

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, 2022-September 30, 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
Sports Talk Show Host Hire Date:12.13.22	Referral - current employee	1-8, 10-13, 15, 16, 20, 27-39	7. Referral - current employee: 2 8. Current Employee: 1 9. Referral - Non-employee: 2 12. Indeed - 6 13. Linked In: 2 25. Trade Site: 1
Account Executive Hire Date: 11.2.22	Referral - non-employee	1-8, 10-13, 15, 16, 20, 21, 27-39	4. Radio Ad - KOOO: 1 6. Radio Ad - KOZN: 1
Account Executive Hire Date:12.5.22	Referral - current employee		7. Referral - current employee: 1
Account Executive Hire Date: 12.27.22	Referral - non-employee		9. Referral - non-employee: 2 13. Linked In: 3
Sales Assistant Hire Date: 3.6.23	current employee	1-8, 10-13, 15, 16, 20, 27-39	7. Referral - current employee: 1 8. Current Employee: 1 10. On-air ad, unspecified: 1
General Manager Hire Date: 6.19.23	Referral - current employee	1-13	7. Referral - current employee: 1 8. Current employee: 2 9. Referral - non-employee: 1 10. On-air ad, unspecified: 1
Business Manager Hire Date: 8.7.23	Linked In	1-8, 10-13, 20, 27-39	12. Indeed: 2 13. Linked In: 1
Producer, Morning Show Hire Date: 8.7.23	current employee	1-13	8. Current employee: 1 12. Indeed: 2 13. Linked In: 1
Digital Marketing Director 8.30.23	Referral - current employee	1-13	7. Referral - current employee: 1 11. NRG Corp Website: 1 12. Indeed - 1
Digital Content Manager Hire Date: 9.11.23	Indeed	1-13	8. Current Employee: 1 9. Referral - Non-employee: 1 11. NRG Corp Website: 1 12. Indeed - 6 13. Linked In: 1 26. Unknown: 1
TOTAL			51

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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	0	N
2	KMMQ 99.5 FM/1020AM	www.lanuevaomaha.com	5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146	0	N
3	KOIL 1290 AM	www.newstalk1290koil.com	5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146	0	N
4	KOOO 101.9 FM	www.1019thekeg.com	5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146	1	N
5	KOPW 106.9 FM	www.power1069.com	5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146	0	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			6	N
9	Referral - Non-Employee			6	
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	2	N
12	Indeed	Indeed.com	6433 Champion Grandview Way Buidling 1, Austin, TX 78750	17	N
13	LinkedIn	LinkedIn.com	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085	8	N
14	Facebook.com	Facebook.com	station unspecified	0	N
15	Nebraska Workforce Development	https://networks.nebraska.gov/	550 So. 16th St., Lincoln, NE 68508, Amber Ward	0	N
16	Natonal Able Network	www.nationalable.org	5752 Ames Ave. Omaha, NE 68104 Betty McKernan, 402-934-2841	0	N
17	All Access Music Group	allaccess.com	All Access Music Group, P. O. Box 6587, Malibu, CA 90264, 310.457.6616	0	N
18	Job Board	location unspecified		0	N
19	National Association of Broadcasters			0	N
20	NE Broadcasters Assoc	https://ne-ba.org/	11414 West Center Road, Sutie 342, Omaha, NE 68144, 402.933.5995	0	N
21	Omaha Jobs.com	Omahajobs.com		0	N
22	Radio Ink	www.radioink.com	331 SE Mizner Blvd., Boca Raton, FL 33432, 561.655.8778, email www.edryan.com	0	N
23	RAMP247	ramp247.com	25876 The Old Road, #254, Valencia, CA 91381, Kevin Carter, 661-294-9408kevin@ramp247.com	0	N
24	Regional Help Wanted.com-Omaha	OmahaHelpWanted.com	5010 Underwood Avenue, Omaha, NE 68132, 800.365.8630 ext 9002	0	N
25	Trade Site	Site unspecified		1	N
26	Unknown			1	N
27	Bellevue Universtiy	handshake.com	Career Services, 1000 Galvin Rd. South,Bellevue, NE 68005 Terra Beethe	0	N
28	College of St. Mary	handshake.com	Career Development, 7000 Mercy Road, Omaha, NE 68106-2377 402-399-2400	0	N

