

## 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, 2024 – May 31, 2025

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed from All Sources
Account Executive-Digital and Radio	1-33	Linked In	7
On Air Talent-KTHI	1-33	Employee Referral	5
Senior Account Executive	1-33	Indeed	4
General Manager	1-33	Linked In	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
Menu Option# 14 Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination The annual Lotus Communications Corp. Managers' meeting was held Wednesday, November 6, 2024 - Friday, November 8, 2024 in Los Angeles, California. The Corporate agenda was dedicated in part to the continuing effort to train and provide station management information to ensure equal opportunity and the prevention of discrimination. The Chief Compliance officer held individual meetings with station management to review and discuss the continuing effort to provide equal opportunities for current and future job openings. All menu options were reviewed to determine their effectiveness and how to proceed and enhance the individual station Outreach program. Station management was encouraged to create Outreach campaigns that reach a diverse and significant portion of the community they serve. The stations continue to widely disseminate information about job openings through various online portals and their recruitments lists. Stations are required to review their respective recruitment lists to make sure they are updated with organizations that wish to be contacted when job openings occur. As part of Lotus' commitment to ensure a safe working environment for current and future employees, all stations conduct monthly EEO meetings reinforcing their nondiscrimination mission statement and provide an opportunity to share ideas about upcoming and future Outreach programs	11/06/2024-11/08/2024	Chief Compliance officer & all Corporate HR staff and Market Managers, Business Managers	Lotus Communications Corporate
Menu Option #16 –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.	06/27/2024, 07/18/2024, 08/29/2024, 09/26/2024, 10/24/2024, 11/21/2024, 01/09/2025, 02/27/2025 03/20/2025, 04/24/2025, 05/29/2025	Lotus Boise Corp Management Team	Lotus Boise Corp
Menu Option #9 -Establishment of mentoring program for station personnel as it pertains to Digital marketing and training on Digital tactics. Skill Development - Assist those who participate gain confidence and knowledge to understand and sell digital media.  ALL COMPANY DIGITAL TRAINING – Q&A STYLE  ALL COMPANY-DIGITAL TRAINING  NTR CHAT WITH BOISE MARKET	06/21/2024  07/26/2024  02/21/2025	Lotus Boise Sales Team	Kapi Thomas Digital Director

ALL COMPANY -DIGITAL TRAINING-DOOH REPORTING	02/28/2025		
ALL COMPANY TRAINING-MOBILE CONQUESTING	04/25/2025		
ALL COMPANY TRAINING-SOCIAL MIRRORING	04/18/2025		
ALL COMPANY TRAINING RUMPLE #1	05/16/2025		
NEIGHBORWORKS BOISE & SECION 37 FUNDRAISER	05/09/2025		
DIGITAL ALL TEAM MEETING	06/21/2024, 06/07/2024, 05/31/2024, 07/19/2024, 07/12/2024, 08/09/2024, 09/20/2024, 10/11/2024, 11/01/2024, 12/13/2024		
Menu Option #6- 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.	06/01/2024- 05/30/2025	Danielle Spaulding/EEO, Various Program Director	Lotus Boise Corp
Menu Option #4- Our managers participated in a Job Fair with the Idaho Business League in which they attended with information about Lotus Boise Job Opportunities, had the chance to talk with possible candidates regarding the job descriptions and requirements and obtain copies of resumes/applications to be considered.	09/04/2024, 01/30/2025, 03/05/2025, 04/14/2025, 05/20/2025	Nick Coe/Dane Wilt General Manager, Eric Hunter Chief Engineer, and Ian Blethen Promotions Manager	Idaho Business League
Menu Option #9- Establishment of mentoring program for station personnel as it pertains to remote technicians and on air talent understanding of a successful Broadcast Remote/Live event. Updated training in new technology, along with the proper use of technology for broadcasted events.	05/15/2025	Eric Hunter, Chief Engineer. Ian Blethan, Promotions Manager	Lotus Boise Remote Techs and On Air Personality

