

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
KFGE Afternoon Host/Asst. Program Director Open Date: 11/27/2018 Hire Date: 2/4/2019	1-2, 4-8, 10-12, 14-23, 26-38, 41-50, 52-53, 55-61, 63-69	15
Account Executive Open Date: 1/17/2019 Hire Date: 4/2/2019	2, 4-8, 10-12, 14-16, 18-23, 25-38, 41-50, 52-53, 55-61, 63-69	15
Traffic Administrator Open Date: 2/8/2019 Hire Date: 3/11/2019	2, 4-6, 8-12, 14-16, 18-23, 26-30, 32-38, 41-50, 52-61, 63-69	15
Operations Manager Open Date: 2/13/2019 Hire Date: 4/29/2019	1-2, 4-6, 8-12, 14, 16, 18-23, 26-30, 32-39, 41-50, 52-53, 55-61, 63-69	1
Promotions Director Open Date: 4/4/2019 Hire Date: 6/10/2019	2, 4-6, 8-16, 18-24, 26-38, 40-69	13
Sales and Marketing Assistant Open Date: 6/6/2019 Hire Date: 6/26/2019	2-6, 8-12, 14-16, 18, 20-23, 25-38, 40-50, 52-60, 62-69	59
Account Executive Open Date: 8/16/2019 Hire Date: 9/30/2019	5, 6, 11, 12, 14, 18, 26, 27, 33, 37,38, 41-46, 50, 52, 56, 59, 60, 63, 66, 68, 70-72	70
KLIN News Anchor/Reporter Open Date: 8/16/2019 Hire Date: 10/21/2019	1, 5, 6, 11, 12, 14, 18, 26, 27, 33, 37, 38, 41-46, 50, 52, 56, 59, 60, 63, 66, 68, 70-72	70
KLIN Sports Director Open Date: 8/28/2019 Hire Date: 10/21/2019	1, 5, 6, 11, 12, 14, 18, 26, 27, 33, 37, 38, 41-46, 50, 52, 56, 59, 60, 63, 66, 68, 70-72	33
Account Executive Open Date: 10/25/2019 Hire Date: 12/11/2019	5, 6, 11, 12, 14, 18, 26, 27, 33, 37,38, 41-46, 50, 52, 56, 59, 60, 63, 66, 68, 70-72	15
Account Executive Open Date: 10/25/2019 Hire Date: 1/27/2020	5, 6, 11, 12, 14, 18, 26, 27, 33, 37,38, 41-46, 50, 52, 56, 59, 60, 63, 66, 68, 70-72	70

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access.com Website 24955 Pacific Coast Hwy. Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Jon Denver	N	11
2	American G.I. Forum - Omaha Job Placement Director 2002 "N" Street Omaha, Nebraska 68107 Phone : 402-733-9740 Url : http://www.giforumomaha.org/ Email : giforumomaha@gmail.com P. Lordemann	N	0
3	Application already on file	N	1
4	Asian Community and Cultural Center 2635 "O" Street Suite A Lincoln, Nebraska 68510 Phone : 402-477-3446 Url : http://www.lincolnasiancenter.org/ Email : info@lincolnasiancenter.org Fax : 1-402-477-4508 Duy Linh Bui	N	0
5	Bellevue University Career Services 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Colleen Plasek Manual Posting	N	0
6	Central Community College-Columbus Career Services P.O. Box 1027 Columbus, Nebraska 68602-1027 Phone : 402-562-1210 Email : lhastreiter@cccneb.edu Fax : 1-402-562-1201 Lora Hastreiter	Y	0
7	Central Community College-Hastings Career Services P O Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2419 Email : ksterner@cccneb.edu Fax : 1-402-461-2454 Kyle Sterner	Y	0

