

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, 2021 - January 31, 2022

**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
1 Account Executive Hire Date: 2.22.21	Radio ad (unspecified)	1-8, 10-13, 15, 20, 27-39	<b>Radio ad unspecified: 2</b> Linked In: 1 Referral - current employee: 1
2 Sales Assistant Hire Date: 3.1.21	Indeed	1-8, 10-13, 15, 20, 27-39	<b>Indeed: 1</b> Referral - current employee: 1 NRG Media Website - 1
3 Account Executive Hire Date: 3.11.21	Omahajobs.com	1-8, 10-13, 15, 16, 20, 21, 27-39	Indeed: 2 Linked In: 2 <b>Omahajobs.com: 1</b> Radio Ad - KOIL: 1 Radio Ad - KOZN: 2 Radio Ad - unspecified: 1 Referral - current employee: 1 Referral - non-employee: 2 Unknown: 2
4 Account Executive Hire Date: 3.29.21	Referral - current employee		
5 Account Executive Hire Date: 5.24.21	unknown		
6 Account Executive Hire Date: 7.7.21	Referral - non-employee	1-8, 10-13, 15, 16, 20, 21, 27-39	Indeed: 1 <b>Linked In : 5</b> National Association of Broadcasters: 1 NRG Media Website: 1
7 Promotions Director Hire Date: 4.27.21	Linked In	1-8, 10-13, 15, 16, 19, 20, 27-32, 34-29	Indeed: 1 Linked In : 1 <b>Referral - current employee: 2</b>
8 Business Manager Hire Date: 6.7.21	Referral - current employee	1-8, 10-13, 15, 16, 20, 27-39	Indeed: 1 Linked In : 1 <b>Referral - current employee: 2</b>
9 Programming Staff Hire Date: 7.16.21	current employee	1-8, 10-13, 15, 16, 20, 27-39	<b>Current Employee: 3</b> Indeed: 1 Job board, unspecified: 2 Linked In : 1
10 Programming Staff Hire Date: 7.16.21	current employee		
11 Account Executive Hire Date: 8.2.21	Radio ad (unspecified)	1-8, 10-13, 15, 16, 20, 27-39	<b>Radio ad (unspecified): 2</b> Referral - current employee: 2
12 Morning Show Co-Host Hire Date: 9.20.21	Referral - current employee	1-8, 10-13, 15, 16, 20, 27-39	Current Employee: 2 Linked In: 1
13 Programming Staff Hire Date: 10.4.21	Referral - current employee	1-8, 10-13, 15, 16, 20, 27-39	Current Employee: 1 <b>Referral - current employee: 2</b>
14 Account Executive Hire Date: 11.22.21	KQKQ 98.5 FM (mobile app)	1-8, 10-13, 15, 16, 20, 27-39	Radio ad (unspecified): 1 Indeed: 2
15 Sports Talk Show Host Hire Date: 1.3.22	KOZN 1620 AM & KZOT 1180 AM	1-8, 10-13, 15, 16, 20, 27-39	<b>1620 The Zone: 1</b> Current Employee: 1
		TOTAL	67

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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	1	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	3	N
7	Referral - current employee			14	N
8	Current Employee			7	N
9	Referral - Non-Employee			2	
10	On-Air Ad	station unspecified		6	N
11	NRG Media corporate website	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403, 319.200.1900, fax (319)286-9383	3	N
12	Indeed	Indeed.com	6433 Champion Grandview Way Buidling 1, Austin, TX 78750	7	N
13	LinkedIn	LinkedIn.com	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085	12	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	Natnol 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		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	1	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	N
27	Bellevue Universtiy	handshake.com	Career Services, 1000 Galvin Rd. South,Bellevue, NE 68005 Terra Beethe		N

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

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 2500 California Plaza Omaha 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 <a href="https://ncrc-csm.symplicity.com">https://ncrc-csm.symplicity.com</a>		N
32 Nebraska Wesleyan University	handshake.com	5000 Saint Paul Avenue, Lincoln, NE 68504-2794, via <a href="https://ncrc-">https://ncrc-</a>		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			67	

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III. RECRUITMENT INITIATIVES

Recruitment Outreach Initiatives:					
	Date	Type of Initiative	Description	Attendees	Points
1	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 General Manager	1.00
2	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 General Manager	0.25
3	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
4	07/12-16/2021	Participation in a job fair	Nebraska Broadcasters Association Virtual Career Fair. Participation included the posting of station job openings to the website, on-air promotion of the Virtual Job Fair and responding to seekers who inquired in search of more information	General Manager Business Manager	0.25
5	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.	General Manager Business Manager	1.00
6	7/23/2021	Participation in events or programs sponsored by community groups	George Norwood gave Angel Guardians a tour of the station. Angels Guardians is a nonprofit that works with adults with disabilities between the hours of 9-3 pm.	Promotions Coordinator	0.25
7	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 channels, followed by interaction with career fair attendees at the event.	Promotions Director Sales Assistant	1.00
8	8/17/2021	Provision of training to management	General Manager attended the Employment Diversity Seminar sponsored by the NBA.	General Manager	1.00

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III. RECRUITMENT INITIATIVES (continued)

Recruitment Outreach Initiatives:					
	Date	Type of Initiative	Description	Attendees	Points
9	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 utilizing the professional's industry experience and to identify industry opportunities and resources.	Morning show hosts for KOZN	1.00
10	10/11/2021	Participation in a job fair	Participation included the posting of station job openings to the website, on-air promotion of the Virtual Job Fair and responding to seekers who inquired in search of more information	General Manager, Business Manager	0.25
11	1/17/2022	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, General Manager	0.25
TOTAL					6.50