

## 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, 2023 – May 31, 2024**

<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>
Senior Account Executive	1-33	Lotus Website	6
Promotions Manager	1-33	Internal promotion	6
Assistant Engineer	1-33	Indeed	4

Total number of persons interviewed during applicable period: 17

## 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# 16 A tour and enrichment for paramount early learning center 20 kids and youth interested in learning about radio as a career.	08/01/2023	Lotus Boise Corp Jeremy Schlader	Paramount early Learning Center
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.	06/15/23, 07/13/23, 08/17/23, 09/21/23, 10/19/23, 12/14/23, 01/11/24, 02/08/24, 03/14/24, 04/11/24, 05/02/24	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 May 2024 Lotus Digital Training - All Company How to talk to Agency- Sac & Boise AE's Monthly Digital Training - ALL COMPANY Friday Digital Training - Sharing our success stories - All Company Friday Digital Training - Tactic Update & Online Audio - All Company Training - Selling Digital for Political - All Company Friday Digital Training - Understanding Reports 101 Friday Digital Training - OTT Vs. Online Video - All Company Friday Digital Training - Mobile Conquesting vs. Mobile Display - All Company Friday Digital Training - Spanish Targeting Follow up & Social Mirroring - All Company Friday Digital Training - Spanish Targeting - All Company Friday Digital Training - Audience Targeting - All Company Friday Digital Training - Survey FAQ & Ideas - All Company Friday Digital Training: Peacock TV OTT - All Company	5/17/2024 4/19/2024 2/16/2024 1/19/2024 11/17/2023 10/20/2023 10/18/2023 9/29/2023 9/8/2023 8/18/2023 8/4/2023 7/28/2023 7/14/2023 6/16/2023 6/2/2023	Lotus Boise Sales Team	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.</p>	<p>06/01/2023-03/31/2024</p>	<p>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 Opportunities, had the chance to talk with possible candidates regarding the job descriptions and requirements and obtain copies of resumes/applications to be considered.</p>	<p>09/26/23, 11/02/23, 02/29/24</p>	<p>Dane Wilt General Manager and Ian Blethen Promotions Manager</p>	<p>Idaho Business League</p>
<p>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 of zetta to go upgrade. The proper use of technology for broadcasted events.</p>	<p>07/28/2023</p>	<p>Eric Hunter, Chief Engineer. Ian Blethan, Promotions Manager</p>	<p>Lotus Boise Remote Techs and On Air Personality</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	<p>*Boise State Univ Cultural Ctr &amp; 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></p>	<p>0 0 0</p>	<p>1. Senior Account Executive 2. Promotions Manager 3. Assistant Engineer</p>
2	<p>*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></p>	<p>0 0 0</p>	<p>1. Senior Account Executive 2. Promotions Manager 3. Assistant Engineer</p>
3	<p>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></p>	<p>0 0 0</p>	<p>1. Senior Account Executive 2. Promotions Manager 3. Assistant Engineer</p>

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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer

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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
17	*Northwest Nazarene Univ Amanda Marble 623 S University Blvd Nampa, ID 83686 Ph: 208-467-8767 Website: Handshake	0 0 0	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
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	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
21	<a href="http://www.allaccess.com">www.allaccess.com</a>	0 0 0	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
22	Linked In	1 1 0	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
23	Indeed.com	4 4 4	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
24	Craigslist.org <a href="https://boise.craigslist.org/">https://boise.craigslist.org/</a>	0 0 0	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
25	BarefootStudent.com <a href="http://www.barefootstudent.com">www.barefootstudent.com</a> 75.00 a month	0 0 0	1.Senior Account Executive 2. Promotions Manager 3. Assistant Engineer

26	Email to all employees/In-House Bulletin	0 3 0	1. Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
27	Email Christine Zivelonghi at Lotus Corporate /Corp website Email: <a href="mailto:ChristineZ@lotuscorp.com">ChristineZ@lotuscorp.com</a>	1 0 0	1. Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
28	Radio Ads on station(s) KQXR, KRVB, KTHI, KJOT	0 0 0	1. Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
29	Notice on Lotus Boise Corp Website(s) (KQXR, KRVB, KTHI, KJOT) PD Confirmations	0 0 0	1. Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
30	Employee Referral	0 0 0	1. Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
31	Client Referral	0 0 0	1. Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
32	Walk In	0 0 0	1. Senior Account Executive 2. Promotions Manager 3. Assistant Engineer
33	Word of Mouth	0 0 0	1. Senior Account Executive 2. Promotions Manager 3. Assistant Engineer