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29	Creighton University	handshake.com	Career Center, Suite 2015 2500 California Plaza	0	N
30	Drake University	handshake.com	2507 University Ave., Des Moines, IA 50311 515-271-2011	0	N
31	Hastings College	handshake.com	710 N. Turner Ave., Hastings, NE 68901, via https://ncrc-csm.symplicity.com	0	N
32	Nebraska Wesleyan University	handshake.com	5000 Saint Paul Avenue, Lincoln, NE 68504-2794, via https://ncrc-csm.symplicity.com	0	N
33	Iowa Western Community College		2700 College Road, Council Bluffs, IA; Kaci Richter 712.325.3242, krichter@iwcc.edu	0	N
34	University of Nebraska - Kearney	handshake.com	Academic & Career Services MSAB #140 Kearney, NE 68849, Amy Rundstrom	0	N
35	University of Nebraska - Lincoln	handshake.com	Career Services, 225 Nebraska Union, Lincoln, NE 68588, Natalie Shriner	0	N
36	UNL-College of Journalism		147 Anderson Hall, Lincoln, NE 68588, 402.472.3054, Rick Alloway, ralloway1@unl.edu	0	N
37	University of Nebraska - Omaha	handshake.com	Academic and Career Development Ctr., EAB 115, 6001 Dodge Street, Omaha, NE 68132, Joe Hayes	0	N
38	UNO-College of Journalism		6505 University Dr. Omaha, NE 68182, Jodeane Newcomb Brownlee, jbrownlee@unomaha.edu	0	N
39	University of Northern Iowa	handshake.com	Office of Career Services, 102 Gilchrist Hall, Cedar Falls, IA 50614-0384, 319-273- 6857	0	N
TOTAL INTERVIEWS THIS REPORTING PERIOD				51	

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III. RECRUITMENT INITIATIVES

Recruitment Outreach Initiatives:					
	Date	Type of Initiative	Description	Attendees	Points
1	10/17/2022	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 the Virtual Job Fair and responding to seekers who requested more information	Business Manager, Sales Manager	0.25
2	1/17/2023	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 the Virtual Job Fair and responding to seekers who requested more information	Business Manager	0.25
3	1/24/2023	Participation in events or programs sponsored by educational institutions	A student from Creighton Prep came in to observe/shadow Josh Peterson Co-Host on KOZN 2-6pm show Unsportsman Like Conduct for his English Class.	Show Host on KOZN	0.25
4	2/6/2023	Participation in events or programs sponsored by educational institutions	A student from Johnson Brock came in to observe/shadow Connor Happer Host on KOZN 10a-2pm show The Connor Happer Show for his English Class.	Show Host on KOZN	0.25
5	3/1/2023	Participation in events or programs sponsored by educational institutions	A student from Asland Greenwood High School came in to shadow Josh Odson Co-Host on The Connor Happer Show for his Career Portfolio Class	Show Host on KOZN	0.25
6	4/24/2023	Participation in Job Fairs	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, Sales Manager	0.25
7	5/1/2023	Participation in events or programs sponsored by educational institutions	A student from Ralston Middle School with his 2 teachers came by for a tour of the station and to record an audio track for a school project.	Sales Manager	0.25
8	5/4/2023	Participation in events or programs sponsored by community groups	A group from Compassionate Services and Consulting of Nebraska toured the stations.	Promotions Manager	0.25
9	6/21/2023	Provision of training to management	NRG's General Counsel provided training to new SEU Market Manager on FCC EEO policies, NRG's EEO policy, and procedures in place to ensure that requirements are met.	Market Manager	1.00
10	8/8/2023	Participation in Job Fairs	Stations participated in the Nebraska Broadcasters Association job fair at the Embassy Suites LaVista.	Promotions Manager, Sales Assistant	0.25
11	8/10/2023	Provision of training to management	NRG's General Counsel provided training to new SEU Business Manager on FCC EEO policies, NRG's EEO policy, and procedures in place to ensure that requirements are met.	Business Manager	1.00
12	8/29/2023	Sponsorship of events in the community designed to increase public awareness	The Stations hosted an open house for the Omaha Chamber of Commerce to introduce the organization to the radio stations and the employment opportunities available in broadcasting.	All station personnel	0.50
TOTAL					4.75