EEO ANNUAL PUBLIC FILE REPORT
Employment Unit: NRG Media, LLC - OMAHA, NE
KMMQ-AM/FM, KOIL-AM, KOOO-FM, KOPW-FM, KOZN-AM, KZOT-FM, KQKQ-FM
October 1, 2020 - September 30, 2021

**I. VACANCY LIST**

*See Section II. The "Master Recruitment Source List" ("MRSL") for Recruitment Source Data*

Full Time Job Vacancies Filled by this Employment Unit:

| Job Title & Hire Date | Recruitment Source Referring Hire | Recruitment Sources Used to Advertise Position | Total Number of Interviews for this position by referral source, including hire |
|---|---|---|---|
| Account Executive<br>Hire Date: 10.05.2020 | Referral - current employee | | Indeed: 2 |
| Account Executive<br>Hire Date: 10.19.2020 | Referral - non-employee | 1-6,11-13,20, 27-39 | **Referral - current employee: 2**<br>**Referral - Non-Employee: 2** |
| Program Director<br>Hire Date: 11.16.2020 | All Access | 1-6,11-13,17, 20, 23,27-39 | **All access: 6**<br>Facebook: 1<br>Referral - Non-Employee: 2<br>NRG Media Corporate Website: 2<br>on-line trade publication: 2<br>RAMP: 1 |
| Account Executive<br>Hire Date: 12.21.2020 | Referral - current employee | 1-6,11-13,15,20, 27-39 | Referral - current employee: 3 |
| Account Executive<br>Hire Date: 2.22.21 | Radio ad (unspecified) | 1-8, 10-13, 15, 20, 27-29 | **Radio ad unspecified: 2**<br>Linked In: 1<br>Referral - current employee: 1 |
| Sales Assistant<br>Hire Date: 3.1.21 | Indeed | 1-8, 10-13, 15, 20, 27-29 | **Indeed: 1**<br>Referral - current employee: 1<br>NRG Media Website - 1 |
| Account Executive<br>Hire Date: 3.9.21 | Omahajobs.com | | Indeed: 2<br>Linked In: 2 |
| Account Executive<br>Hire Date:3.17.21 | Referral - current employee | | **Omahajobs.com: 1**<br>Radio Ad - KOIL: 1 |
| Account Executive<br>Hire Date: 4.22.21 | unknown | | Radio Ad - KOZN: 2<br>Rado Ad - unspecified: 1 |
| Account Executive<br>Hire Date: 6.10.21 | Referral - non-employee | 1-8, 10-13, 15, 16, 20, 21, 27-29 | Referral - current employee: 1<br>**Referral - non-employee: 2** |
| Promotions Director<br>Hire Date: 4.27.21 | Linked In | 1-8, 10-13, 15, 16, 19, 20, 27-32, 34-29 | Indeed: 1<br>**Linked In : 5**<br>National Association of Broadcasters: 1<br>NRG Media Website: 1 |
| Business Manager<br>Hire Date: 6.7.21 | Referral - current employee | 1-8, 10-13, 15, 16, 20, 27-29 | Indeed: 1<br>Linked In : 1<br>**Referral - current employee: 2** |
| Programming Staff<br>Hire Date: 7.16.21 | current employee | | Current Employee: 3<br>Indeed: 1 |
| Programming Staff<br>Hire Date: 7.16.21 | current employee | 1-8, 10-13, 15, 16, 20, 27-29 | Job board, unspecified: 2<br>Linked In : 1 |
| Account Executive<br>Hire Date: 8.2.21 | Radio ad (unspecified) | 1-8, 10-13, 15, 16, 20, 27-29 | **Radio ad (unspecified): 2** Referral - current employee: 2 |
| Morning Show Co-Host<br>Hire Date: 9.20.21 | Referral - current employee | 1-8, 10-13, 15, 16, 20, 27-29 | Current Employee: 2<br>Linked In: 1<br>RAMP: 1<br>Referral - current employee: 2 |
| | | TOTAL | 75 |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| | Recruitment Sources Detail: | Website | Contact Information | # Interviewees Referred | Did source request notification? |
|---|---|---|---|---|---|
| 1 | KQKQ 98.5 FM | www.sweet985.com | 5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146 | | N |
| 2 | KMMQ 99.5 FM/1020AM | www.lanuevaomaha.com | 5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146 | | N |
| 3 | KOIL 1290 AM | www.newstalk1290koil.com | 5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146 | 1 | N |
| 4 | KOOO 101.9 FM | www.1019thekeg.com | 5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146 | | N |
| 5 | KOPW 106.9 FM | www.power1069.com | 5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146 | | N |
| 6 | KOZN 1620 AM & KZOT 1180 AM | www.1620thezone.com | 5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146 | 2 | N |
| 7 | Referral - current employee | | | 14 | N |
| 8 | Current Employee | | | 5 | N |
| 9 | Referral - Non-Employee | | | 6 | |
| 10 | On-Air Ad | station unspecified | | 5 | N |
| 11 | NRG Media corporate website | nrgmedia.com | 2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403, 319.200.1900, fax (319)286-9383 | 4 | N |
| 12 | Indeed | Indeed.com | 6433 Champion Grandview Way Buidling 1, Austin, TX 78750 | 8 | N |
| 13 | LinkedIn | LinkedIn.com | LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085 | 11 | N |
| 14 | Facebook.com | Facebook.com | station unspecified | 1 | N |
| 15 | Nebraska Workforce Development | https://neworks.nebraska.gov/ | 550 So. 16th St., Lincoln, NE 68508, Amber Ward | | N |
| 16 | Natonal Able Network | www.nationalable.org | 5752 Ames Ave. Omaha, NE 68104 Betty McKernan, 402-934-2841 | | Y |
| 17 | All Access Music Group | allaccess.com | All Access Music Group, P. O. Box 6587, Malibu, CA 90264, 310.457.6616 | 6 | N |
| 18 | Job Board | location unspecified | | 2 | N |
| 19 | National Association of Broadcasters | | | 1 | N |
| 20 | NE Broadcasters Assoc | https://ne-ba.org/ | 11414 West Center Road, Sutie 342, Omaha, NE 68144, 402.933.5995 | | N |
| 21 | Omaha Jobs.com | Omahajobs.com | | 1 | N |
| 22 | Radio Ink | www.radioink.com | 331 SE Mizner Blvd., Boca Raton, FL 33432, 561.655.8778, email www.edryan.com | | N |
| 23 | RAMP247 | ramp247.com | 25876 The Old Road, #254, Valencia, CA 91381, Kevin Carter, 661-294-9408kevin@ramp247.com | 2 | N |
| 24 | Regional Help Wanted.com-Omaha | OmahaHelpWanted.com | 5010 Underwood Avenue, Omaha, NE 68132, 800.365.8630 ext 9002 | | N |
| 25 | Trade Site | Site unspecified | | 2 | N |
| 26 | Unknown | | | 4 | |
| 27 | Bellevue Universtiy | handshake.com | Career Services, 1000 Galvin Rd. South,Bellevue, NE 68005 Terra Beethe | | N |

