

EEO ANNUAL PUBLIC FILE REPORT BACKUP DATA
Employment Unit: NRG Media, LLC - Lincoln, NE
KBBK-FM, KFGE-FM, KLIN-AM, KLNC-FM
February 1, 2025 -January 31, 2026

| 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 | Regional Chief Engineer 2/28/25 | 10 | 1-4, 6,12,14,15,17-39 | 10: Self Referral: 1 |
| 2 | Account Manager Hire Date: 6/16/25 | 8 | 1-4, 6,12,14,15,17-39 | 8. Referred by Current Employee: 2 13. Linked In: 1 17. Nebraska Workforce: 1 |
| 3 | Director of Sales Hire Date:10/16/25 | 8 | 1-4, 6,12,14,15,17-39 | 8. Referred by Current Employee:1 12. Indeed: 1 13. Linked In: 1 16:Unspecified Job Board: 1 |
| 4 | Account Executive Hire Date: 1/6/26 | 8 | 1-4, 6,12,14,15,17-39 | 8. Referred by Current Employee:1 2. KFGE Website: 1 |
| | | | TOTAL INTERVIEWS THIS REPORTING PERIOD | 11 |

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| Recruitment Sources Detail: | | | | | |
|-----------------------------|--------------------------------------|--------------------------------|---|-------------------------|----------------------------------|
| | Source | Website | Contact Information | # Interviewees Referred | Did source request notification? |
| 1 | KBBK-FM 107.3 | b1073.com | 4343 O Street, Lincoln, NE 68510 402.475.4567 | | |
| 2 | KFGE 98 FM | froggy981.com | 4343 O Street, Lincoln, NE 68510 402.475.4567 | 1 | N |
| 3 | KLIN 1400 AM | klin.com | 4343 O Street, Lincoln, NE 68510 402.475.4567 | | N |
| 4 | KLNC-FM 105.3 | 1053thebone.com | 4343 O Street, Lincoln, NE 68510 402.475.4567 | | N |
| 5 | Onair/Online | unspecified | | | N |
| 6 | NRG Media corporate website | nrgmedia.com | 1065 N. Center Point Rd., Hiawatha, IA 52233 319-862-0300 | | N |
| 7 | Current Employee | | | | |
| 8 | Current Employee Referral | | | 4 | N |
| 9 | Non-Employee Referral | | | | N |
| 10 | Self-Referral | | | 1 | N |
| 11 | Facebook | | 1 Hacker Way, Menlo Park, CA 94025 | | N |
| 12 | Indeed | Indeed.com | | 1 | N |
| 13 | LinkedIn | LinkedIn.com | 6433 Champion Grandview Way Building 1, Austin, TX 78750 | 2 | N |
| 14 | NE Broadcasters Assoc | https://ne-ba.org/ | LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085 | | N |
| 15 | Careerpage | Careerpage.org | National Alliance of State Brodcasters, 2333 Wisconsin St., Albuquerque NM 87110 | | N |
| 16 | Unspecified Job Baord | unknown | | 1 | |
| 17 | Nebraska Workforce Development | https://networks.nebraska.gov/ | 550 So. 16th St., Lincoln, NE 68509, Amber Ward | 1 | Y |
| 18 | El Centro de las Americas | | 210 O St. Lincoln, NE 68508 Alix Gomez | | Y |
| 19 | Goods Entertainment | handshake.com | P.O. Box 1266, Weston,Ct 06883 Adam Goodman | | Y |
| 20 | Resources for Human Development | craig.casados@rhd.org | 1233 Arapahoe Street #300, Lincoln, NE 68502 Craig Casados | | Y |
| 21 | Bellevue Universtiy | handshake.com | Career Services, 1000 Galvin Rd. South,Bellevue, NE 68005 Terra Beethe | | N |
| 22 | Central Community College - Columbus | handshake.com | Career Services, P.O. Box 1027 Columbus,NE 68602-1027 Lora Hastreiter | | Y |

