

EEO ANNUAL PUBLIC FILE REPORT BACKUP DATA
Employment Unit: NRG Media, LLC - OMAHA, NE
KMMQ-AM/FM, KOIL-AM, KOOO-FM, KOPW-FM, KOZN-AM, KZOT-FM, KQKQ-FM
February 1, 2024-January 31, 2025

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: 4.30.24	Referral - current employee	1-13, 16, 27-39	7. Referral - Current Employee: 1 26. Unknown : 1
2	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
3	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
4	Promotions Manager Hire Date: 11.11.24	Job Board	1-13, 16-17, 20, 27-39	7. Referral - Current Employee: 1 9. Referral -Non-employee: 1 12. Indeed: 4 18: Job Board: 2
5	Promotions Manager Hire Date: 12.9.24	Referral - Non-Employee		9.Non-Employee Referral: 1 12. Indeed: 1 13. Linked In: 1
6	Account Executive Hire Date: 12.2.24	Linked In	1-13, 16-17, 20, 27-39	8. Current Employee: 1 11. NRG Media Corporate Website: 2
7	On Air Talent Hire Date: 12.9.24	Current Employee	1-13, 16-17, 20, 27-39	8. Current Employee: 1
8	Traffic Manager Hire Date: 12.30.24	Former Employee	11-13, 15, 18, 20, 27-39	9. Referral -Non-employee: 1
TOTAL				28

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

Recruitment Sources Detail:					
	Source	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		N
7	Referral by current employee			3	N
8	Current Employee			2	N
9	Referral by Non-Employee			3	
10	On-Air Ad	station unspecified			N
11	NRG Media corporate website	nrgmedia.com	1065 N. Center Point Rd. Hiawatha, IA 52233 319.200.1900	3	N
12	Indeed	Indeed.com	6433 Champion Grandview Way Buidling 1, Austin, TX 78750	11	N
13	LinkedIn	LinkedIn.com	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085	3	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	Sarpy County Chamber of Commerce	https://www.sarpychamber.org/	Sarpy Chamber 1243 Golden Gate Dr., Ste 1 Papillion, NE 68046 (402) 339-3050 president@sarpychamber.org		N
18	Job Board	shared passively from Indeed to other job board (ziprecruiter, glassdoor)		2	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

Recruitment Sources Detail, continued:					
	Source	Website	Contact Information	# Interviewees Referred	Did source request notification?
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			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.symlicity.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	

III. RECRUITMENT INITIATIVES

Recruitment Outreach Initiatives:					
	Date	Type of Initiative	Description	Attendees	Points
1	2023-2024	Participation in Scholarship Programs	The stations are participated in the Nebraska Broadcasters Association scholarship program for 2023-2024. This program is setup to assist students enrolled in broadcasting-related educational programs at four year public or private colleges and universities. Participation includes monetary donation as well as publicity and application review.	Market Manager and other station personnel	1.00
2	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
3	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
4	3/21/2024	Participation in Job Fairs	The Business Manager attended the Bellevue University Career Fair.	Business Manager	0.25
5	4/1/2024	Participation in Job Fairs	The Business Manager attended the University of Iowa virtual Resume Roundup.	Business Manager	0.25
6	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
7	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
8	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
9	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	0.25
10	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

Recruitment Outreach Initiatives, continued:					
	Date	Type of Initiative	Description	Attendees	Points
11	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
12	10/7/2024	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	10/22/2024	Participation in Job Fairs	The Business Manager and Sales Manager attended the Iowa Western Community College Career Fair.	Business Manager	0.25
14	11/11/2024	Participation in events or programs sponsored by educational institutions/other	KQKQ morning show hosts designed an afternoon program at the stations for UNO's All About Audio Class to learn about radio production and careers in broadcasting.	KQKQ Morning Show Hosts Spicoli and Megan Rieder and other station personnel	0.25
15	12/3/2024	Participation in events or programs sponsored by educational institutions	KQKQ morning show host gave a tour of the stations to Millar West HS students to learn about radio production and careers in broadcasting.	KQKQ Morning Show Host Megan Rieder	0.25
16	1/6/2025	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
TOTAL					5.50