

EEO ANNUAL PUBLIC FILE REPORT
Employment Unit: NRG Media, LLC - Lincoln, NE
KBBK-FM, KFGE-FM, KLIN-AM, KLNC-FM
February 1, 2020 -January 31, 2021

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	Sales & Marketing Asst. Hire Date: 2.3.2020	Indeed.com	1-5, 10, 11, 13, 15-27, 29-31, 33, 34, 36-38	Indeed.com: 4 Self-Referral: 1 KFGE website:1 Employee Referral: 1
2	Account Executive Hire Date: 3.23.2020	Employee Referral	1-5, 10, 13, 15-27, 29-31, 33, 34,36-38	Employee Referral: 1 Indeed.com: 1 Linked-In: 1
3	KLIN News Anchor/Reporter Hire Date: 6.8.2020	Indeed.com		
4	KLIN News Anchor/Reporter Hire Date: 7.20.2020	Self-Referral	1-4, 10, 11, 13-27, 29-31, 33-38	Self-Referral: 1 Indeed.com: 1 All Access: 2
5	Account Executive Hire Date: 7.13.2020	Employee Referral		
6	Account Executive Hire Date: 9.21.2020	Employee Referral	1-5, 10-13, 15-27, 29-38	Indeed.com: 3 Linked-In: 2 Self-Referral: 1 NRG Media corporate website:1 Employee Referral: 3
7	Account Executive Hire Date: 11.23.2020	NE Workforce Development		
8	Account Executive Hire Date: 12.14.2020	Linked-In	1-5, 10-13, 15-27, 29-38	Nebraska Workforce Development: 2 Linked-In: 1 NRG Media corporate website:2 Employee Referral: 1
TOTAL INTERVIEWS THIS REPORTING PERIOD				30

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

Recruitment Sources Detail:			# Interviewees Referred	Did source request notification?
1	KBBK-FM 107.3	b1073.com	4343 O Street, Lincoln, NE 68510 402.475.4567	N
2	KFGE 98 FM	froggy981.com	4343 O Street, Lincoln, NE 68510 402.475.4567	1
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	Employee Referral			6
6	Non-Employee Referral			N
7	Self-Referral			3
8	Unknown			N
9	On-Air Ad	station unspecified		N
10	NRG Media corporate website	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403, 319.200.1900, fax (319)286-9383 Mary Preston	3
11	Indeed	Indeed.com	6433 Champion Grandview Way Building 1, Austin, TX 78750	9
12	LinkedIn	LinkedIn.com	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085	4
13	NE Broadcasters Assoc	https://ne-ba.org/	11414 W. Center Rd., Ste 342, Omaha, NE 68144, Jim Timm	N
14	All Access Music Group	allaccess.com	All Access Music Group, P. O. Box 6587, Malibu, CA 90264, 310.457.6616 jdenver@allaccess.com	2
15	Bellevue Universtiy	handshake.com	Career Services, 1000 Galvin Rd. South, Bellevue, NE 68005 Terra Beethe	N
16	Central Community College - Columbus	cccneb.edu/ces	Career Services, P.O. Box 1027 Columbus, NE 68602-1027 Lora Hastreiter	Y
17	Concorcia Univ. NE	handshake.com	800 N. Columbia Ave, Seward, NE 68434, Corey Gray	N
18	Creighton University	handshake.com	Career Center, Suite 2015, 2500 California Plaza, Omaha NE 68178, D'Lynn Buck	N
19	Doane University	handshake.com	1014 Boswell Ave., Crete, NE 68333, Sarah Barg	N
20	EI Centro de las Americas		210 O St. Lincoln, NE 68508 Roger Garcia	Y
21	Goods Entertainment		P.O. Box 1266, Weston, Ct 06883 Adam Goodman	Y
22	Hastings College	handshake.com	710 N. Turner Ave., Hastings, NE 68901, Kim Graviette	Y
23	Mid-Plains Community College	http://mpcc.edu/student-resources/career-services	Career Services, 1101 Halligan Drive, North Platte, NE 69101, Berva Arensdorf	N
24	Midland University	handshake.com	900 North Clarkson, Fremont, NE 68025, Connie Kreikemeier	N
25	Nebraska Wesleyan University	handshake.com	5000 Saint Paul Avenue, Lincoln, NE 68504-2794, Kim Afrank	N
26	Nebraska Workforce Development	https://networks.nebraska.gov/	550 So. 16th St., Lincoln, NE 68508, Amber Ward	2
27	Northwest Missouri State University	www.nwmissouri.edu/career/	Career Services, 800 University Drive, Admin. #130, Maryville, MO 64468, Stacey M. Stokes	Y
28	Ohio Center for Broadcasting	beonair.com	National Director of Placement, 9885 Rockside Road #160, Valley View, OH 44125, Janice Hardy	N
29	Peru State College	www.peru.edu/careerservices/jobs/	600 Hoyt Street, P.O. Box 10, Peru NE 68421, Jamie Eberly	N
30	Resources for Human Development		Live Yes Studio, 330 So. 13th St. Lincoln, NE 68502 Craig Casados	Y
31	Union College	handshake.com	3800 South 48th Street, Lincoln, NE 68506, Teresa Edgerton	N
32	University of Nebraska - Kearney	handshake.com	Academic & Career Services MSAB #140 Kearney, NE 68849, Amy Rundstrom	N

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33	University of Nebraska - Lincoln	handshake.com	Career Services, 225 Nebraska Union, Lincoln, NE 68588, Natalie Shriner		N
34	University of Nebraska - Lincoln College of Journalism		College of Journalism 147 Andersen Hall, Lincoln, NE 68588 Rick Alloway ralloway1@unl.edu		Y
35	University of Nebraska - Lincoln College of Journalism Career Development		College of Journalism 147 Andersen Hall, Lincoln, NE 68588 Kris Scanlon kscanlon2@unl.edu		Y
36	UNL Institute of Agriculture & Natural Resources		AGH 202 Lincoln, NE-68583 Sue Ellen Pegg, spegg2@unl.edu		Y
37	University of Nebraska - Omaha	handshake.com	Academic and Career Development Ctr., EAB 115, 6001 Dodge Street, Omaha, NE 68132, Joe Hayes		N
38	Wayne State College	wsc-csm.symplicity.com/employers	1111 Main Street, Wayne, NE 68787, Jason Barelman		Y
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III. RECRUITMENT INITIATIVES

Recruitment Outreach Initiatives:				
Date	Type of Recruitment Initiative	Brief Description of Activity	Participant Title	Points
2.1.2020-4.20.2020	Job bank participation	NRG Media 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.	General Manager Promotions Director	1
2.24.2020	Participation in job fairs	The Promotions Manager and Program Director for KBBK-HD2 (Red) attended a student athlete job fair presented by the University of Nebraska – Lincoln.	Promotions Manager KBBK2-Red945 Program Director	0.25
6.17.2020	Establishment of a mentoring program	The Director of Sales was selected for the Mentoring & Inspiring Women in Radio (MIW) Group Mildred Carter Mentoring Program's Class of 2020. A total of four candidates from the radio industry – within sales, marketing, programming and digital disciplines – are selected annually for the MIW's Groups' heritage mentoring program. The Mentoring & Inspiring Women in Radio Group is a volunteer organization dedicated to developing management and leadership skills for women in radio broadcasting.	Director of Sales	0.25
7.21.2020	Provision of training to management	The General Counsel and Director of Human Resources for NRG Media provided EEO training to management via webinar.	Market Manager Business Manager Director of Sales	1.00
11.10.2020	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.	General Manager	0.25
TOTAL				2.75