

EEO ANNUAL PUBLIC FILE REPORT BACKUP DATA
Employment Unit: NRG Media, LLC - Lincoln, NE
KBBK-FM, KFGE-FM, KLIN-AM, KLNC-FM
February 1, 2022 -January 31, 2023

I. VACANCY LIST

See Section II. The "Master Recruitment Source List" ("MRS�") 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	On-Air Talent Hire Date: 2.16.2022	40	1-4, 10-13, 15-40	40: Current Employee: 1
2	Client Marketing Coordinator Hire Date: 5.2.22	7		7 Self-Referral:1 6 Non-Employee referral: 1 11 Indeed:1 39 Glassdoor: 1
3	Client Marketing Coordinator Hire Date: 5.16.22	39	1-4, 10-13, 15-40	
4	Account Executive Hire Date: 7.1.22	40		1-4 Station Website (staton unspecified): 1 6&11: Non-Employee referral to Indeed: 1 9:Online Ad: 1 40: Current Employee (promotion): 1
5	Account Executive Hire Date: 8.22.2022	9	1-4, 10-13, 15-40	
6	Assistant Program Director, KFGE Hire Date: 9.12.2022	5	1-4, 10-40	5 Employee referral: 1 12 Linked In: 1 40 Current Employee: 1
7	News Anchor/Reporter - KLIN Hire Date: 9.15.22	9	1-4, 10-40	5 Employee referral: 1 9 Online (unspecified): 2
8	Program Director, Red 945 Hire Date: 10.31.2022	6	1-4, 10-40	6 Non-Employee referral: 1 12 Linked In: 1 14 All Access: 3
9	Program Director/Sports Director, KLIN Hire Date: 1.1.23	40	1-4, 10-13, 15-40	40 Current Employee: 1
10	Client Marketing Coordinator Hire Date: 1.3.23	12	1-4, 10-13, 15-40	11 Indeed:1 12 Linked In: 1
			TOTAL INTERVIEWS THIS REPORTING PERIOD	23

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

Recruitment Sources Detail:			# Interviewees Referred	Did Source request notification	
1	KBBK-FM 107.3	b1073.com	4343 O Street, Lincoln, NE 68510 402.475.4567	1	N
2	KFGE 98 FM	froggy981.com	4343 O Street, Lincoln, NE 68510 402.475.4567		N
3	KLIN 1400 AM	klin.com	4343 O Street, Lincoln, NE 68510 402.475.4567		N
4	KLNC-FM 105.3	1053thebone.com	4343 O Street, Lincoln, NE 68510 402.475.4567		N
5	Employee Referral			2	N
6	Non-Employee Referral			3	N
7	Self-Referral			1	N
8	Unknown				N
9	Online	unspecified		3	N
10	NRG Media corporate website	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403, 319.200.1900, fax (319)286-9383 Mary Preston		N
11	Indeed	Indeed.com	6433 Champion Grandview Way Building 1, Austin, TX 78750	2	N
12	LinkedIn	LinkedIn.com	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085	3	N
13	NE Broadcasters Assoc	https://ne-ba.org/	11414 West Center Road, Suite 342, Omaha, NE 68144 Jim Timm		N
14	All Access Music Group	allaccess.com	All Access Music Group, P. O. Box 6587, Malibu, CA 90264, 310.457.6616 jdenver@allaccess.com	3	N
15	Bellevue Universtiy	handshake.com	Career Services, 1000 Galvin Rd. South, Bellevue, NE 68005 Terra Beethe		N
16	Careerpage	Careerpage.org	National Alliance of State Brodcasters, 2333 Wisconsin St., Albuquerque NM 87110		N
17	Central Community College - Columbus		Career Services, P.O. Box 1027 Columbus, NE 68602-1027 Lora Hastreiter		Y
18	Concordia Univ. NE	handshake.com	Career Services, 800 N. Columbia Ave, Seward, NE 68434 Daisha Thomas		N
19	Creighton University	handshake.com	Career Center, Suite 2015 2500 California Plaza Omaha, NE 68131, Jeremy Fisher		N
20	Doane University	handshake.com	Career Center, 1014 Boswell Ave., Crete, NE 68333 Sarah Begay		N
21	El Centro de las Americas		210 O St. Lincoln, NE 68508 Alix Gomez		Y
22	Goods Entertainment		P.O. Box 1266, Weston, Ct 06883 Adam Goodman		Y
23	Hastings College	handshake.com	Career Services, 710 N. Turner Ave., Hastings, NE 68901 Kim Graviette		Y
24	Mid-Plains Community College	handshake.com	Career Services, 1101 Halligan Drive, North Platte, NE 69101, Amy Sabatka		N
25	Midland University	handshake.com	Personal & Career Development Center, 900 North Clarkson, Fremont, NE 68025 Connie Kreikemeier		N

