

EEO ANNUAL PUBLIC FILE REPORT BACKUP DATA  
Employment Unit: NRG Media, LLC - OMAHA, NE  
KMMQ-AM/FM, KOIL-AM, KOOO-FM, KOPW-FM, KOZN-AM, KZOT-FM, KQKQ-FM  
October 1, 2024-September 30, 2025

**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	Promotions Manager Hire Date: 11.11.24	Job Board	1-13, 16-17, 20, 27-39	<b>7. Referral - Current Employee: 1</b> <b>9. Referral -Non-employee: 1</b> <b>12. Indeed: 4</b> <b>18: Job Board: 2</b>
2	Promotions Manager Hire Date: 12.9.24	Referral - Non-Employee		9.Non-Employee Referral: 1 12. Indeed: 1 <b>13. Linked In: 1</b>
3	Account Executive Hire Date: 12.2.24	Linked In	1-13, 16-17, 20, 27-39	<b>8. Current Employee: 1</b> 11. NRG Media Corporate Website: 2 8. Current Employee: 1 <b>9. Referral -Non-employee: 1</b>
4	On Air Talent Hire Date: 12.9.24	Current Employee	1-13, 16-17, 20, 27-39	
5	Traffic Manager Hire Date: 12.30.24	Former Employee	11-13, 15, 18, 20, 27-39	
			TOTAL	16

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

Recruitment Sources Detail:					
	Source	Website	Contact Information	# Interviewees Referred	Did source request notification?
1	KQKQ 98.5 FM	www.sweet985.com	5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146		N
2	KMMQ 99.5 FM/1020AM	www.lanuevaomaha.com	5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146		N
3	KOIL 1290 AM	www.newstalk1290koil.com	5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146		N
4	KOOO 101.9 FM	www.1019thekeg.com	5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146		N
5	KOPW 106.9 FM	www.power1069.com	5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146		N
6	KOZN 1620 AM & KZOT 1180 AM	www.1620thezone.com	5011 Capitol Ave.Omaha, NE 68132, 402.342.2000, fax 402.342.6146		N
7	Referral by current employee			1	N
8	Current Employee			2	N
9	Referral by Non-Employee			3	
10	On-Air Ad	station unspecified			N
11	NRG Media corporate website	nrgmedia.com	1065 N. Center Point Rd. Hiawatha, IA 52233 319.200.1900	2	N

**Recruitment Sources Detail, continued:**

	Source	Website	Contact Information	# Interviewees Referred	Did source request notification?
12	Indeed	Indeed.com	6433 Champion Grandview Way Building 1, Austin, TX 78750	5	N
13	LinkedIn	LinkedIn.com	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085	1	N
14	Facebook.com	Facebook.com	station unspecified		N
15	Nebraska Workforce Development	<a href="https://neworks.nebraska.gov/">https://neworks.nebraska.gov/</a>	550 So. 16th St., Lincoln, NE 68508, Amber Ward		N
16	Natonal Able Network	<a href="http://www.nationalable.org">www.nationalable.org</a>	5752 Ames Ave. Omaha, NE 68104 Betty McKernan, 402-934-2841		N
17	Sarpy County Chamber of Commerce	<a href="https://www.sarpychamber.org/">https://www.sarpychamber.org/</a>	Sarpy Chamber 1243 Golden Gate Dr., Ste 1 Papillion, NE 68046 (402) 339-3050 president@sarpychamber.org		N
18	Job Board	shared passively from Indeed to other job board (ziprecruiter, glassdoor)		2	N
19	National Association of Broadcasters				N
20	NE Broadcasters Assoc	<a href="https://ne-ba.org/">https://ne-ba.org/</a>	11414 West Center Road, Sutie 342, Omaha, NE 68144, 402.933.5995		N
21	Omaha Jobs.com	Omahajobs.com			N
22	Radio Ink	<a href="http://www.radioink.com">www.radioink.com</a>	331 SE Mizner Blvd., Boca Raton, FL 33432, 561.655.8778, email <a href="http://www.edryan.com">www.edryan.com</a>		N
23	RAMP247	<a href="http://ramp247.com">ramp247.com</a>	25876 The Old Road, #254, Valencia, CA 91381, Kevin Carter, 661-294- 9408kevin@ramp247.com		N
24	Regional Help Wanted.com- Omaha	OmahaHelpWanted.com	5010 Underwood Avenue, Omaha, NE 68132, 800.365.8630 ext 9002		N
25	Trade Site	Site unspecified			N
26	Unknown				N
27	Bellevue Universtiy	<a href="http://handshake.com">handshake.com</a>	Career Services, 1000 Galvin Rd. South, Bellevue, NE 68005 Terra Beethe		N
28	College of St. Mary	<a href="http://handshake.com">handshake.com</a>	Career Development, 7000 Mercy Road, Omaha, NE 68106-2377 402- 399-2400		N
29	Creighton University	<a href="http://handshake.com">handshake.com</a>	Career Center, Suite 2015 2500 California Plaza Omaha Nebraska-68178, D'Lynn Buck		N
30	Drake University	<a href="http://handshake.com">handshake.com</a>	2507 University Ave., Des Moines, IA 50311 515-271-2011		N
31	Hastings College	<a href="http://handshake.com">handshake.com</a>	710 N. Turner Ave., Hastings, NE 68901, via <a href="https://ncrc-csm.symplicity.com">https://ncrc-csm.symplicity.com</a>		N
32	Nebraska Wesleyan University	<a href="http://handshake.com">handshake.com</a>	5000 Saint Paul Avenue, Lincoln, NE 68504-2794, via <a href="https://ncrc-csm.symplicity.com">https://ncrc-csm.symplicity.com</a>		N
33	Iowa Western Community College		2700 College Road, Council Bluffs, IA; Kaci Richter 712.325.3242, krichter@iwcc.edu		N

