

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 ("MRSList")

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 Broadcasters, 2333 Wisconsin St., Albuquerque NM 87110		N
16	Unspecified Job Board	unknown		1	
17	Nebraska Workforce Development	https://neworks.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 University	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 Lungrin		N
35	University of Nebraska - Lincoln College of Journalism	ralalloway1@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 "channellyouNBA.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 Management	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 Management	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