

## 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, 2025 – May 31, 2026**

<b>Full-Time Position</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source for Successful Applicant</b>	<b>Total Number Interviewed from All Sources</b>
Account Executive-Digital and Radio	1-33	Employee Referral	4
Promotions Manager	1-33	Job Fair	8

Total number of persons interviewed during applicable period: 12

## 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>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.</p> <p>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>06/25/25, 08/21/25, 09/10/25, 10/08/25, 11/12/25, 12/10/25, 01/14/2026, 02/11/2026, 03/09/2026, 04/08/2026, 05/13/2026</p>	<p>Lotus Boise Corp Managem nt Team</p>	<p>Lotus Boise Corp</p>
<p>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.</p> <p>DIGITAL ALL COMPANY - NEW REPORTING DASHBOARD</p> <p>Online Audio Touch Base</p> <p>DIGITAL TRAINING - ALL COMPANY</p> <p>YouTube TV Discussion</p> <p>Master Class - Introduction</p> <p>Political Digital Follow up</p> <p>Master Class - Product Reviews</p> <p>Master Class - Product Reviews</p> <p>ALL COMPANY DIGITAL TRAINING</p> <p>MASTER CLASS</p> <p>MASTER CLASS</p> <p>MASTER CLASS</p> <p>ALL COMPANY DIGITAL TRAINING</p> <p>Master Class Training</p> <p>Master Class Training</p> <p>Master Class Training</p> <p>All Company Digital Training</p> <p>Master Class Training</p> <p>Master Class Training</p> <p>Master Class Training</p> <p>ALL COMPANY DIGITAL TRAINING</p> <p>Master Class Training</p>	<p>06/19/2025</p> <p>07/02/2025</p> <p>07/18/2025</p> <p>11/24/2025</p> <p>12/05/2025</p> <p>12/16/2025</p> <p>01/09/2026</p> <p>01/16/2026</p> <p>01/30/2026</p> <p>02/06/2026</p> <p>02/13/2026</p> <p>02/20/2026</p> <p>02/27/2026</p> <p>03/06/2026</p> <p>03/12/2026</p> <p>03/20/2026</p> <p>03/25/2026</p> <p>04/03/2026</p> <p>04/10/2026</p> <p>04/17/2026</p> <p>04/24/2026</p> <p>05/08/2026</p>	<p>Lotus Boise Sales Team</p>	<p>Kapi Thomas Digital Director</p>

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.	06/01/2025-05/30/2026	Danielle Spaulding/EEO, Various Program Director	Lotus Boise Corp
Menu Option #14-Attended the Center for Sales Strategy Talent Focused Management Workshop in Dallas, Texas. The workshop provided management-level training on recruiting, selecting, developing, and engaging talent, including frameworks for evaluating fit, structuring feedback, conducting effective one-on-ones, and building disciplined recruiting practices. This training satisfies the recruitment initiative described in Section 73.2080(c)(2)(xiv) of the FCC's rules regarding training provided to management-level personnel.	April 2026	Nick Coe, GM	Center for Sales Strategy
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.	08/12/2025, 09/25/2025 11/13/2025	Nick Coe General Manager, Eric Hunter Chief Engineer, and Sydney LaCoursiere 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.	02/25/2026, 05/20/2026	Eric Hunter, Chief Engineer. Syd LaCoursiere, Promotions Manager	Lotus Boise Remote Techs
Menu Option # 16: Participation in Production Manager speaking to a group of seniors at Nampa High School. Two-hour event was organized by teacher to discuss careers in radio and broadcasting. Our employee walked students thru the many layers of radio industry emphasizing that it extends far beyond behind a voice on the air. He highlighted key roles including sales, production, music programming, and technical operations, illustrating how each piece contributes to a successful station and how those same skill sets translate into other forms of media, including esports and digital broadcasting.	04/22/2026	Adam McGuire, Production Director and Jeremy Nicolato, Operations Manager	Namapa High School Students and staff

