

LOTUS SEATTLE CORP
ANNUALE EEO PUBLIC FILE REPORT
FOR THE PERIOD
OCTOBER 1 ,2025 – SEPTEMBER 30, 2026

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, 2025 – September 30, 2026

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
Account Executive	See Attached Recruitment Sources 1-32	Employee Referral (2) (Source # 1)	6
General Manager	See Attached Recruitment Sources 1-32	*Exigent Circumstances	1

Total number of person interviewed during applicable period: 7.

*Due to exigent circumstances requiring immediate operational continuity, Lotus has made the decision to hire a General Manager on an expedited basis. Since there was no current employee who was able to fulfill the responsibilities on a temporary basis and if left unfilled, it would have significantly impacted essential operations. While standard EEO Outreach is preferred, the time-sensitive nature of the situation warranted a prompt hiring decision to ensure stability, maintain productivity, and support ongoing responsibilities. The selected individual possesses the qualifications and experience to effectively fill the role and meet Lotus' needs.

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 2025-Sep 2026	Melissa Frederick	Washington State Association of Broadcasters
6) Participation in University of WA 2026 Employer Town Hall	August 27, 2026	Ayna Cataquis	University of Washington
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
9) Personnel Monthly Training -Our Local Sales Manager and Account Executive Digital Training with Director of Digital Sales	Oct 2025 – Sep 2026	Local Sales Manager and Account Executive	Lotus Seattle Corp - Digital
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.	Oct 2025 – Sep 2026	Promotions Dir, Programming Dir., Business Mgr., General Mgr.	Lotus Seattle Corp

RECRUITMENT SOURCES:

* Designates an entity requesting notification.

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period
1	Employee Referral	Account Executive 2
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	Account Executive 4
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	
10	LinkedIn www.linkedin.com	
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	
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	

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period
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.symplicity.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	
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	

# Source	Recruitment Source: (With Contact Information)	Total Number Interviewees Provided By Source During Period
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	
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