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Chadron State College Career Services 1000 Main Street Chadron, Nebraska 69337 Phone : 308-432-6292 Url : https://www.csc.edu Email : jhartman@csc.edu Janet Hartman	N	0
9	Clyde Malone Community Center Career Services 2032 "U" Street Lincoln , Nebraska 68503 Phone : 402-474-1110 Url : http://www.malonecenter.org Fax : 1-402-474-1112 Nate Woods	N	0
10	College of St. Mary Career Services 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : careercenter@csm.edu Fax : 1-402-399-2485 John Quinn	N	0
11	Concordia University Career Services 800 N. Columbia Seward, Nebraska 68434 Phone : 402-643-7226 Corey Gray Manual Posting	N	0
12	Creighton University Career Center, Suite 2015 2500 California Plaza Omaha, Nebraska 68178 Phone : 402-280-2722 Url : app.joinhandshake.com D'Lynn Buck Manual Posting	N	0
13	Current Employee - Transfer/Promotion	N	1
14	Doane University Career Center 1014 Boswell Crete, Nebraska 68333 Phone : 402-826-8501 Sarah Barg Manual Posting	N	0
15	Employee Referral	N	10

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Envoy, Inc. 3317 No. 107th Street Omaha, Nebraska 68134 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
17	Goodwill Industries 4805 No. 72nd Street Omaha, Nebraska 68134 Phone : 402-341-4609 Fax : 1-402-341-3061 Casey Wolf	N	0
18	Hastings College Career Services 710 N. Turner Ave Hastings, Nebraska 68901-7621 Phone : 402-461-7387 Kim Graviette Manual Posting	Y	0
19	Kaplan University - Omaha Career Services 5425 N. 103rd St Omaha, Nebraska 68134 Phone : 402-431-6191 Email : aparmer@kaplan.edu Fax : 1-402-431-6710 Alisa Parmer	N	0
20	Latino American Commission P.O. Box 94965 Lincoln, Nebraska 68509-4965 Phone : 402-471-2791 Url : http://www.latinoac.nebraska.gov/ Fax : 1-402-471-4381 Dr. Lazaro Arturo Spindola	N	0
21	Latino Center of the Midlands 4821 South 24th Street Omaha, Nebraska 68107 Phone : 402-733-2720 Url : http://www.latinocenterofthemidlands.org/ Email : info@latinocenterofthemidlands.org Fax : 1-402-733-6720 Reyna Vallecillo	N	0

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	League of Human Dignity 1701 "P" Street Lincoln, Nebraska 68508 Phone : 402-441-7871 Url : http://leagueofhumandignity.com Fax : 1-402-441-7650 Mike Schafer	N	0
23	Lincoln Vet Center Job Placement 3119 "O" Street, Suite A Lincoln, Nebraska 68510 Phone : 402-476-9736 Fax : 1-402-476-2431 Nancy Cohn	N	0
24	Linked In	N	3
25	Media Staffing Network 7115 E. Thirsty Cactus Lane Scottsdale, Arizona 85266 Phone : 480-306-8930 Laurie Kahn Manual Posting	N	0
26	Mid-Plains Community College Career Services 1101 Halligan Drive North Platte, Nebraska 69101 Phone : 402-535-3619 Berva Arensdorf Manual Posting	N	0
27	Midland University Personal & Career Development Center 900 No. Clarkson Street Fremont, Nebraska 68025 Phone : 402-941-6401 Connie Kreikemeier Manual Posting	N	0
28	NAACP Lincoln P.O. Box 81322 Lincoln, Nebraska 68502 Phone : 402-475-4700 Url : http://naacplincolnbranch.org Email : lincolnbranchnaacp@gmail.com Bennie Shobe	N	0

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	NAACP Omaha P.O. Box 11122 Omaha, Nebraska 68111 Phone : 402-345-6227 Url : http://www.omahanaacp.org Email : omahanaacp@aol.com Vickie R. Young	N	0
30	NE Indian Community College - Macy Student Services 1111 Hwy. 75 Macy, Nebraska 68039 Phone : 402-494-2311 Url : http://www.thenicc.edu/ Fax : 1-402-837-4183 Dawne Price	N	0
31	NE Indian Community College - S. Sioux City Student Services 2605 1/2 Dakota Avenue South Sioux City, Nebraska 68776 Phone : 402-494-2311 Url : http://www.thenicc.edu Fax : 1-402-494-6195 Dawne Price	N	0
32	NE Indian Community College - Santee Student Services 415 No. River Road Niobrara, Nebraska 68760 Phone : 402-494-2311 Url : http://www.thenicc.edu Fax : 1-402-857-2543 Dawne Price	N	0
33	Nebraska Broadcasters Association 11414 W. Center Road Suite 342 Omaha, Nebraska 68144 Phone : 402-933-5995 Email : jim@ne-ba.org Fax : 1-402-933-0059 Jim Timm	N	1
34	Nebraska College Career Services Assn. P.O. Box 3777 Omaha, Nebraska 68103-0777 Phone : 402-738-4563 Url : http://nccsa.info Email : nccsa@nccsa.info Monique Cribbs	N	0