**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	1. AE-Digital/Radio 2. Promotions 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: rsilva@boisestate.edu	0 0	1. AE-Digital/Radio 2. Promotions Manager
3	BSU Career Center Vickie Coale 1910 University Drive Boise, ID 83725 Ph: 208-426-1747 Fax: 208-426-3437 handshake@m.joinhandshake.com <a href="http://boisestatecsm.symplicity.com/employers">http://boisestatecsm.symplicity.com/employers</a> career@boisestate.edu	3 1	1. AE-Digital/Radio 2. Promotions Manager
4	*College of Western Idaho Lori Yellen 5500 East Opportunity Drive Nampa, ID 83687 Ph: 208-562-3000 Email: hr@cwidaho.cc <a href="https://cwidaho-csm.symplicity.com/">https://cwidaho-csm.symplicity.com/</a>	0 0	1. AE-Digital/Radio 2. Promotions 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	1. AE-Digital/Radio 2. Promotions Manager
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	1. AE-Digital/Radio 2. Promotions Manager
7	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	1. AE-Digital/Radio 2. Promotions Manager
8	Idaho Community Foundation 210 W State St Boise, ID 83702 Ph: 208-342-3535 info@idahocf.org	0 0	1. AE-Digital/Radio 2. Promotions Manager
9	Idaho Dept of Labor Grant Gibson 317 W Main Street Boise, ID 83735 Ph: 208-334-6222 Ext 4327 www.labor.idaho.gov boisemail@labor.idaho.gov	0 0	1. AE-Digital/Radio 2. Promotions Manager
10	Idaho Dept of Labor – Veterans Representative Matt Bennett 317 W Main Street Boise, ID 83735 Ph: 208-334-6222 www.labor.idaho.gov boisemail@labor.idaho.gov	0 0	1. AE-Digital/Radio 2. Promotions Manager

11	Idaho Humanities Council 217 W State St Boise, ID 83702 Ph: 208-345-5346 info@idahohumanities.org	0 0	1. AE-Digital/Radio 2. Promotions Manager
12	Idaho Human Rights 317 W Main Boise, ID 83702 Ph: 208-334-2872 Fax: 208-334-2664 www.labor.idaho.gov inquiry@ihrc.idaho.gov	0 0	1. AE-Digital/Radio 2. Promotions Manager
13	*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	1. AE-Digital/Radio 2. Promotions Manager
14	Idaho Women in Leadership Debbie Field 800 W Main St 10th Floor Boise, ID 83702 Ph: 208-830-4303 Debbie Field debbie@I-WIL.com	0 0	1. AE-Digital/Radio 2. Promotions Manager
15	Junior League of Boise 138 S Cole Rd Boise, ID 83709 Ph: 208-4245011 office@jlboise.org	0 0	1. AE-Digital/Radio 2. Promotions 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: mtoy3@hotmail.com	0 0	1. AE-Digital/Radio 2. Promotions Manager
17	*Northwest Nazarene Univ Amanda Marble 623 S University Blvd Nampa, ID 83686 Ph: 208-467-8767 Website: Handshake	0 0	1. AE-Digital/Radio 2. Promotions Manager
18	Treasure Valley Community College 205 S 6th Ave Caldwell, ID 83605 Ph: 208-454-9911 slogan@tvcc.cc	0 0	1. AE-Digital/Radio 2. Promotions Manager
19	University of Idaho – Boise 322 East Front Street Boise, ID 83712 boise@uidaho.edu	0 0	1. AE-Digital/Radio 2. Promotions Manager
20	Women and Children’s Alliance 720 W Washington St Boise, ID 83702 Ph: 208-343-3688 info@wca Boise.org	0 0	1. AE-Digital/Radio 2. Promotions Manager
21	www.allaccess.com	0 0	1. AE-Digital/Radio 2. Promotions Manager

22	Linked In	0 1	1. AE-Digital/Radio 2. Promotions Manager
23	Indeed.com	0 6	1. AE-Digital/Radio 2. Promotions Manager
24	Craigslist.org <a href="https://boise.craigslist.org/">https://boise.craigslist.org/</a>	0 0	1. AE-Digital/Radio 2. Promotions Manager
25	BarefootStudent.com <a href="http://www.barefootstudent.com">www.barefootstudent.com</a> 75.00 a month	0 0	1. AE-Digital/Radio 2. Promotions Manager
26	Email to all employees/In-House Bulletin	0 0	1. AE-Digital/Radio 2. Promotions Manager
27	Email Christine Zivelonghi at Lotus Corporate /Corp website Email: ChristineZ@lotuscorp.com	0 0	1. AE-Digital/Radio 2. Promotions Manager
28	Radio Ads on station(s) KQXR, KRVB, KTHI, KJOT	0 0	1. AE-Digital/Radio 2. Promotions Manager
29	Notice on Lotus Boise Corp Website(s) (KQXR, KRVB, KTHI, KJOT) PD Confirmations	0 0	1. AE-Digital/Radio 2. Promotions Manager
30	Employee Referral	1 0	1. AE-Digital/Radio 2. Promotions Manager
31	Client Referral	0 0	1. AE-Digital/Radio 2. Promotions Manager
32	Walk In	0 0	1. AE-Digital/Radio 2. Promotions Manager
33	Word of Mouth	0 0	1. AE-Digital/Radio 2. Promotions Manager