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

Recruitment Sources Detail:				# Interviewees Referred	Did Source request notification
26	Nebraska Wesleyan University	handshake.com	Career & Counseling Center, 5000 Saint Paul Avenue, Lincoln, NE 68504-2794 Janelle Andreini		N
27	Nebraska Workforce Development	https://networks.nebraska.gov/	550 So. 16th St., Lincoln, NE 68509, Amber Ward		Y
28	Northwest Missouri State University	www.nwmissouri.edu/career/	Career Services, 800 University Drive, Admin. #130, Maryville, MO 64468, Hannah Christian		Y
29	Peru State College	handshake.com	Career Services, 600 Hoyt Street, P.O. Box 10, Peru NE 68421 Dana Stovall		N
30	Resources for Human Development		1233 Arapahoe Street #300, Lincoln, NE 68502 Craig Casados		Y
31	Union State College	handshake.com	Career Center, 3800 South 48th Street, Lincoln, NE 68506 Roger Woolsey		N
32	University of Nebraska - Kearney	handshake.com	Academic & Career Services MSAB #140 Kearney, NE 68849, Amy Rundstrom		N
33	University of Nebraska - Lincoln	handshake.com	Career Services, 225 Nebraska Union, Lincoln, NE 68588, Tracy Lungrin		N
34	University of Nebraska - Lincoln College of Journalism		College of Journalism 147 Andersen Hall, Lincoln, NE 68588 Rick Alloway ralloway1@unl.edu		Y
35	University of Nebraska - Lincoln College of Journalism Career Development		College of Journalism 147 Andersen Hall, Lincoln, NE 68588 Kris Scanlon kscanlon2@unl.edu		Y
36	UNL Institute of Agriculture & Natural Resources		AGH 202 Lincoln, NE-68527 Sue Ellen Pegg, spegg2@unl.edu		Y
37	University of Nebraska - Omaha	handshake.com	Academic and Career Development Ctr., EAB 115, 6001 Dodge Street, Omaha, NE 68132, Laura Sansoni		N
38	Wayne State College	handshake.com	Career Services, 1111 Main Street, Wayne, NE 68787 Jason Barelman		Y
39	Glassdoor			1	N
40	current employee			4	N
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III. RECRUITMENT INITIATIVES

Recruitment Outreach Initiatives:					
	Date	Type of Recruitment Initiative	Brief Description of Activity	Participant Title	Points
1	1.1.2022-4.30.2022	Job bank participation	NRG Media ran on-air promotional spots for the Nebraska Broadcasters Association website "channelyouNBA.com" promoting careers in broadcasting with a list of schools with broadcasting programs in the state of Nebraska, descriptions of jobs available in broadcasting, and videos of individuals that are employed in Nebraska in the radio and television industries.	General Manager Promotions Director Traffic Manager	1.00
2	2.1.22-1.31.23	Participation in scholarship programs	The stations participated in the Nebraska Broadcasters Association scholarship program for 2022. This program is setup to assist students enrolled in broadcasting-related educational programs at four year public or private colleges and universities. We were actively involved in the contribution of funds to setup and maintain the scholarship fund, the two plus month promotion of the program, and the review and judging of applications for the scholarship program. Two \$2,000 scholarships were awarded for 2022.	General Manager Promotions Director Traffic Manager	1.00
3	2.21.2022	Participation in job fairs	UNL Student Athlete Career Fair	Asst Program/Sports Dir Program Director	0.25
4	3.24.2022	Participation in events or programs sponsored by educational institutions	Job Shadow by home-school student	Station Personnel	0.25
5	4.11.2022 to 4.15.2022	Participation in job fairs	NRG Media participated in the NBA's virtual job fair. NRG Media posted job openings at job fair website (established by the National Alliance of State Broadcasters Associations), promoted the event to drive visitors to this site, received applications from visitors to the site and had the Business Manager available to provide more if contacted by a site visitor.	Business Manager Promotions Manager Traffic Manager	0.25
6	7.12.2022	Provision of training to management	General Manager and Business Manager participated in the Iowa Broadcasters Association FCC EEO Rules educational Training Seminar	General Manager Business Manager	1.00
7	8.9.2022	Provision of training to management	General Manager and Business Manager attended the "Employment Law Update: Lessons Learned and Future Forecasts" training seminar at the Nebraska Broadcasters Convention August 9, 2022, which included EEO training.	General Manager Business Manager	1.00
8	8.9.2022	Co-Sponsor job fairs	Station co-sponsored the Career Fair at the Nebraska Broadcasters Association annual meeting	Business Manager Station Personnel	1.00
TOTAL					5.75