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Nebraska Commission on Indian Affairs P.O. Box 94981 Lincoln, Nebraska 68509-4981 Phone : 402-471-3475 Url : http://www.indianaffairs.state.ne.us Email : scott.w.shafer@nebraska.gov Fax : 1-402-471-3392 Scott Shafer	N	0
36	Nebraska Service for the Blind & Visually Impaired 4600 Valley Road Suite 100 Lincoln, Nebraska 68510-4844 Phone : 402-471-2891 Url : http://www.ncbvi.nebraska.gov/ Fax : 1-402-471-3009 Pearl Van Zandt	N	0
37	Nebraska Wesleyan University Career & Counseling Center 5000 St. Paul Ave. Lincoln, Nebraska 68504 Phone : 402-465-2414 Url : https://www.nebrwesleyan.edu/current-undergraduates/student-services/career-center Janelle Andreini Manual Posting	N	0
38	Nebraska Workforce Development 550 So. 16th Street Lincoln, Nebraska 68508 Phone : 402-473-7022 Url : https://networks.nebraska.gov Amber Ward Manual Posting	Y	1
39	Non-Employee Referral	N	2
40	Northeast Community College Career Services P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7263 Fax : 1-402-844-7400 Terri Heggemeyer	N	0

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Northwest Missouri State University Career Services 800 University Drive, Admin. #130 Maryville, Missouri 64468 Phone : 660-562-1250 Url : http://www.nwmissouri.edu Stacey M. Stokes Manual Posting	Y	0
42	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : mpreston@nrgmedia.com Mary Preston	N	0
43	NRG Media Lincoln - Business Office 4343 "O" Street Lincoln, Nebraska 68510 Phone : 402-479-1404 Email : steve@nrgmedia.com Steve Anderson	N	0
44	NRG Media Lincoln - General Manager 4343 "O" Street Lincoln, Nebraska 68510 Phone : 402-475-4567 Email : amig@broadcasthouse.com Ami Graham	N	0
45	NRG Media Lincoln - Operations 4343 "O" Street Lincoln, Nebraska 68510 Phone : 402-475-4567 Email : salbertsen@broadcasthouse.com Steve Albertsen	N	0
46	NRG Media, LLC 2875 Mt. Vernon Rd. SE Cedar Rapids, Iowa 52403 Email : mpreston@nrgmedia.com Mary Preston	N	1

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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47	Ohio Center for Broadcasting Colorado Media School 404 South Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Url : http://beonair.com Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	N	0
48	Ohio Center for Broadcasting National Director of Placement 9885 Rockside Road #160 Valley View, Ohio 44125 Phone : 216-242-4342 Url : http://beonair.com Email : jhardy@beonair.com Janice Hardy	N	0
49	Omaha Workforce Development Nebraska Dept. of Labor 5752 Ames Avenue Omaha, Nebraska 68104 Phone : 402-934-2362 Email : shauna.paolini@nebraska.gov Fax : 1-402-934-2189 Shauna Paolini	N	0
50	Peru State College Career Services P.O. Box 10 Peru, Nebraska 68421 Phone : 402-872-2436 Jamie Eberly Manual Posting	N	0
51	Previous Applicant	N	1
52	Resources for Human Development Live Yes Studio 330 So. 13th Street Lincoln, Nebraska 68502 Phone : 402-904-4216 Email : craig.casados@rhd.org Fax : 1-402-904-4346 Craig Casados	Y	0
53	Southeast Community College Job Placement Office 8800 "O" Street Lincoln, Nebraska 68520 Phone : 402-437-2622 Email : placement@southeast.edu Shelly Tolle	N	0