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| | Recruitment Sources Detail: | Website | Contact Information | # Interviewees Referred | Did source request notification? |
|---|---|---|---|---|---|
| 28 | College of St. Mary | handshake.com | Career Development, 7000 Mercy Road, Omaha, NE 68106-2377 402-399-2400 | | N |
| 29 | Creighton University | handshake.com | Career Center, Suite 2015<br>2500 California Plaza<br>Omaha<br>Nebraska-68178, D'Lynn Buck | | N |
| 30 | Drake University | handshake.com | 2507 University Ave., Des Moines,IA 50311 515-271-2011 | | N |
| 31 | Hastings College | handshake.com | 710 N. Turner Ave., Hastings, NE 68901, via https://ncrc-csm.symplicity.com | | N |
| 32 | Nebraska Wesleyan University | handshake.com | 5000 Saint Paul Avenue, Lincoln, NE 68504-2794, via https://ncrc- | | N |
| 33 | Iowa Western Community College | | 2700 College Road, Council Bluffs, IA; Kaci Richter 712.325.3242, | | N |
| 34 | University of Nebraska - Kearney | handshake.com | Academic & Career Services MSAB #140 Kearney, NE 68849, Amy Rundstrom | | N |
| 35 | University of Nebraska - Lincoln | handshake.com | Career Services, 225 Nebraska Union, Lincoln, NE 68588, Natalie Shriner | | N |
| 36 | UNL-College of Journalism | | 147 Anderson Hall, Lincoln, NE 68588, 402.472.3054, Rick Alloway, ralloway1@unl.edu | | N |
| 37 | University of Nebraska - Omaha | handshake.com | Academic and Career Development Ctr., EAB 115, 6001 Dodge Street, Omaha, NE 68132, Joe Hayes | | N |
| 38 | UNO-College of Journalism | | 6505 University Dr. Omaha, NE 68182, Jodeane Newcomb Brownlee, jbrownlee@unomaha.edu | | N |
| 39 | University of Northern Iowa | handshake.com | Office of Career Services, 102 Gilchrist Hall, Cedar Falls, IA 50614-0384, 319-273-6857 | | N |
| | | | TOTAL INTERVIEWS THIS REPORTING PERIOD | 75 | |

