

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: Dec 12, 2018 – May 31, 2019

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed from All Sources

Total number of persons interviewed during applicable period: 0

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>Feb 26, 2019 - May 31, 2019</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.</p>	<p>March 1, 2019-5/31/19</p>	<p>All Lotus Boise Corp Management and Employees</p>	<p>Lotus Boise Corp</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 IBL Career Fairs at the Courtyard by Marriott, & Nampa Civic Center.</p>	<p>March 12, 2019 & May 8, 2019</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: Hiring Manager attended the Idaho Dept of Labor Job Fair at 317 W Main St.</p>	<p>April 17, 2019</p>	<p>Lotus Radio Corp Hiring Managers</p>	<p>Idaho Dept of Labor</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 Vale High School shadow the KQXR morning show for a senior project. She observed the morning show and asked questions about radio and how one might enter the profession. She was given a tour and was given a tutorial on radio production.</p>	<p>March 15, 2019</p>	<p>KQXR Morning Show</p>	<p>Lotus Boise Corp/Vale High School</p>

<p><u>Menu Option #14</u> - Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination. All Employees were required to take the online Harassment Prevention Training Course through Employers Group.</p>	<p>Feb 14, 2019 – April 19, 2019</p>	<p>All Employees</p>	<p>Employers Group</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 broadcasters play in their communities and in their interest.</p>	<p>Dec 12, 2018- May 31, 2019</p>	<p>Tammy Jo Baxter/EEO</p>	<p>Lotus Boise Corp</p>

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		
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		
3	BSU Career Center Vickie Coale 1910 University Drive Boise, ID 83725 Ph: 208-426-1747 Fax: 208-426-3437 career@boisestate.edu		
4	College of Idaho Jennifer Riddle 2112 Cleveland Blvd Caldwell, ID 83605 Ph: 208-459-5011 Fax: 208-459-5849 Email: jriddle@collegeofidaho.edu		

5	<p>*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/</p>		
6	<p>Commission of Hispanic Affairs Lymarís Blackmon 5460 W Franklin Rd Boise, ID 83705 Ph: 208-334-3776 Fax: 208-334-3778 Email: lymaris.ortizperez@icha.idaho.gov</p>		
7	<p>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</p>		
8	<p>Idaho Dept of Labor – Veterans Representative Matt Bennett 317 W Main Street Boise, ID 83735 Ph: 208-334-6222 www.labor.idaho.gov</p>		

9	<p>*Idaho Commerce & Labor Carolyn Ziegler 219 W Main Street Boise, ID 83735 Ph: 208-332-3570 ext 3285 Email: ctiegler@cl.idaho.gov</p>		
10	<p>Idaho Commerce & Labor Monica Nieto 205 E Watertower Lane Meridian, ID 83642 Ph: 208-364-7785 Ext 3594 Email: Ofelia.Morales@labor.idaho.gov</p>		
11	<p>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</p>		
12	<p>*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</p>		
13	<p>Idaho Women in Leadership Debbie Field 800 W Main St 10th Floor Boise, ID 83702 Ph: 208-830-4303 info@I-WIL.com</p>		

14	<p>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</p>		
15	<p>*Northwest Nazarene Univ Amanda Marble 623 S University Blvd Nampa, ID 83686 Ph: 208-467-8767 Email: career@nnu.edu</p>		
16	<p>Stevens-Henager College- Boise David Massengale 1444 S Entertainment Ave Boise, ID 83709 Ph: 208-383-4540 david.massengale@stevenshenager.edu</p>		
17	<p>Stevens-Henager College – Nampa David Massengale 16819 N Marketplace Blvd Nampa, ID 83687 Ph: 208-383-4540 david.massengale@stevenshenager.edu</p>		
18	<p>Treasure Valley Community College 205 S 6th Ave Caldwell, ID 83605 Ph: 208-454-9911 slogan@tvcc.cc</p>		
19	<p>University of Idaho – Boise 322 East Front Street Boise, ID 83712 boise@uidaho.edu</p>		

20	www.allaccess.com		
21	Craigslist.org https://boise.craigslist.org/		
22	Indeed.com www.indeed.com 6433Champion Grandview Way Building 1, Austin, TX 78750		
23	Email to all employees/In-House Bulletin		
24	Radio Ads on station(s) KQXR, KRVB, KTHI, KJOT		
25	Notice on Lotus Boise Corp Website(s) (KQXR, KRVB, KTHI, KJOT)		

26	Streaming		
27	Employee Referral		
28	Client Referral		
29	Walk-in		
30	Word of Mouth		