

LOTUS SEATTLE CORP
ANNUALE EEO PUBLIC FILE REPORT
FOR THE PERIOD
OCTOBER 1 ,2024 – SEPTEMBER 30, 2025

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 1, 2024 – September 30, 2025

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
News Anchor	See Attached Recruitment Sources 1-32	Lotus Communications Corporation (Career Page) (Source # 9)	7
News Anchor	See Attached Recruitment Sources 1-32	Employee Referral (Source # 1)	6
News Anchor	See Attached Recruitment Sources 1-32	Indeed (Source #7)	6
News Anchor	See Attached Recruitment Sources 1-32	Lotus Communications Corporation (Career Page) (Source # 9)	4
Drive Time News Anchor/ Reporter	See Attached Recruitment Sources 1-32	Lotus Communications Corporation (Career Page) (Source # 9)	8
Editor	See Attached Recruitment Sources 1-32	Ziprecruiter (Source #29)	7
Account Executive	See Attached Recruitment Sources 1-32	Linked In (Source # 10)	3
National Sales Manager	See Attached Recruitment Sources 1-32	Employee Referral (Source # 1)	7
General Manager	See Attached Recruitment Sources 1-32	*Exigent Circumstances	1
Sales Assistant	See Attached Recruitment Sources 1-32	Linked In (Source # 10)	8
Marketing and Promotion Coordinator	See Attached Recruitment Sources 1-32	Employee Referral (Source # 1)	4

Total number of person interviewed during applicable period: 61

*Since time is of the essence, traditional recruitment timelines and outreach processes introduced delays that compromised the station’s functioning, revenue, or audience engagement. Therefore, in the interest of stability and continuity, the station required immediate leadership to maintain stable operations.

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 2024-Sep 2025	Melissa Frederick	Washington State Association of Broadcasters
6) Participation in University of WA job outreach program - More Than A Ramp: Building Accessibility Into Your Employment Practices	Mar 13, 2025	Ayna Cataquis	University of Washington
6) Participation in University of WA job outreach program - The Internship Lifecycle: Optimizing The Intern Experience	April 17, 2025	Ayna Cataquis	University of Washington
8)Implementation of Mandatory Security Awareness Proficiency Assessment (SAPA)- Training	December 2024	All Seattle Employees	Lotus Seattle Corp
8)Implementation of Mandatory Cyber Security Training	Quarterly	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.	Annually	All Staff and Managers	Lotus Seattle Corp

<p>9) Personnel Monthly Training -Our Local Sales Manager and Account Executive Digital Training with Director of Digital Sales</p>	<p>Oct 2024 – May 2025</p>	<p>Local Sales Manager and Account Executive</p>	<p>Lotus Seattle Corp - Digital</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>10-1-24 TO 9-30-25</p>	<p>Promotions Dir, Programming Dir., Business Mgr., General Mgr.</p>	<p>Lotus Seattle Corp</p>
<p>14) Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination.</p> <p>The annual Lotus Communications Corp. Managers' meeting was held Wednesday, November 6, 2024 - Friday, November 8, 2024 in Los Angeles, California.</p> <p>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 non-discrimination mission statement and provide an opportunity to share ideas about upcoming and future Outreach programs.</p>	<p>November 6, 2024 - Friday, November 8, 2024</p>	<p>All Corp Managers</p>	<p>Lotus Communications</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	News Anchor 2 National Sales Manager 1 Marketing and Promotion Coordinator 1
2	Non-Employee Referral (Clients, Other Professionals, Walk-ins, Etc)	
3	Lotus Seattle Corp – Bulletin Boards Office Lobby Bulletin Board	
4	Lotus Seattle Corp - On Air Announcements	
5	Lotus Seattle Corp – Websites	
6	All Access www.allaccess.com	
7	Indeed.com www.indeed.com	News Anchor 11 Drive Time News Anchor 3 Editor 1 Account Executive 1 National Sales Manager 4 Sales Assistant 3 Marketing and Promotion Coordinator 2
8	Career Fair	
9	Lotus Communications Corporation (Career Page) 3301 Barham Blvd, Suite 200 Los Angeles, CA 90068 Phone: (323) 878-1234 www.lotuscorp.com	News Anchor 5 Drive Time News Anchor 3 Sales Assistant 1 Editor 3 Marketing and Promotion Coordinator 1
10	LinkedIn www.linkedin.com	News Anchor 3 Editor 1 National Sales Manager 1 Account Executive 2 Sales Assistant 4
11	Asian Counseling and Referral Services 3639 Martin Luther King Jr. Way S Seattle WA 98144 Phone; 206-695-7600 Fax: 206-695-7606	
12	Bellevue Community College Career center 3000 Landerholm Circle SE B231 Bellevue, WA 98007 Phone: 425-564-2279 Email: Handshake Nicholas Laymond	
13	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Aaron Brumfield	

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period
14	City University 521 Wall St Suite 100 Seattle W A 98121 Phone: 206-239-4500 Email: careers@cityu.edu Career Services	
15	Commission on African American Affairs 2101 11 th Ave SW #301A Olympia WA 98501 Phone: 360-725-5664 Email: Charlotte.Kerney@caaa.wa.gov Charlotte Kerney	
16	Commission on Hispanic Affairs – Washington State 1110 Capitol Way S Olympia, WA 98501 Phone: 360-725-5664 Email: hispanic@cha.wa.gov Job Board	
17	Hispanic Achievers Program PO Box 3376 Tri-Cities WA 99302 Phone: 509-545-9290 Email: haapscholarships@gmail.com Anel Suarez	
18	Mount Hood Community College 26000 SE Start Street Gresham, Oregon 97030 Url : http://www.mhcc.edu/ POST ON HANDSHAKE Career Advisor	
19	National Hispanic Media Coalition * 2514 S Grand Ave Los Angeles, California 90007 Email : info@nhmc.org Career Advisor	
20	National Association of Hispanic Journalists * PO Box 117 Windsor, CA 95492 Email: info@nahicareers.org	
21	Pacific Lutheran University 12180 Park Avenue S Tacoma, Washington 98447 WEBSITE UPLOAD https://plu-csm.symlicity.com/ Career Advisor	
22	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	
23	South Seattle Community College 6000 16th Ave SW Seattle, Washington 98106 Career Advisor Email : POST ON HANDSHAKE	

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period
24	The Evergreen State College 2700 Evergreen Parkway Olympia, Washington 98505 Email : POST ON HANDSHAKE Career Advisor	
25	Washington State University 382 Murrow Center Pullman WA 99164 Phone: 509-33-6576 POST ON HANDSHAKE	
26	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	
27	National Lesbian and Gay Journalists Association 2120 L St NW Ste 850 Washington, District of Columbia 20037 Email : JobBoard@nljja.org . Career Services	
28	National Alliance of State Broadcasters Association https://www.careerpage.org/ Tel: 505-881-4444	
29	Ziprecruiter www.ziprecruiter.com	Editor 2 Drive Time News Anchor 2 News Anchor 2 National Sales Manager 1
30	Washington State Association of Broadcasters * P.O. Box 11341, Tacoma, WA 98411 360-705-0774 (O) 541-419-0141 (C) 866-309-3283 (F) kshipman@wsab.org www.wsab.org	
31	Talkers.com TALKERS magazine 785 Williams Street #429 Longmeadow, MA 01106 413.565.5413 (phone) 413.565.5419 (fax) info@talkers.com	
32	Handshake https://joinhandshake.com/	
*	Exigent Circumstances	GM 1