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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54	Station Website	N	7
55	Topline Matters, Inc. 43300-116 Southern Walk Plz. Suite 102 Broadlands, Virginia 20148 Phone : 571-230-6730 Url : http://futurimedia.com/contact/ Email : tracy@futurimedia.com Tracy Gilliam	N	0
56	Union College Career Center 3800 So. 48th Street Lincoln, Nebraska 68506 Phone : 402-486-2540 Teresa Edgerton Manual Posting	N	0
57	University of Nebraska - Kearney Academic & Career Services MSAB #140 Kearney, Nebraska 68849 Phone : 308-865-8501 Email : careerserv@unk.edu Fax : 1-308-865-8882 Amy Rundstrom	N	0
58	University of Nebraska - Kearney Department of Communication Mitchell Center Kearney , Nebraska 68849 Phone : 308-865-8412 Fax : 1-308-865-1537 Ralph Hanson	N	0
59	University of Nebraska - Lincoln Career Services 225 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-3145 Url : app.joinhandshake.com Natale Shriener Manual Posting	Y	1
60	University of Nebraska - Lincoln College of Journalism 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-6856 Email : ralloway1@unl.edu Fax : 1-402-472-8403 Rick Alloway	Y	0

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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61	University of Nebraska - Lincoln Women's Center 340 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-2597 Url : http://involved.unl.edu/womens-center Email : jdeeds1@unl.edu Jan Deeds	N	0
62	University of Nebraska - Lincoln College of Journalism 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-8992 Email : kscanlon2@unl.edu Fax : 1-402-472-8597 Kris Scanlon	N	0
63	University of Nebraska - Omaha Academic and Career Development Ctr. EAB 115, 6001 Dodge Street Omaha, Nebraska 68132 Phone : 402-554-2973 Url : app.joinhandshake.com Joe Hayes Manual Posting	N	0
64	University of Nebraska - Omaha Department of Black Studies #184 ASH, 6001 Dodge St. Omaha, Nebraska 68182 Phone : 402-554-2412 Url : http://www.unomaha.edu/college-of-arts-and-science Email : janetashley@unomaha.edu Cynthia Robinson	N	0
65	University of Nebraska - Omaha Office of Multicultural Affairs Milo Bail Student Center, Room #110 Omaha, Nebraska 68182 Phone : 402-554-2248 Url : http://www.unomaha.edu/student-life/inclusion/mult Email : mca@unomaha.edu James W. Freeman	N	0
66	UNL Institute of Agriculture & Natural Resources AGH 202 Lincoln, Nebraska 68583 Phone : 402-472-0615 Email : spegg2@unl.edu Sue Ellen Pegg	Y	0

