

EEO ANNUAL PUBLIC FILE REPORT
Employment Unit: NRG Media, LLC - Lincoln, NE
KBBK-FM, KFGE-FM, KLIN-AM, KLNC-FM
February 1, 2023 -January 31, 2024

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	News Anchor Hire Date: 2.16.2023	9: Non-employee referral	1-8, 12-39	9 Non Employee Referral: 1 7 Current Employee: 2 6 NRG Media Website: 1 25 Doane University: 1
2	Account Executive Hire Date: 3.31.23	12. Indeed	1-8, 12-39	12 Indeed: 2 14 NE Broadcasters Assn: 1
3	Traffic Administrator Hire Date: 5.15.23	7. Current Employee	1-8, 12-39	7 Current Employee: 1 12 Indeed: 1
4	Account Executive Hire Date: 8.1.23	5. Online- unspecified	1-8, 12-39	5 Online Unspecified: 1 8 Ref. by Current Employee: 1 12 Indeed: 2 13 LinkedIn: 1
5	Account Executve Hire Date: 11.13.23	5. Online- unspecified	1-8, 12-39	5 Online Unspecified: 1
			TOTAL INTERVIEWS THIS REPORTING PERIOD	16

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	
2	KFGE 98 FM	froggy981.com	4343 O Street, Lincoln, NE 68510 402.475.4567	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		2 N
6	NRG Media corporate website	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403; 319-862-0300	1 N
7	Current Employee			3 N
8	Current Employee Referral			1 N
9	Non-Employee Referral			1 N
10	Self-Referral			N
11	Facebook		1 Hacker Way, Menlo Park, CA 94025	N
12	Indeed	Indeed.com		5 N
13	LinkedIn	LinkedIn.com	6433 Champion Grandview Way Building 1, Austin, TX 78750	1 N
14	NE Broadcasters Assoc	https://ne-ba.org/	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085	1 N
15	Careerpage	Careerpage.org	National Alliance of State Brodcasters, 2333 Wisconsin St., Albuquerque NM 87110	N
16	Unspecified Job Baord	unknown		
17	Nebraska Workforce Development	www.nwmissouri.edu/career/	550 So. 16th St., Lincoln, NE 68509, Amber Ward	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

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")
continued

Recruitment Sources Detail:				# Interviewees Referred	Did Source request notification
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
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	1	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	https://networks.nebraska.gov/	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 State College	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	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 Recruitment Initiative	Brief Description of Activity	Participant Title	Points
1	2023	Participation in scholarship programs	The stations participated in the Nebraska Broadcasters Association scholarship program for 2023. 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 2023.	General Manager Promotions Director Traffic Manager	1.00
2	2.14.2023	Participation in events or programs sponsored by educational institutions	KLIN-AM Program/Sports Director participated in a panel about opportunities in the media for students at University of Nebraska - Lincoln Journalism & Mass Communications	Program/Sports Dir	0.25
3	5.1-8.30.2023	Job bank participation	NRG Media ran on-air promotional spots for the Nebraska Broadcasters Association website "channelyouNBA.com" promoting 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 Traffic Manager	1.00
4	8.9-10.2023	Establishment of a Mentoring Program	The Radio Advertising Bureau, BMI, and Mentoring and Inspiring Women in Radio (MIW) host an annual, professional development course geared towards educating current and emerging female radio managers in broadcasting called "Rising Through the Ranks". The Director of Sales was selected to participate.	Sales Manager	1.00
TOTAL					3.25