

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
February 1, 2020 - January 31, 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 Hire Date: 3.2.2020	NRG Media.com	1-6, 11-13,18,19,21,24,26,28,30-36,39,41	Employee Referral: 2 NRG Media Website: 2 Linked In: 2 On-Air Ad: 1
Programming On-Air Talent/Music Director Hire Date: 2.17.2020	Employee Referral	1-6, 11-13,18,19,21,24,26,28,30-36,39,41	Employee Referral: 2 Nebraska Broadcasters Assn: 1 Indeed: 1 Online Job Board: 1
Account Executive Hire Date: 7.27.2020	Linked In	1-6, 11-13,18,24,26,28,30-36,39,41	Indeed: 2 Linked In: 1
Account Executive Hire Date: 10.05.2020	Employee Referral	1-6,11-13,18, 23,25,27,29,30,32, 36-42	Indeed: 2
Account Executive Hire Date: 10.19.2020	Non-employee referral		Employee Referral: 2 Non-Employee Referral: 2
Program Director Hire Date: 11.16.2020	All Access	1-6,11-13,16, 18, 20, 23,25,27,29,30,32, 36-42	All access: 6 Facebook: 1 Non-employee referral: 2 NRG Media Corporate Website: 2 on-line trade publication:2 RAMP: 1
Account Executive Hire Date: 12.21.2020	employee referral	1-6,11-13,15,18, 23,25,27,29,30,32, 36-42	employee referral: 3
TOTAL INTERVIEWS THIS REPORTING PERIOD			38

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

Recruitment Sources Detail:			# 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	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	N
7	Employee Referral		9	N
8	Current Employee			N
9	Non-Employee Referral		4	
10	On-Air Ad	station unspecified	1	N
11	NRG Media corporate website	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403, 319.200.1900, fax (319)286-9383	N
12	Indeed	Indeed.com	6433 Champion Grandview Way Buidling 1, Austin, TX 78750	N
13	LinkedIn	LinkedIn.com	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085	N
14	Facebook.com	Facebook.com	station unspecified	N
15	Nebraska Workforce Development	https://networks.nebraska.gov/	550 So. 16th St., Lincoln, NE 68508, Amber Ward	N
16	All Access Music Group	allaccess.com	All Access Music Group, P. O. Box 6587, Malibu, CA 90264, 310.457.6616	N
17	Job Board	location unspecified	1	N
18	NE Broadcasters Assoc	https://ne-ba.org/	11414 West Center Road, Sutie 342, Omaha, NE 68144, 402.933.5995	N
19	Radio Ink	www.radioink.com	331 SE Mizner Blvd., Boca Raton, FL 33432, 561.655.8778, email www.edryan.com	N
20	RAMP247	ramp247.com	25876 The Old Road, #254, Valencia, CA 91381, Kevin Carter, 661-294-9408kevin@ramp247.com	N
21	Regional Help Wanted.com-Omaha	OmahaHelpWanted.com	5010 Underwood Avenue, Omaha, NE 68132, 800.365.8630 ext 9002	N
22	Trade Site	Site unspecified	2	N
23	Bellevue Universtiy	handshake.com	Career Services, 1000 Galvin Rd. South,Bellevue, NE 68005 Terra Beethe	N
24	Chadron State College	https://www.csc.edu/career-services/index.csc	Chadron State College, 1000 Main St., Chadron, NE 69337, via https://ncrc-csm.symplicity.com	N
25	College of St. Mary	handshake.com	Career Development, 7000 Mercy Road, Omaha, NE 68106-2377 402-399-2400	N
26	Concordia Univ. NE	online.cune.edu	800 N. Columbia Ave, Seward, NE 68434, via https://ncrc-csm.symplicity.com	N

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III. RECRUITMENT INITIATIVES

Recruitment Outreach Initiatives:					Points
1	2/17/2020	Participation in events or programs sponsored by education institution	Matt Tompkins, morning show host and Director of Interactive, participated in a Zoom call with the University of Nebraska-Omaha School of Communications Media Storytelling class about writing commercials and production for media.	Morning show host & Director of Interactive	0.25
2	3/11/2020	Participation in events or programs sponsored by education institution	Producer for KOZN & Promotions Coordinator, George Norwood participated in a career panel at Bellevue East High School to answer questions about how to get entered into the Communications industry.	Promotions Coordinator Producer for KOZN	0.25
3	7/21/2020	Provision of training to management	The General Counsel and Director of Human Resources for NRG Media provided EEO training to management attending annual budget meeting	General Manger Business Manager Program Directors	1.00
4	9/10/2020	Participation in events or programs sponsored by education institution	Matt Tompkins, morning show host and Director of Interactive, participated in a Zoom call with the University of Nebraska-Lincoln BRDC 260 cloass about writing for audio production/commercials	Morning show host Director of Interactive	0.25
5	9/24/2020	Participation in events or programs sponsored by education institution	Morning Show Hosts Nikki Oswald and Laura Blenkush spoke to a Radio Practicum class at Iowa Western University.	Morning show hosts (2)	0.25
6	9/30/2020	Participation in events or programs sponsored by education institution	Chi, Josh Peterson, and George Norwood participated in interviews that aired on UNO Mav Radio for College Radio Day discussing the challenges they faced during the pandemic and their journeys in radio.	KOZN Unsportsmanlike Conduct show host, KQKQ & KOPW show host & KOZN producer & promotions coordinator	0.25
7	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
8	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
9	10/28/2020	Participation in events or programs sponsored by education institution	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
TOTAL					3.00