

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) 101.5FM/KPLZ, 570AM/KVI, 1000AM/KNWN, 97.7FM/KNWN.

Lotus Seattle Corp., an equal opportunity employer, provides broad outreach regarding job vacancies, and to ensure equal opportunity in employment and non-discrimination in all 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 October 1st, 2023 –
September 30th, 2024**

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
Account Executive -1	See Attached Recruitment Sources 1-33	Indeed (Source # 7)	6
Business Manager	See Attached Recruitment Sources 1-33	Recruiter (Source # 2)	5
News Producer	See Attached Recruitment Sources 1-33	Employee Referral (Source # 1)	5
Sales Coordinator	See Attached Recruitment Sources 1-33	Linked In (Source # 9)	4
Production Director	See Attached Recruitment Sources 1-33	Employee Referral (Source # 1)	9
News Anchor	See Attached Recruitment Sources 1-33	Ongoing	5
Account Executive -1	See Attached Recruitment Sources 1-33	Employee Referral (Source # 1)	6

Total number of persons interviewed during applicable period: 40.

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
6) Participation in job bank to promote outreach generally	Oct 2023-Sep 2024	Melissa Frederick, Samantha Kuoch	Washington State Association of Broadcasters
14) Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination	Nov 2023	Kane Biscaya Sally Silvi Ken Hadaller	Lotus Communications Corp Annual Manager's meeting
5) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. (Station Intern)	Jul 2024 –Oct 2024	Jonah Hoffman (Participant)	Lotus Seattle Corp
14) Provision of training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination.	June 2024	Frank Lenzi Kevin Dodrill Taylor Vancise	Lotus Seattle Corp
8) Implementation of Mandatory Workplace Violence Prevention Plan Training	May 2024	All Seattle Employees	Lotus Seattle Corp
14) Mandatory Harassment Prevention Training: Lotus Seattle Corp. is committed to providing a positive work environment that recognizes and respects all of our current and potential employees. To affirm that notion, all station management was required to complete a course offered by Employers Group on Harassment Prevention Training. A section of the course included EEO training for hiring managers. It encompassed promoting Equal Employment Opportunity and our policy of non-discrimination as it relates to hiring in the workplace.	3/26/24 – 4/30/24	All Staff and Managers	Lotus Seattle Corp
16) Participation in other activities designed by the station employment unit (displayed job postings at station promotional events)	Oct 2023 – Dec 2023	Promotion Department (Jeff Connell and Ryley Pirak)	Lotus Seattle Corp

<p>9) Personnel Training -Our Local Sales Manager and Account Executive Digital Training with Director of Digital Sales</p>	<p>4-19-24 TO 5-1-24</p>	<p>Local Sales Manager and Account Executive</p>	<p>Lotus Seattle Corp</p>
<p>9) Personnel Training -Our Local Sales Manager RAB Master Class</p>	<p>Feb 2024 – Mar 2024</p>	<p>Local Sales Manager – Sally Silvi</p>	<p>Lotus Seattle Corp</p>
<p>16) Employment Opportunity Information Dissemination: Each month station management personnel 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>	<p>10-1-23 TO 9-30-24</p>	<p>Promotions Dir, Programming Dir., Traffic Mgr., Business Mgr., Local Sales Mgr., General Mgr.</p>	<p>Lotus Seattle Corp</p>

RECRUITMENT SOURCES:

* Designates an entity requesting notification.

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period
1	Employee Referral	Account Executive 1 News Producer 2 Production Director 1
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc)	Account Executive 1 Business Manager 2
3	Lotus Seattle Corp – Bulletin Boards Office Lobby Bulletin Board	
4	Lotus Seattle Corp - On Air Announcements	
5	Lotus Seattle Corp – Websites	Production Director 1
6	All Access www.allaccess.com	
7	Indeed.com www.indeed.com	Account Executive 2(4) Business Manager 2 Sales Coordinator 2 Production Director 6
8	Lotus Communications Corporation (Career Page) 3301 Barham Blvd, Suite 200 Los Angeles, CA 90068 Phone: (323) 878-1234 www.lotuscorp.com	Account Executive 2 (5)
9	LinkedIn www.linkedin.com	Business Manager News Producer 3 Sales Coordinator 2 Production Director 1
10	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Url : http://www.readioschool.com Email : michelle@radioschool.com Michelle McConnell	
11	African American	
12	Asian Counseling and Referral Services 3639 Martin Luther King Jr. Way S Seattle WA 98144 Phone; 206-695-7600 Fax: 206-695-7606 Young Lim	

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period
13	Bellevue Community College Career center 3000 Landerholm Circle SE B231 Bellevue, WA 98007 Phone: 425-564-2279 Email: Handshake Nicholas Laymond	
14	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Aaron Brumfield	
15	City University 521 Wall St Suite 100 Seattle W A 98121 Phone: 206-239-4500 Email: careers@cityu.edu Career Services	
16	Commission on African American Affairs 2101 11 th Ave SW #301A Olympia WA 98501 Phone: 360-725-5664 Email: ckerney@caa.wa.gov Charlotte Kerney	
17	Commission on Hispanic Affairs 1110 Capitol Way S Olympia, WA 98501 Phone: 360-725-5664 Email Job Board	
18	Hispanic Achievers Program PO Box 3376 Tri-Cities WA 99302 Phone: 509-545-9290 Email: haapscholarships@gmail.com Anel Suarez	
19	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ Email : mhcareer@mhcc.edu Career Advisor	
20	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	
21	National Association of Hispanic Journalists PO Box 117 Windsor, CA 95492 Joseph Torres Email: nahj@nahj.org	
22	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 Email : herberam@plu.edu Career Advisor	

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period
23	Seattle University 901 12 th Ave PO Box 222000 Seattle WA 98122 Phone: 206-296-6080 Email: careerservices@seattleu.edu Fax: 206-296-6087 Career Services	
24	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Email : Career Advisor	
25	Seattle Vocational Institute 2120 S. Jackson Street Seattle WA 98144 Phone: 206-934-4347 Email:	
26	The Evergreen State College - 2700 Evergreen Parkway Olympia, Washington 98505 Email : Career Advisor	
27	Washington State University 382 Murrow Center Pullman WA 99164 Phone: 509-33-6576 Email: dsbaldwin@wsu.edu Darby Baldwin	
28	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : JobBoard@nljja.org Career Services	
29	Ziprecruiter www.ziprecruiter.com	
30	Talkers.com TALKERS magazine 785 Williams Street #429 Longmeadow, MA 01106 413.565.5413 (phone) 413.565.5419 (fax) info@talkers.com	
31	Handshake https://joinhandshake.com/	
32	University of Washington PACCAR Hall, 4273 E Stevens Way NE, Seattle, WA 98195 Barry Erickson and Karen Bailey 206-910-2436 Barrye2@uw.edu kbailey@uw.edu	

33	Washington State Association of broadcasters PO Box 18026 spokane, WA 99228 Email: kshipman@wsab.org Phone: 360-705-0774	
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