by Source for Period	Full-time Positions for Which This Source Was Utilized
1	*Boise State Univ Cultural Ctr & Women's Ctr Evangeline Beaver 1910 University Drive Boise, ID 83725 Ph: 208-426-5950 Email: evangelinebeaver@boisestate.edu	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
2	*Boise State Univ ESL/OELA(Organization of Latino American Students) Ramon Silva 1910 University Drive Boise, ID 83726 Ph: 208-426-3038 Email: rsilva@boisestate.edu	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
3	BSU Career Center Vickie Coale 1910 University Drive Boise, ID 83725 Ph: 208-426-1747 Fax: 208-426-3437 career@boisestate.edu	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
4	College of Idaho Jennifer Riddle 2112 Cleveland Blvd Caldwell, ID 83605 Ph: 208-459-5011 Fax: 208-459-5849 Email: jriddle@collegeofidaho.edu	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive

5	*College of Western Idaho Lori Yellen 5500 East Opportunity Drive Nampa, ID 83687 Ph: 208-562-3000 Email: hr@cwidaho.cc https://cwidaho-csm.symplicity.com/	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
6	Commission of Hispanic Affairs Lymaris Blackmon 5460 W Franklin Rd Boise, ID 83705 Ph: 208-334-3776 Fax: 208-334-3778 Email: lymaris.ortizperez@icha.idaho.gov	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
7	Idaho Department of Labor Darren Rux 317 West Main Street Boise, ID 83735 Ph: 208-332-3575 Fax: 208-334-6222 Darren.rux@labor.idaho.gov www.labor.idaho.gov boisemail@labor.idaho.gov www.idahoworks.gov/ada	1 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
8	Idaho Dept of Labor – Veterans Representative Matt Bennett 317 W Main Street Boise, ID 83735 Ph: 208-334-6222 boisemail@labor.idaho.gov www.labor.idaho.gov	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive

9	*Idaho Commerce & Labor Grant Gibson 317 W Main Street Boise, ID 83735 Ph: 208-334-6222 ext 4327 Email: boisemail@labor.idaho.gov	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
10	Idaho Commerce & Labor Monica Nieto 205 E Watertower Lane Meridian, ID 83642 Ph: 208-364-7785 Ext 3594 Email: Ofelia.Morales@labor.idaho.gov	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
11	Idaho Human Rights Joanna Magdaleno 317 W Main Boise, ID 83702 Ph: 208-334-2872 Fax: 208-334-2664 www.labor.idaho.gov inquiry@ihrc.idaho.gov	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
12	*Idaho State Broadcasters Assoc Connie Searles 1674 Hill Road, Ste 3 Boise, ID 83702 Ph: 208-345-3072 Email: isba@idahobroadcasters.org www.careerpage.org	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
13	Idaho Women in Leadership Debbie Field 800 W Main St 10 th Floor Boise, ID 83702 Ph: 208-830-4303 debbie@I-WIL.com	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive

14	NAACP Treasure Valley Branch Mary Toy PO Box 8436 Boise, ID 83707 Ph: 208-395-8300 Ext 57 Fax: 208-395-8333 Email: mtoy3@hotmail.com	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
15	*Northwest Nazarene Univ Amanda Marble 623 S University Blvd Nampa, ID 83686 Ph: 208-467-8767 Email: career@nnu.edu	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
16	Stevens-Henager College- Boise David Massengale 1444 S Entertainment Ave Boise, ID 83709 Ph: 208-383-4540 david.massengale@stevenshenager.edu	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
17	Stevens-Henager College – Nampa David Massengale 16819 N Marketplace Blvd Nampa, ID 83687 Ph: 208-383-4540 david.massengale@stevenshenager.edu	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
18	Treasure Valley Community College 205 S 6th Ave Caldwell, ID 83605 Ph: 208-454-9911 slogan@tvcc.cc	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
19	University of Idaho – Boise 322 East Front Street Boise, ID 83712 boise@uidaho.edu	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive

20	Idaho Community Action Network 3450 W. Hill Rd Boise, ID 83703 Ph: 208-385-9146 Email: idahocan@idahocan.org	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
21	Idaho Community Foundation 210 W State St Boise, ID 83702 Ph: 208-342-3535 Email: elly@idahocf.org	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
22	Idaho Humanities Council 217 W State St Boise, ID 83702 Ph: 208-345-5346 Email: info@idahohumanities.org	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
23	Junior League of Boise 138 S Cole Rd Boise, ID 83709 Ph: 208-424-5011 Email: office@jlboise.org	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
24	Women & Children's Alliance 720 W Washington St Boise, ID 83702 Ph: 208-343-3688 Email: info@wcaboise.org	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
25	www.allaccess.com	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
26	Craigslist.org https://boise.craigslist.org/	1 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive

27	Indeed.com www.indeed.com 6433Champion Grandview Way Building 1, Austin, TX 78750	0 4 4 2	Traffic Assistant Account Executive Engineering Assistant Account Executive
28	Email to all employees/In-House Bulletin	1 0 1 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
29	Radio Ads on station(s) KQXR, KRVB, KTHI, KJOT	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
30	Notice on Lotus Boise Corp Website(s) (KQXR, KRVB, KTHI, KJOT)	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
31	Streaming	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
32	Employee Referral	1 1 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
33	Client Referral	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive

34	Walk-in	0 0 0 0	Traffic Assistant Account Executive Engineering Assistant Account Executive
35	Word of Mouth	2 0 0 1	Traffic Assistant Account Executive Engineering Assistant Account Executive