

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, 2023-September 30, 2024

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: 11.1.23	Referral - current employee	1-13	7. Referral - current employee: 1 10. OnAir/Online, unspecified: 2; 11. NRG Corp Website: 2
2	Digital Content Provider Hire Date: 11.1.23	Referral - current employee	1-13	7. Referral - current employee: 1 12. Indeed: 2
3	Digital Coordinator Hire Date: 11.13.23	Referral - current employee	1-13	7. Referral - current employee: 1 11. NRG Corp Website: 1
4	Sales Assistant Hire Date: 11.27.23	Referral - current employee	1-13	7. Referral - current employee: 1 12. Indeed: 1
5	Business Manager Hire Date: 11.27.23	Referral - current employee	1-13	7. Referral - current employee: 1 10. OnAir/Online unspecified: 1
6	Program Director Hire Date: 11.27.23	Referral - current employee	1-13	7. Referral - current employee: 1 8. Current Employee: 2
7	On-Air Talent Hire Date: 12.4.23	Referral - current employee	1-13	7. Referral - current employee: 5 8. Current employee: 1 9. Referral non-employee: 1
8	Account Executive Hire Date: 1.24.24	KOZN On air ad	1-13	6. KOZN on air ad: 1
9	Account Executive Hire Date: 4.30.24	Referral - current employee	1-13, 16, 27-39	7. Referral - Current Employee: 1 26. Unknown : 1
10	Client Marketing Coordinator Hire Date: 5.28.24	Linked In	1-13, 16, 27-39	13. Linked In: 2 12. Indeed: 3 11. NRG Media Corporate Website: 1
11	Digital Coordinator Hire Date: 6.10.24	Referral - current employee	1-13, 20, 21, 23, 27-39	7. Referral - Current Employee: 1 12. Indeed: 3
TOTAL				37

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		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			13	N
8 Current Employee			3	N
9 Referral - Non-Employee			1	
10 On-Air Ad	station unspecified		3	N
11 NRG Media corporate website	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403, 319.200.1900, fax (319)286-9383	4	N
12 Indeed	Indeed.com	6433 Champion Grandview Way Buidling 1, Austin, TX 78750	9	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 Natonal Able Network	www.nationalable.org	5752 Ames Ave. Omaha, NE 68104 Betty McKernan, 402-934-2841		N
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		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

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

Recruitment Sources Detail:	Website	Contact Information	# Interviewees Referred	Did source request notification?
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			N
26 Unknown			1	N
27 Bellevue Universtiy	handshake.com	Career Services, 1000 Galvin Rd. South,Bellevue, NE 68005 Terra Beethe		N
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.symphlicity.com		N
32 Nebraska Wesleyan University	handshake.com	5000 Saint Paul Avenue, Lincoln, NE 68504-2794, via		N
33 Iowa Western Community College		2700 College Road, Council Bluffs, IA; Kaci Richter		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	37	

III. RECRUITMENT INITIATIVES

Recruitment Outreach Initiatives:					
	Date	Type of Initiative	Description	Attendees	Points
1	12/13/2023	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
2	1/8/2024	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
3	1/18/2024	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
4	2/27/2024	Participation in Job Fairs	The Business Manager and Promotions Manager attended the University of Nebraska Omaha All Majors Career Fair.	Business Manager, Promotions Manager	0.25
5	3/18/2024	Participation in Job Fairs	The Business Manager and Promotions Manager attended the Creighton University World Languages Career Fair.	Business Manager, Promotions Manager	0.25
6	3/21/2024	Participation in Job Fairs	The Business Manager attended the Bellevue University Career Fair.	Business Manager	0.25
7	4/1/2024	Participation in Job Fairs	The Business Manager attended the University of Iowa virtual Resume Roundup.	Business Manager	0.25

III. RECRUITMENT INITIATIVES (continued)

Recruitment Outreach Initiatives:					
	Date	Type of Initiative	Description	Attendees	Points
8	4/5/2024	Participation in events or programs sponsored by educational institutions	KOZN The Zone Morning Show Hosts spoke at the UNO High School Media Conference.	KOZN The Zone Morning Show Host Josh Peterson	0.25
9	4/8/2024	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	0.25
10	4/9/2024	Participation in Job Fairs	The Business Manager and Sales Manager attended the Iowa Western Community College Career Fair.	Business Manager	0.25
11	5/8/2024	Participation in events or programs sponsored by educational institutions	A student from Glenwood High School job shadowed KOPW and KOOO on-air talent.	KOOO The Keg Afternoon OnAir Talent Mike Neville KOPW Afternoon OnAir Talent Alyssa Siebken	1.00
12	7/29/2024	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	0.25
13	8/6/2024	Provision of training to management	Market Manager and Business Manager attended NBA the Nebraska Broadcasters Association session on Equal Employment Opportunity.	Market Manager Sales Manager Business Manager	1.00
TOTAL					6.25