### 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: <a href="mailto:evangelinebeaver@boisestate.edu">evangelinebeaver@boisestate.edu</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
2	*Boise State Univ OELA / ESL (Organization of Latino American Students) Ramon Silva 1910 University Drive Boise, ID 83726 Ph: 208-426-3038 Email: <a href="mailto:rsilva@boisestate.edu">rsilva@boisestate.edu</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
3	BSU Career Center Vickie Coale 1910 University Drive Boise, ID 83725 Ph: 208-426-1747 Fax: 208-426-3437 <a href="mailto:handshake@m.joinhandshake.com">handshake@m.joinhandshake.com</a> <a href="http://boisestatecsm.symplicity.com/employers">http://boisestatecsm.symplicity.com/employers</a> <a href="mailto:career@boisestate.edu">career@boisestate.edu</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
4	*College of Western Idaho Lori Yellen 5500 East Opportunity Drive Nampa, ID 83687 Ph: 208-562-3000 Email: <a href="mailto:hr@cwidaho.cc">hr@cwidaho.cc</a> <a href="https://cwidaho-csm.symplicity.com/">https://cwidaho-csm.symplicity.com/</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
5	College of Idaho Jennifer Riddle 2112 Cleveland Blvd Caldwell, ID 83605 Ph: 208-459-5011 Fax: 208-459-5849 Email: Handshake	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
6	Commission of Hispanic Affairs Lymaris Blackmon 5460 W Franklin Rd Boise, ID 83705 Ph: 208-334-3776 Fax: 208-334-3778 Email: <a href="mailto:lymaris.ortizperez@icha.idaho.gov">lymaris.ortizperez@icha.idaho.gov</a>	0 0 0 0	1 AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
7	Idaho Commerce & Labor Monica Nieto 205 E Watertower Lane Meridian, ID 83642 Ph: 208-364-7785 Ext 3594 Email: <a href="mailto:Ofelia.Morales@labor.idaho.gov">Ofelia.Morales@labor.idaho.gov</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
8	Idaho Community Foundation 210 W State St Boise, ID 83702 Ph: 208-342-3535 <a href="mailto:info@idahocf.org">info@idahocf.org</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
9	Idaho Dept of Labor Grant Gibson 317 W Main Street Boise, ID 83735 Ph: 208-334-6222 Ext 4327 <a href="http://www.labor.idaho.gov">www.labor.idaho.gov</a> <a href="mailto:boisemail@labor.idaho.gov">boisemail@labor.idaho.gov</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
10	Idaho Dept of Labor – Veterans Representative Matt Bennett 317 W Main Street Boise, ID 83735 Ph: 208-334-6222 <a href="http://www.labor.idaho.gov">www.labor.idaho.gov</a> <a href="mailto:boisemail@labor.idaho.gov">boisemail@labor.idaho.gov</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager

11	Idaho Humanities Council 217 W State St Boise, ID 83702 Ph: 208-345-5346 <a href="mailto:info@idahohumanities.org">info@idahohumanities.org</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
12	Idaho Human Rights 317 W Main Boise, ID 83702 Ph: 208-334-2872 Fax: 208-334-2664 <a href="http://www.labor.idaho.gov">www.labor.idaho.gov</a> <a href="mailto:inquiry@ihrc.idaho.gov">inquiry@ihrc.idaho.gov</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
13	*Idaho State Broadcasters Assoc Connie Searles 1674 Hill Road, Ste 3 Boise ID 83702 Ph: 208-345-3072 Email: <a href="mailto:isba@idahobroadcasters.org">isba@idahobroadcasters.org</a> <a href="http://www.careerpage.org">www.careerpage.org</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
14	Idaho Women in Leadership Debbie Field 800 W Main St 10th Floor Boise, ID 83702 Ph: 208-830-4303 Debbie Field <a href="mailto:debbie@I-WIL.com">debbie@I-WIL.com</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
15	Junior League of Boise 138 S Cole Rd Boise, ID 83709 Ph: 208-4245011 <a href="mailto:office@jlboise.org">office@jlboise.org</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
16	NAACP Treasure Valley Branch Mary Toy PO Box 8436 Boise, ID 83707 Ph: 208-395-8300 Ext 57 Fax: 208-395-8333 Email: <a href="mailto:mtoy3@hotmail.com">mtoy3@hotmail.com</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
17	*Northwest Nazarene Univ Amanda Marble 623 S University Blvd Nampa, ID 83686 Ph: 208-467-8767 Website: Handshake	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
18	Treasure Valley Community College 205 S 6th Ave Caldwell, ID 83605 Ph: 208-454-9911 <a href="mailto:slogan@tvcc.cc">slogan@tvcc.cc</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
19	University of Idaho – Boise 322 East Front Street Boise, ID 83712 <a href="mailto:boise@uidaho.edu">boise@uidaho.edu</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager

20	Women and Children's Alliance 720 W Washington St Boise, ID 83702 Ph: 208-343-3688 <a href="mailto:info@wcaboise.org">info@wcaboise.org</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
21	<a href="http://www.allaccess.com">www.allaccess.com</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
22	Linked In	4 0 0 3	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
23	Indeed.com	3 1 4 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
24	Craigslist.org <a href="https://boise.craigslist.org/">https://boise.craigslist.org/</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
25	BarefootStudent.com <a href="http://www.barefootstudent.com">www.barefootstudent.com</a> 75.00 a month	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
26	Email to all employees/In-House Bulletin	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
27	Email Christine Zivelonghi at Lotus Corporate /Corp website Email: <a href="mailto:ChristineZ@lotuscorp.com">ChristineZ@lotuscorp.com</a>	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
28	Radio Ads on station(s) KQXR, KRVB, KTHI, KJOT	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
29	Notice on Lotus Boise Corp Website(s) (KQXR, KRVB, KTHI, KJOT) PD Confirmations	0 1 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
30	Employee Referral	0 3 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
31	Client Referral	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager

32	Walk In	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager
33	Word of Mouth	0 0 0 0	1. AE-Digital/Radio 2. On Air Talent-KTHI 3. Senior Account Executive 4. General Manager