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**III. RECRUITMENT INTIATIVES**

Recruitment Outreach Initiatives:

| | Date | Type of Initiative | Description | Attendees | Points |
|---|---|---|---|---|---|
| 1 | 10/6/2020 | Participation in events or programs sponsored by community groups | George Norwood gave a virtual tour of the NRG Media building to a Girl Scout group from Omaha | Promotions Coordinator & Producer for KOZN | 0.25 |
| 2 | 10/9/2020 | Participation in events or programs sponsored by community groups | Nikki Oswald, Laura Blenkush, Chi, Alyssa Siebken participated in the Women of Radio panel via Zoom with the Girl Scouts Spirit of Nebraska to discuss their careers in radio | Morning show hosts for KQKQ, Afternoon host for KQKQ & KOPW midday host | 0.25 |
| 3 | 10/28/2020 | Participation in events or programs sponsored by education institution | Promotions Managers Adam Gower participated in a Zoom meeting with the Radio 1 class from UNO to discuss the impact of COVID on hiring and radio itself, things that would impress hiring managers, and the benefits of a career in broadcasting | Promotions Director | 0.25 |
| 4 | 1/1/2021 | Participation in scholarship program | NRG Media Omaha stations are running commercials promoting the Nebraska Broadcasters Association scholarship program letting students know they can go to our station websites or pick up an applications at our offices. Also we participate in the judging of the applicants for the scholarship. | Business Manager<br>Market Manager<br>Director of Sales<br>Program Directors | 1.00 |
| 5 | 3/24/2021 | Provision of training to management | David Oxenford of the law firm Wilkinson Barker Knauer LLP conducted a seminar sponsored by the Nebraska Broadcasters Association regarding EEO compliance requirements | Business Manager<br>Market Manager | 1.00 |
| 6 | 4/19/2021 | Participation in a job fair | Nebraska Broadcasters Association organized a week long virtual job fair as an opportunity for stations to participate in a recruiting and education outreach to the public about employment opportunities in broadcasting | Business Manager<br>General Manager | 0.25 |
| 7 | 4/22/2021 | Participation in events or programs sponsored by education institution | Gary Sharp spoke to the Sports Announcing KNV 2002 class at Iowa Western CC about careers in broadcasting & his experience as a sports broadcaster | Sports Radio Host | 0.25 |
| 8 | 07/12-07/16/2021 | Participation in a job fair | Nebraska Broadcasters Association Virtual Career Fair. Participation included the posting of station job openings to the website, opn-air promotion of theVirtual Job Fair and responsing to seekers who inquired in search of more information | General Manager<br>Business Manager | 0.25 |

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Recruitment Outreach Initiatives Continued:

| | Date | Type of Initiative | Description | Attendees | Points |
|---|---|---|---|---|---|
| 9 | 7/21/2021 | Provision of training to Management | The General Counsel & Director of Human Resources for NRG Media hosted an interactive Zoom webinar for all supervisors to review FCC EEO regulations and their implementation at NRG Media. | Market Manager<br>Business Manager | 1.00 |
| 10 | 7/23/2021 | Participation in events or programs sponsored by community groups | George Norwoood gave Angel Guardians a tour of the station. Angels Guradians is a nonprofit that works with adults with disabilities between the hours of 9-3 pm. | Promotions Coordinator | 0.25 |
| 11 | 8/10/2021 | Participation in a job fair | Participation in the NBA Annual Meeting Career Fair. This career fair was held in conjunction with the NBA annual convention. Each participating stations' s involvement included advance promotion of the career fair on their respective stations and other distribution channnels, followed by interaction with career fair attendees at the event. | Promotions Director<br>Sales Assistant | 0.25 |
| 12 | 8/17/2021 | Provision of training to management | Market Manager attended the Employment Diversity Seminar sponsored by the NBA. | Market Manager | 1.00 |
| 13 | 9/6/2021 | Other/ Participation in events or programs sponsored by education institution | On-Air Host participating in a semester long Professional in Residence student mentoring program with the University of Nebraska Lincoln College of Journalism and Mass Communications to help students achieve their specific industry goals utlizing the professional's industry experience and to identify industry opportunities and resources. | Morning show hosts for KOZN | 1.00 |
| | | | | TOTAL | 7.00 |