

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, 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
Programming Staff Hire Date: 10.4.21	Referral - current employee	1-8, 10-13, 15, 16, 20, 27-39	8. Current Employee: 1 7. Referral - current employee: 2
Account Executive Hire Date: 11.22.21	KQKQ 98.5 FM (mobile app)	1-8, 10-13, 15, 16, 20, 27-39	10. Radio ad (unspecified): 1 12. Indeed: 2 1. KQKQ mobile ad: 1
Sports Talk Show Host Hire Date: 1.3.22	KOZN 1620 AM & KZOT 1180 AM	1-8, 10-13, 15, 16, 20, 27-39	6. 1620 The Zone: 1 8. Current Employee: 1 7. Referral - current employee: 3 13. Linked In: 1 25. Unspecified Trade Site: 2
Account Executive Hire Date: 5.2.22	Indeed	1-8, 10-13, 15, 16, 20, 27-39	9. Referral - Non-employee: 2 12. Indeed: 1
Digital Sales Specialist Hire Date: 6.16.22	Referral - non-employee	1-8, 10-13, 15, 16, 20, 27-39	9. Referral - Non-employee: 1 10. Radio ad (unspecified): 1 25. Unspecified Trade Site: 1
Digital Coordinator 6.30.22	Referral - current employee	1-8, 10-13, 15, 16, 20, 27-39	7. Referral - current employee: 1 13. LinkedIn: 1
Producer, Morning Show Hire Date: 8.29.22	Corporate Website	1-8, 10-13, 15, 16, 20, 27-39	8. Current Employee: 3 11. Corporate Website: 1 20. Ne Broadcasters Assn: 1
TOTAL			28

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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		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	1	N
7 Referral - current employee			6	N
8 Current Employee			5	N
9 Referral - Non-Employee			3	
10 On-Air Ad	station unspecified		2	N
11 NRG Media corporate website	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403, 319.200.1900, fax (319)286-9383	1	N
12 Indeed	Indeed.com	6433 Champion Grandview Way Buidling 1, Austin, TX 78750	3	N
13 LinkedIn	LinkedIn.com	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085	2	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 National 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			N
19 National Association of Broadcasters				N
20 NE Broadcasters Assoc	https://ne-ba.org/	11414 West Center Road, Sutie 342, Omaha, NE 68144, 402.933.5995	1	N
21 Omaha Jobs.com	Omahajobs.com			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		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		3	N
26 Unknown				
27 Bellevue Universtiy	handshake.com	Career Services, 1000 Galvin Rd. South,Bellevue, NE 68005 Terra Beethe		N

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Recruitment Sources Detail, Continued :	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 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			28	

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III. RECRUITMENT INITIATIVES

Recruitment Outreach Initiatives:					
	Date	Type of Initiative	Description	Attendees	Points
1	10/11/2021	Participation In Job Fairs	Stations participated in the NE Broadcasters Assn. Virtual Job Fair. Participation included the posting of station job openings to the website, on-air promotion of theVirtual Job Fair and responding to seekers who requested more information	General Manager Business Manager	0.25
2	1/1/2022	Participation in scholarship programs	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 General Manager Director of Sales Program Directors	1.00
3	1/17/2022	Participation In Job Fairs	Stations participated in the NE Broadcasters Assn. Virtual Job Fair. Participation included the posting of station job openings to the website, on-air promotion of theVirtual Job Fair and responding to seekers who requested more information	Business Manager General Manager	0.25
4	4/11/2022	Participation In Job Fairs	Stations participated in the NE Broadcasters Assn. Virtual Job Fair. Participation included the posting of station job openings to the website, on-air promotion of theVirtual Job Fair and responding to seekers who requested more information	Business Manager General Manager	0.25
5	4/28/2022	Participation in events or programs sponsored by educational institutions	Alyssa Siebken, Snera Otis spoke about their career's in radio broadcasting at Gomez Heritage Elementary.	On Air Talent KOPW	0.25
6	5/13/2022	Participation in events or programs sponsored by educational institutions	Damon Benning spoke to an 8th grade class on career day at Westside Community School about his role in radio broadcasting.	Morning Show host on KOZN	0.25
7	6/15/2022	Participation in scholarship programs	Ruth McCully is a member on the Johnny Rodgers Education Scholarships board for Metro Communit College scholarship program who helps decide student scholarship decisions for broadcast careers.	Account Executive	1.00
8	7/11/2022	Participation In Job Fairs	Stations participated in the NE Broadcasters Assn. Virtual Job Fair. Participation included the posting of station job openings to the website, on-air promotion of theVirtual Job Fair and responding to seekers who requested more information	General Manager Business Manager	0.25

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Recruitment Outreach Initiatives Continued:					
	Date	Type of Initiative	Description	Attendees	Points
9	7/12/2022	Provision of Training to Management	The Market Manager participated in an interactive webinar presented by the Iowa Broadcasters Assn and attorneys from Brooks Pierce reviewing FCC EEO regulations.	General Manager	1.00
10	8/9/2022	Provision of Training to Management	General Manager and Business Manager attended the NBA Employment Law Seminar including training on ensuring equal employment opportunity and preventing discrimination.	General Manager Business Manager	1.00
TOTAL					5.50