

EEO ANNUAL PUBLIC FILE REPORT
Employment Unit: NRG Media, LLC -WATERLOO -CEDAR RAPIDS, IA
KFMW-FM, KOKZ-FM, KPTY-AM, KXEL-AM
October 1, 2025 - September 30, 2026

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:
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.

III. RECRUITMENT INITIATIVES

Recruitment Outreach Initiatives:					
	Date	Type of Recruitment Initiative	Brief Description of Activity	Participant Title	Points
1	11/9/2025	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups at the Sanfor Museum in Cherokee, Iowa	Program Director (KXEL)	1.00
2	12/8/2025	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups at the Malvern Public Library in Malvern, IA	Program Director (KXEL)	1.00
3	3/19/2026	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups at the Terrace Hill Society in Des Moines, Iowa.	Program Director (KXEL)	1.00
4	3/23/2026	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups at the Ackley (Iowa) Public Library.	Program Director (KXEL)	1.00
5	3/30/2026	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups in Indianola, Iowa.	Program Director (KXEL)	1.00
6	4/8/2026	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups at the Tama County Historical Society in Toledo, Iowa	Program Director (KXEL)	1.00
7	4/13/2026	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups at the Malvern Public Library in Malvern, IA	Program Director (KXEL)	1.00
8	4/22/2026	Participation in events or programs sponsored by educational institutions	KFMW Hosts gave a tour of the stations to the students and staff of Upper Iowa University's Radio & Podcasting Course.	Morning Show Host Afternoon Host	0.25
9	4/28/2026	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Ottumwa (Iowa) Public Library.	Program Director (KXEL)	1.00
10	4/28/2026	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Prairie City (Iowa) Public Library.	Program Director (KXEL)	1.00
11	6/23/2026	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Winterset (Iowa) Public Library.	Program Director (KXEL)	1.00
12	6/26/2026	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups at the Historical Preservation Society in Blakesburg, Iowa.	Program Director (KXEL)	1.00
13	9/10/2026	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Bondurant (Iowa) Public Library.	Program Director (KXEL)	1.00
TOTAL					12.25