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| Recruitment Sources Detail, continued: | | | | | |
|--|---|-----------------------------------|--|-------------------------|----------------------------------|
| | Source | Website | Contact Information | # Interviewees Referred | Did source request notification? |
| 23 | Concordia Univ. NE | handshake.com | Career Services, 800 N. Columbia Ave, Seward, NE 68434 Daisha Thomas | | N |
| 24 | Creighton University | handshake.com | Career Center, Suite 2015 2500 California Plaza Omaha, NE 68131, Jeremy Fisher | | N |
| 25 | Doane University | | Career Center, 1014 Boswell Ave., Crete, NE 68333 Sarah Begay | | N |
| 26 | Hastings College | handshake.com | Career Services, 710 N. Turner Ave., Hastings, NE 68901 Kim Graviette | | Y |
| 27 | Mid-Plains Community College | handshake.com | Career Services, 1101 Halligan Drive, North Platte, NE 69101, Amy Sabatka | | Y |
| 28 | Midland University | handshake.com | Personal & Career Development Center, 900 North Clarkson, Fremont, NE 68025 Connie Kreikemeier | | N |
| 29 | Nebraska Wesleyan University | | Career & Counseling Center, 5000 Saint Paul Avenue, Lincoln, NE 68504-2794 Janelle Andreini | | N |
| 30 | Northwest Missouri State University | handshake.com | Career Services, 800 University Drive, Admin. #130, Maryville, MO 64468, Hannah Christian | | Y |
| 31 | Peru State College | www.peru.edu/careerservices/jobs/ | Career Services, 600 Hoyt Street, P.O. Box 10, Peru NE 68421 Dana Stovall | | N |
| 32 | Union Adventist University | handshake.com | Career Center, 3800 South 48th Street, Lincoln, NE 68506 Roger Woolsey | | N |
| 33 | University of Nebraska - Kearney | handshake.com | Academic & Career Services MSAB #140 Kearney, NE 68849, Amy Rundstrom | | N |
| 34 | University of Nebraska - Lincoln | handshake.com | Career Services, 225 Nebraska Union, Lincoln, NE 68588, Tracy Lungren | | N |
| 35 | University of Nebraska - Lincoln College of Journalism | ralloway1@unl.edu | College of Journalism 147 Andersen Hall, Lincoln, NE 68588 Rick Alloway | | Y |
| 36 | University of Nebraska - Lincoln College of Journalism Career Development | natalie@unl.edu | College of Journalism 147 Andersen Hall, Lincoln, NE 68588 | | Y |
| 37 | UNL Institute of Agriculture & Natural Resources | spegg2@unl.edu | AGH 202 Lincoln, NE-68527 Sue Ellen Pegg, | | Y |
| 38 | University of Nebraska - Omaha | handshake.com | Academic and Career Development Ctr., EAB 115, 6001 Dodge Street, Omaha, NE 68132, Laura Sansoni | | N |
| 39 | Wayne State College | | Career Services, 1111 Main Street, Wayne, NE 68787 Jason Barelman | | Y |
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III. RECRUITMENT INITIATIVES

| Recruitment Outreach Initiatives: | | | | | |
|-----------------------------------|----------------|---|--|-----------------------------------|--------|
| | Date | Type of Initiative | Description | Participants | Points |
| 1 | Jan-Mar, 2025 | Establishment of a Mentoring Program | Promotions Director was selected as the first mentee for the Mentoring & Inspiring Women in Radio Program and will work with a mentor from another radio group for a year to develop skills leading to qualify for senior management positions. | Promotions Director | 1.00 |
| 2 | 2.17.2025 | Participation in Job Fairs | The Program Director for KFGE-FM along with another NRG Media - Lincoln employee attended a student athlete career fair presented by the University of Nebraska – Lincoln. Husker athletes were presented with opportunities to work with NRG Media and discussions were held concerning the careers available in broadcasting. | KFGE PD, Station Staff | 0.25 |
| 3 | May-July, 2025 | Job bank participation | NRG Media ran on-air promotional spots for the Nebraska Broadcasters Association website "channelyouNBA.com" promoting careers in broadcasting, including broadcasting education in the state, jobs in broadcasting and highlighting individuals working in broadcast media in Nebraska. | Station Staff | 1.00 |
| 4 | 7/22/2025 | Provision of Training to Managment | NRG Media's General Counsel and Director HR provided FCC EEO training to managers. | Market Manager & Business Manager | 1.00 |
| 5 | 8/8-10/2025 | Provision of Training to Managment | Digital Sales Specialist was selected to participate in the RAB & MIW sponsored "Rising Through the ranks" Professional Development Program. | Digital Sales Specialist | 1.00 |
| 6 | 9/5/2025 | Participation in events or programs sponsored by educational institutions | Local HS Student job-shadowed the morning programs, and learned about show prep, as well as the roles, tasks and responsibilities performed by staff at NRG and the equipment and IT related functions that are used to assist with these. | Station Staff | 0.25 |
| 7 | 9/11/2025 | Participation in events or programs sponsored by educational institutions | KBBK-FM On-Air Talent spoke to students in a University of Nebraska - Lincoln Journalism & Mass Communications Advanced Radio Performance class about opportunities/careers in radio and the media. | Station Staff | 0.25 |
| 8 | 12/26/2025 | Participation in other activities designed by the station employment unit | A community member job-shadowed the Chief Engineer and was shown studio operations along with a visit to a transmitter site for two of our stations. He received exposure to the roles, tasks and responsibilities performed by Chief Engineer and the equipment/software that is used to assist with these. A career in broadcast engineering was discussed with this person. | Chief Engineer | 0.25 |
| TOTAL | | | | | 3.75 |