

EEO ANNUAL PUBLIC FILE REPORT  
Employment Unit: NRG Media, LLC - RHINELANDER, WI  
WHDG-FM, WLKD-AM, WMQA-FM, WOBT-AM/WOBT-FM, WRHN-FM, WRLO-FM  
August 1, 2021 - July 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<br>Hire Date: 5/31/22 | 13                                | 1-15   | 11. Indeed: 2<br>13. Non-employee referral: 1<br>15. Unknown:1                  |
| TOTAL INTERVIEWS THIS REPORTING PERIOD                  |   |                                   |  | 4   |

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

| Recruitment Sources Detail:            |                                       |   |   | # Interviewees Referred | Did source request notification? |
|--|---------------------------------------|---|---|-------------------------|----------------------------------|
| 1                                      | WHDG 97.3 Hodag Country               | www.WHDG.com                                | 3616 Highway 47 North<br>Rhinelanders Wisconsin 54501<br>Phone: 715.362.1975  | 0                       | N                                |
| 2                                      | WLKD-AM 1570 The Lake                 | www.wmqa.com/the-lake-am-1570/              | 3616 Highway 47 North<br>Rhinelanders Wisconsin 54501<br>Phone: 715.362.1975  | 0                       | N                                |
| 3                                      | WMQA-FM KOOL 95.9                     | www.wmqa.com                                | 3616 Highway 47 North<br>Rhinelanders Wisconsin 54501<br>Phone: 715.362.1975  | 0                       | N                                |
| 4                                      | WOBT 1240 AM/101.3 FM                 | https://www.whdg.com/hodaglegends/          | 3616 Highway 47 North<br>Rhinelanders Wisconsin 54501<br>Phone: 715.362.1975  | 0                       | N                                |
| 5                                      | WRHN 100.1 FM Jack FM                 | https://www.wmqa.com/wrhn-fm-100-1-jack-fm/ | 3616 Highway 47 North<br>Rhinelanders Wisconsin 54501<br>Phone: 715.362.1975  | 0                       | N                                |
| 6                                      | WRLO-FM Rock 105.3                    | www.wrlo.com                                | 3616 Highway 47 North<br>Rhinelanders Wisconsin 54501<br>Phone: 715.362.1975  | 0                       | N                                |
| 7                                      | Radio Ads                             |   | 3616 Highway 47 North<br>Rhinelanders Wisconsin 54501<br>Phone: 715.362.1975  | 0                       | N                                |
| 8                                      | Job Center of Wisconsin.com           | jobcenterwisconsin.com                      | State of Wisconsin Department of Workforce Development<br>1-888-258-9966      | 0                       | N                                |
| 9                                      | WI Broadcasters Assoc                 | WI-Broadcasters.org                         | 44 E. Mifflin St, Ste 900, Madison, WI 53703, (608)255-2600                   | 0                       | N                                |
| 10                                     | NRG Media, LLC                        | nrgmedia.com                                | 2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403 (319)200-1900, fax (319)286-9383 | 0                       | N                                |
| 11                                     | Indeed                                | indeed.com                                  |   | 2                       | N                                |
| 12                                     | Linked In                             | linkedin.com                                |   | 0                       | N                                |
| 13                                     | Non-Employee referral                 |   |   | 1                       | N                                |
| 14                                     | Current Employee or Employee Referral |   |   | 0                       | N                                |
| 15                                     | Unknown Source                        |   |   | 1                       | N                                |
| TOTAL INTERVIEWS THIS REPORTING PERIOD |                                       |   |   | 4                       |                                  |

**III. RECRUITMENT INITIATIVES**

| Recruitment Outreach Initiatives: |           |   |  |                 |      |
|-----------------------------------|-----------|---|--|-----------------|------|
| 1                                 | 2/24/2022 | Participation in other activities designed by the station employment unit | Shane Sparks, GM for NRG Media Northwoods, attended the Crandon High School Career Fair  | General Manager | 0.25 |
| 2                                 | 6/22/2022 | Participation in jobs fairs.  | Aleese Fielder, GM for NRG Media Wausau, hiring agent on record participated in the WBA Virtual Job Fair.  | General Manager | 0.25 |
| 3                                 | 7/10/2022 | Provision of training to Management                                       | Shane Sparks, GM for NRG Media Northwoods, attended the Zoom Webinar "FCC EEO Rules" sponsored by various state broadcasting agencies and provided by Elizabeth Spainhour and Patrick Cross of the Brooks Pierce Law Firm. | General Manager | 1.00 |
| TOTAL                             |           |   |  |                 | 1.50 |