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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67	Urban League Family Resource Center 3040 Lake Street Omaha, Nebraska 68111 Phone : 402-453-9730 Url : http://www.urbanleagueneb.org Email : rozalyn.bredow@urbanleagueneb.org Rozalyn Bredow	N	0
68	Wayne State College Career Services 1111 Main St Wayne, Nebraska 68787 Phone : 402-375-7425 Jason Barelman Manual Posting	Y	0
69	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
70	Indeed.com	N	7
71	Goods Entertainment P.O. Box 1266 Weston, CT 06883 Adam Goodman AGoodman@GoodsEntertainment.com	N	0
72	El Centro de las Americas 210 "O" Street Lincoln NE 68508 Roger Garica director@elcentrone.org	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative	Brief Description of Activity	No. Of Station Ptcpts	Participant Title	Points
1	Feb - May, 2019	Job Bank Participation	NRG Media - Lincoln ran on-air promotional spots for the Nebraska Broadcasters Association website "channelyounba.com". This site promotes careers in broadcasting with a list of schools with broadcasting programs in the state of Nebraska, descriptions of jobs available in broadcasting, and videos of individuals that are employed in Nebraska in the radio and television industries.	3	General Manager Operations Manager Traffic Director	1
2	3/1/2019	Participation in Scholarship Programs	The stations participated in the Nebraska Broadcasters Association scholarship program for 2019. This program is setup to assist students enrolled in broadcasting-related educational programs at four year public or private colleges and universities. We were actively involved in the contribution of funds to setup and maintain the scholarship fund, the two plus month promotion of the program, and the review and judging of applications for the scholarship program. Two \$2,000 scholarships were awarded for 2019.	3	General Manager Operations Manager Traffic Director	1
3	3/4/2019	Participation in events sponsored by community groups	The station gave a tour of the station to community group Integrated Life Choices (adults with developmental disabilities) to show the day to day operations of the station and what a career in broadcasting entails.		Station personnel, including Market Manager, Operations Manager and on-air talent	0.25
4	Mar-Apr 2019	Participation in events or programs sponsored by educational institutions	NRG Media ran on-air promotional spots for the Nebraska Broadcasters Association/University of Nebraska - Kearney Digital Expressions Summer Media Camp that happened in June 2019. This camp was for high school students and was originated to expose young people to the many career opportunities in the field of communications. This camp included classes about radio and television audio/video production and news/sports reporting and broadcasting.	2	General Manager Operations Manager	0.25
5	4/16/2019	Participation in events or programs sponsored by educational institutions	The General Manager for NRG Media, along with other Lincoln based company representatives, spoke to a Broadcasting class at UNL about opportunities/careers in radio and the media.	1	General Manager	0.25
6	6/4/2019	Participation in events sponsored by community groups	The station gave a tour of the station to community group Kids Imagination (Preschool/Kindergarten) to show the day to day operations of the station and what a career in broadcasting entails.		Station personnel, including Market Manager, Operations Manager and on-air talent	0.25
7	7/16/2019	Participation in events sponsored by community groups	The station gave a tour of the station to community group Achievements (adults with disabilities) to show the day to day operations of the station and what a career in broadcasting entails.		Station personnel, including Market Manager, Operations Manager and on-air talent	0.25
8	8/21/2019	Participation in events sponsored by community groups	The station gave a tour of the station to community group Developmental Outcomes (adults with intellectual or developmental disabilities) to show the day to day operations of the station and what a career in broadcasting entails.		Station personnel, including Market Manager, Operations Manager and on-air talent	0.25
9	10/10/2019	Participation in events sponsored by community groups	The station gave a tour of the station to community group Integrated Life Choices (adults with developmental disabilities) to show the day to day operations of the station and what a career in broadcasting entails.		Station personnel, including Market Manager, Operations Manager and on-air talent	0.25

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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	Date	Type of Recruitment Initiative	Brief Description of Activity	No. Of Station Ptcpts	Participant Title	Points
10	10/23/2019	Provision of Training to Management	The General Counsel and Director of Human Resources for NRG Media provided training to management attending the annual budget meeting in Cedar Rapids, IA. The management included General Manager Ami Graham, Operations Director Steve King, Sales Manager Jill Masek, and Business Manager Steve Anderson.	4	General Manager Operations Director Sales Manager Business Manager	1
11	11/11/2019	Participation in events sponsored by community groups	The station gave a tour of the station to community group Autism Center of Nebraska (individuals of all ages with Autism) to show the day to day operations of the station and what a career in broadcasting entails.		Station personnel, including Market Manager, Operations Manager and on-air talent	0.25
12	11/15/2019	Participation in events or programs sponsored by educational institutions	A student from Lincoln Southwest High School did a job shadow on this day to observe the morning shows and how the preparation for future days programming was performed. He received exposure to the roles, tasks and responsibilities performed by staff at NRG and the equipment that is used to assist with these. A career in broadcasting was also discussed with this student.		Operations Manager On-air Talent General Manager other station staff	0.25
13	12/4/2019	Participation in events or programs sponsored by educational institutions	The General Manager for NRG Media, along with other Lincoln based company representatives, spoke to a Broadcasting class at UNL about opportunities/careers in radio and the media.	1	General Manager	0.25

TOTAL POINTS OVER REPORTING PERIOD: 5.50