

EEO ANNUAL PUBLIC FILE REPORT BACKUP DATA
Employment Unit: NRG Media, LLC -WATERLOO -CEDAR RAPIDS, IA
KFMW-FM, KOKZ-FM, KPTY-AM, KXEL-AM
October 1, 2021 - September 30, 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: 3/1/22	referral by current employee	1-14	8. Referral by current employee: 2 7. NRG Media corporate website: 1
2	On Air Talent Hire Date: 3/14/22	Current Employee Promotion	1-15	8. Referral by current employee: 1 10. Current employee: 1 15. All Access: 1
3	Promotions Director & Sales Assistant Hire Date: 5/16/22	Radio Ad	1-14	6. Station Social media posting: 1 12. Indeed.com: 1
TOTAL INTERVIEWS THIS REPORTING PERIOD				8

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

Recruitment Sources Detail:					
	Source	Website	Contact Information	# Interviewees Referred	Did source request notification?
1	KFMW 108 FM	www.rock108.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900		N
2	KOKZ 105.7 FM	www.1057kokz.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900		N
3	KPTY 107.3 FM & 1330 AM	www.1073hankfm.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900		N
4	KXEL 1540 AM	www.kxel.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900		N
5	On-Air Ad	station unspecified			N
6	Social Media	station unspecified		1	N
7	NRG Media corporate website	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403, 319.200.1900, fax (319)286-9383	1	N
8	Referral by Current employee			3	N
9	Referral - non-employee				N
10	Current Employee			1	N
11	Unknown				N
12	Indeed	Indeed.com	6433 Champion Grandview Way Buidling 1, Austin, TX 78750	1	N
13	LinkedIn	LinkedIn.com	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085		N
14	Iowa Broadcasters Assoc	iowabroadcasters.com	P.O. Box 71186, Des Moines, IA 50325 515-224-7237		N
15	All Access Music Group	allaccess.com	All Access Music Group, P. O. Box 6587, Malibu, CA 90264, 310.457.6616	1	N
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III. RECRUITMENT INITIATIVES

Recruitment Outreach Initiatives:					
	Date	Type of Recruitment Initiative	Brief Description of Activity	Participant Title	Points
1	10/11/2021	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Burt Public Library.	Program Director (KXEL)	1.00
2	1/23/2022	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Dubuque Museum of Art.	Program Director (KXEL)	1.00
3	3/7/2022	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Missouri Valley Public Library	Program Director (KXEL)	1.00
4	3/7/2022	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Lied Public Library.	Program Director (KXEL)	1.00
5	3/8/2022	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Shennandoah Public Library.	Program Director (KXEL)	1.00
6	3/22/2022	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Ottumwa Public Library.	Program Director (KXEL)	1.00
7	4/24/2022	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Atlantic Rock Island Society Enterprise.	Program Director (KXEL)	1.00
8	4/25/2022	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at Elk Horn Public Library.	Program Director (KXEL)	1.00
9	4/25/2022	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Carroll Public Library.	Program Director (KXEL)	1.00

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Recruitment Outreach Initiatives (continued):					
	Date	Type of Recruitment Initiative	Brief Description of Activity	Participant Title	Points
10	5/20/2022	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Bricker Price Block.	Program Director (KXEL)	1.00
11	7/12/2022	Provision of training to management	The Market Manager and Executive Assistant participated in an interactive webinar presented by the Iowa Broadcasters Association and other state broadcaster associations and attorneys from Brooks Pierce reviewing FCC EEO regulations.	Market Manager Executive Assistant	1.00
12	9/21/2022	Participation in events or programs sponsored by educational institutions	General Sales Manager and Account Executive participated in a Job Fair organized by the University of Iowa Alpha Kappa Psi Professional Fraternity.	General Sales Manager Account Executive	0.25
					11.25