

## 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, 2022 – May 31, 2023**

<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	1-33	Linked In,	17
Account Executive	1-33	Indeed,	17 (same as above)
Account Executive	1-33	Employee referral	17 (same as above)
On Air Talent	1-33	All Access	9
General Sales Manager	1-33	Employee Referral	6
Digital Assistant	1-33	BSU	7
Digital Assistant	1-33	Indeed	7 (same as above)
Digital Media Buyer	1-33	Indeed	5

Total number of persons interviewed during applicable period: 44

## 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 A tour and enrichment for paramount early learning center 20 kids and youth interested in learning about radio as a career.</p>	7/27/2022	<p>Lotus Boise Corp Jeremy Schlader, Tyler Grandy</p>	<p>Paramount early Learning Center</p>
<p>Menu Option #14 Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination. The Lotus Communications Corp. Annual Managers' meeting was held Monday, December 5 through Wednesday, December 7, 2022 in Los Angeles. The corporate agenda was dedicated in part to our continuing effort to review and provide information and training to ensure equal opportunity and the prevention of discrimination. All station management personnel held individual meetings with the Chief Compliance Officer to review and discuss the on-going effort to provide equal opportunities for current and future job openings. All menu options were examined to determine their effectiveness and how to proceed and enhance the individual station Outreach program. The stations are encouraged to create Outreach campaigns that reach a diverse and significant portion of the community they serve. Although, the FCC is now permitting broadcasters to meet their obligation to widely disseminate information about their job openings solely through the use of online recruitment sources Lotus requires stations to constantly review our recruitment lists and inform those organizations who wish to be notified of job openings. As part of Lotus' commitment to ensure a safe working environment for future and current employees, all stations conduct monthly EEO meetings reinforcing their non-discrimination mission statement and provide an opportunity to discuss upcoming and future Outreach programs. In addition Lotus is requiring quarterly reports outlining the Outreach activity for that quarter enabling stations to be more aware of their commitment to the community.</p>	12/04/22-12/07/22	<p>All Lotus Corp Management. From Boise was Brook Bender, Eric Jordan, Kapi Thomas, Danielle Gradillas</p>	<p>Lotus Communications Corp</p>
<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. 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>	10/06/22, 11/22/22, 01/26/23, 03/23/23, 05/18/23	<p>Lotus Boise Corp Management 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. Friday Digital Training 6 – 9/9/2022 Mobile Conquesting</p> <p>Friday Digital Training 7 – 9/23/2022 Social Mirroring OTT</p> <p>Friday Digital Training 8 – 10/7/2022 Overcoming Digital Advertising Objections</p> <p>Friday Digital Training 9 - 10/21/2022 Recrue Onboarding/ Digital Basics</p> <p>Friday Digital Training 10 - 10/28/2022 Recrue Social Media/ Mobile Conquesting</p> <p>Friday Digital Training 11 - 11/4/2022 Recrue Connected Television/ OTT</p> <p>Friday Digital Training 12 - 11/18/2022 Recrue Industry Specific Digital</p> <p>Friday Digital Training 13 - 12/12/2022 Recrue CNA Walk Through- Asking the right questions</p>	<p>09/09/2022-12/12/2022</p>	<p>Lotus Boise Sales Team</p>	<p>Kapi Thomas Digital Director</p>
<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.</p>	<p>01/01/2023-03/31/2023</p>	<p>Brook Bender- General Manager, Danielle Gradillas/EE O, Various Program Director</p>	<p>Lotus Boise Corp</p>
<p>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 Opportunites, had the chance to talk with possible candidates regarding the job descriptions and requirements and obtain copies of resumes/appliations to be considered.</p>	<p>1/17/2023</p>	<p>Brook Bender- General Manager and Eric Jordan General Sales Manager</p>	<p>Idaho Business League</p>
<p>Menu Option #9- Our Business Managers, Coprporate Accounting and Corporate HR team participated in a Business Managers Meeting and attended the Media Financial Marketing Conference to train and collaborate on new financial requirements, HR/legal requirements, and standard business practices to achieve greater success from the financial perspective. Additional other trainings pertaining Hiring/Training/Recruiting/ New Hire Onboarding.</p>	<p>05-22-05/24</p>	<p>Danielle Gradillas Business Manager, Melissa Frederick Corporate HR Director, Jasmin Dorismond, CFO</p>	<p>Lotus Communications Corp, Media Financial Marketing</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: <a href="mailto:evangelinebeaver@boisestate.edu">evangelinebeaver@boisestate.edu</a>	0 0 0 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer 1.
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 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer 1.
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/career@boisestate.edu">http://boisestatecsm.symplicity.com/employers/career@boisestate.edu</a>	0 0 0 0 0 0 0 2	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer 1.
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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer 1.
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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
6	Commission of Hispanic Affairs Lymar 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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer

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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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>	1 1 1 0 0 0 0 0 1	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer

17	*Northwest Nazarene Univ Amanda Marble 623 S University Blvd Nampa, ID 83686 Ph: 208-467-8767 Website: Handshake	0 0 0 0 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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 0 1 1 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
21	<a href="http://www.allaccess.com">www.allaccess.com</a> Dan posts here	0 0 0 9 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
22	Linked In Brook posts here	4 4 4 0 1 0 0 1	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
23	Indeed.com Brook Bender or Melissa Fredericks posts here.	10 10 10 0 0 6 6 1	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
24	Craigslist.org <a href="https://boise.craigslist.org/">https://boise.craigslist.org/</a>	0 0 0 0 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer

25	BarefootStudent.com <a href="http://www.barefootstudent.com">www.barefootstudent.com</a> 75.00 a month We are not currently paying for this one	0 0 0 0 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
26	Email to all employees/In-House Bulletin	0 0 0 0 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
27	Email Christine Zivelonghi at Lotus Corporate /Corp website Email: <a href="mailto:ChristineZ@lotuscorp.com">ChristineZ@lotuscorp.com</a>	0 0 0 0 3 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
28	Radio Ads on station(s) KQXR, KRVB, KTHI, KJOT Dan/Becky	0 0 0 0 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
29	Notice on Lotus Boise Corp Website(s) (KQXR, KRVB, KTHI, KJOT) Eric Cavanaugh	0 0 0 0 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
30	Employee Referral	2 2 2 0 2 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
31	Client Referral	0 0 0 0 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
32	Walk In	0 0 0 0 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer

33	Word of Mouth	0 0 0 0 0 0 0 0	1. Account Executive 2. Account Executive 3. Account Executive 4. On Air Talent 5. General Sales Manager 6. Digital Asst. 7. Digital Asst. 8. Digital Media Buyer
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