

EEO ANNUAL PUBLIC FILE REPORT
Employment Unit: NRG Media, LLC -WATERLOO -CEDAR RAPIDS, IA
KFMW-FM, KOKZ-FM, KPTY-AM, KXEL-AM
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: 6/4/24	12. Indeed	1-14	2. KOKZ ad: 1 8. Referral-current employee: 1 12. Indeed: 1
TOTAL INTERVIEWS THIS REPORTING PERIOD				3

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	0	N
2	KOKZ 105.7 FM	www.1057kokz.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900	1	N
3	KPTY 107.3 FM & 1330 AM	www.1073hankfm.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900	0	N
4	KXEL 1540 AM	www.kxel.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900	0	N
5	On-Air Ad	station unspecified		0	N
6	Social Media	station unspecified		0	N
7	NRG Media corporate website	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403, 319.200.1900, fax (319)286-9383	0	N
8	Referral by Current employee			1	N
9	Referral - non-employee			0	N
10	Current Employee			0	N
11	Unknown			0	N
12	Indeed	Indeed.com	6433 Champion Grandview Way Building 1, Austin, TX 78750	1	N
13	LinkedIn	LinkedIn.com	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085	0	N
14	Iowa Broadcasters Assoc	iowabroadcasters.com	P.O. Box 71186, Des Moines, IA 50325 515-224-7237	0	N
15	All Access Music Group	allaccess.com	All Access Music Group, P. O. Box 6587, Malibu, CA 90264, 310-457-6616	0	N
16	Corridor Careers	corridorcareers.com		0	N
17	Society of Broadcast Engineers	sbe.org	Society of Broadcast Engineers Inc., 9102 Meridian St., Suite 150, Indianapolis, IN 46260 317-846-9000	0	N
TOTAL INTERVIEWS THIS REPORTING PERIOD				3	

III. RECRUITMENT INITIATIVES

Recruitment Outreach Initiatives:

	Date	Type of Recruitment Initiative	Brief Description of Activity	Participant Title	Points
1	11/9/2023	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 Elkader (Iowa) Public Library	Program Director (KXEL)	1.00
2	12/7/2023	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 American Legion Auxiliary Unit 142 in Traer, Iowa	Program Director (KXEL)	1.00
3	2/10/2024	Sponsorship of events in the community designed to increase public awareness	Station on-air and sales staff represented station at Bockfest in Amana, Iowa and talked with festival attendees about careers in radio	On-air talent - Afternoon host, morning host Account Executive	0.25
4	3/12/2024	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 Historical Society of Marshall County in Marshalltown, Iowa	Program Director (KXEL)	1.00
5	4/9/2024	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 Hampton (Iowa) Public Library.	Program Director (KXEL)	1.00
6	4/9/2024	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 Ackley (Iowa) Public Library.	Program Director (KXEL)	1.00
7	4/12/2024	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 in Earlham, Iowa.	Program Director (KXEL)	1.00
8	5/3/2024	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 Burlington (Iowa) Public Library.	Program Director (KXEL)	1.00
9	6/8/2024	Sponsorship of events in the community designed to increase public awareness	KOKZ sponsored a fishing derby with Camp Courageous open to the public where staff members talked to attendees about careers in radio.	All station personnel	1.00
10	6/11/2024	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 Swisher (Iowa) Community Library.	Program Director (KXEL)	1.00
11	7/21/2024	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 Marshalltown (Iowa) Public Library.	Program Director (KXEL)	1.00
12	8/2/2024	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 Corning (Iowa) Public Library.	Program Director (KXEL)	1.00
13	9/12/2024	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 Iowa Veterans Home in Marshalltown, Iowa	Program Director (KXEL)	1.00
14	9/12/2024	Sponsorship of events in the community designed to increase public awareness	Staff gave a tour to the Cedar Rapids Metro Economic Alliance to enhance members' understanding of radio stations and the employment opportunities available.	All station personnel	0.25
15	9/23/2024	Participation in events or programs sponsored by educational institutions	Account Executive gave a lecture on marketing in media to a Principles of Marketing class at Kirkwood Community College.	Account Executive	0.25
16	9/26/2024	Participation in events or programs sponsored by educational institutions	Account Executive gave a lecture on marketing in media to a Principles of Marketing class at Kirkwood Community College.	Account Executive	0.25
TOTAL					13.00