

EEO ANNUAL PUBLIC FILE REPORT
Employment Unit: NRG Media, LLC - RHINELANDER, WI
WHDG-FM, WLKD-AM, WMQA-FM, WOBT-AM/WOBT-FM, WRHN-FM, WRLO-FM
August 1, 2024 - July 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	Program Director Hire Date: 6/16/25	10	1-17	10.NRG Media Website: 1 11. Indeed: 3 17.Other Online Source: 1
TOTAL INTERVIEWS THIS REPORTING PERIOD				5

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

Recruitment Sources Detail:				# Interviewees Referred	Did source request notification?
1	WHDG 97.3 Hodag Country	www.WHDG.com	3616 Highway 47 North Rhinelanders Wisconsin 54501 Phone: 715.362.1975	0	N
2	WLKD-AM 1570 The Lake	www.wmqa.com/the-lake-am-1570/	3616 Highway 47 North Rhinelanders Wisconsin 54501 Phone: 715.362.1975	0	N
3	WMQA-FM KOOL 95.9	www.wmqa.com	3616 Highway 47 North Rhinelanders Wisconsin 54501 Phone: 715.362.1975	0	N
4	WOBT 1240 AM/101.3 FM	https://www.whdg.com/hodaglegends/	3616 Highway 47 North Rhinelanders Wisconsin 54501 Phone: 715.362.1975	0	N
5	WRHN 100.1 FM Jack FM	https://www.wmqa.com/wrhn-fm-100-1-jack-fm/	3616 Highway 47 North Rhinelanders Wisconsin 54501 Phone: 715.362.1975	0	N
6	WRLO-FM Rock 105.3	www.wrlo.com	3616 Highway 47 North Rhinelanders Wisconsin 54501 Phone: 715.362.1975	0	N
7	Radio Ads		3616 Highway 47 North Rhinelanders Wisconsin 54501 Phone: 715.362.1975	0	N
8	Job Center of Wisconsin.com	jobcenterWisconsin.com	State of Wisconsin Department of Workforce Development 1-888-258-9966	0	N
9	WI Broadcasters Assoc	WI-Broadcasters.org	44 E. Mifflin St, Ste 900, Madison, WI 53703, (608)255-2600	0	N
10	NRG Media, LLC	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403 (319)200-1900, fax (319)286-9383	1	N
11	Indeed	indeed.com		3	N
12	Linked In	linkedin.com		0	N
13	Non-Employee referral			0	N
14	Current Employee Referred by current employee			0	N
15	Other online source		ZipRecruiter, Google, Glassdoor	1	N
17	Unknown Source			0	N
TOTAL INTERVIEWS THIS REPORTING PERIOD				5	

EEO ANNUAL PUBLIC FILE REPORT
Employment Unit: NRG Media, LLC - RHINELANDER, WI
WHDG-FM, WLKD-AM, WMQA-FM, WOBT-AM/WOBT-FM, WRHN-FM, WRLO-FM
August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

Recruitment Outreach Initiatives:					
	Date	Type of Initiative	Description	Participants	Points
1	9/4/2024	Co-Sponsor of Job Fair	Aleese Fielder, Market Manager for NRG Media Wisconsin, attended Portage County Business Council Job Fair (Media Sponsor) from 2p-6p	Market Manager	1
2	9/11/2024	Participation in other activities designed by the station employment unit	Aleese Fielder, Market Manager for NRG Media Wisconsin, attended the WBA's Assistance Action Plan for EEO Compliance (Job Fair) at Lambeau Field in Green Bay	Market Manager	0.25
3	9/11/2024	Provision of training to Management	Aleese Fielder, Market Manager for NRG Media Wisconsin, attended the WBA's Assistance Action Plan for EEO Compliance (EEO Session)at WBA Summer Conference in Fond du Lac, Wisconsin	Market Manager	1
4	2/22/2025	Participation in other activities designed by the station employment unit	Aleese Fielder, Market Manager for NRG Media Wisconsin, attended the WBA's Assistance Action Plan for EEO Compliance (Job Fair) at Lambeau Field in Green Bay	Market Manager	0.25
5	3/18/2025	Participation in other activities designed by the station employment unit	Aleese Fielder, Market Manager for NRG Media Wisconsin, attended the WI Rapids Job Center Job Fair @ 320 West Grand Avenue, Wisconsin Rapids	Market Manager	0.25
6	7/22/2025	Provision of training to Management	The General Counsel and Director of Human Resources for NRG Media provided training to management in a webinar discussing the current FCC EEO policy and practices defined by NRG Media to implement the policy.	Market Manager, Business Manager	1
TOTAL					3.75