**Recruitment Sources Detail, continued:**

	Source	Website	Contact Information	# Interviewees Referred	Did source request notification?
34	University of Nebraska - Kearney	handshake.com	Academic & Career Services MSAB #140 Kearney, NE 68849, Amy Rundstrom		N
35	University of Nebraska - Lincoln	handshake.com	Career Services, 225 Nebraska Union, Lincoln, NE 68588, Natalie		N
36	UNL-College of Journalism		147 Anderson Hall, Lincoln, NE 68588, 402.472.3054, Rick Alloway,		N
37	University of Nebraska - Omaha	handshake.com	Academic and Career Development Ctr., EAB 115, 6001 Dodge Street, Omaha, NE 68132, Joe Hayes		N
38	UNO-College of Journalism		6505 University Dr. Omaha, NE 68182, Jodeane Newcomb Brownlee, jbrownlee@unomaha.edu		N
39	University of Northern Iowa	handshake.com	Office of Career Services, 102 Gilchrist Hall, Cedar Falls, IA 50614-0384, 319-273-6857		N
TOTAL INTERVIEWS THIS REPORTING PERIOD				16	

### III. RECRUITMENT INITIATIVES

#### Recruitment Outreach Initiatives:

	Date	Type of Initiative	Description	Attendees	Points
1	10/7/2024	Participation in Job Fairs	Nebraska Broadcasters Association organized a week long virtual job fair as an opportunity for stations to participate in a recruiting and education outreach to the public about employment opportunities in broadcasting.	Business Manager	0.25
2	10/22/2024	Participation in Job Fairs	The Business Manager and Sales Manager attended the Iowa Western Community College Career Fair.	Business Manager	0.25
3	11/11/2024	Participation in events or programs sponsored by educational institutions/other	KQKQ morning show hosts designed an afternoon program at the stations for UNO's All About Audio Class to learn about radio production and careers in broadcasting.	KQKQ Morning Show Hosts Spicoli and Megan Rieder and other station personnel	0.25
4	12/3/2024	Participation in events or programs sponsored by educational institutions	KQKQ morning show host gave a tour of the stations to Millard West HS students to learn about radio production and careers in broadcasting.	KQKQ Morning Show Host Megan Rieder	0.25
5	1/6/2025	Participation in Job Fairs	Nebraska Broadcasters Association organized a week long virtual job fair as an opportunity for stations to participate in a recruiting and education outreach to the public about employment opportunities in broadcasting.	Business Manager	0.25
6	2/19/2025	Participation in Job Fairs	Upper Iowa University organized a virtual job fair as an opportunity for employers to connect with students.	Business Manager	0.25
7	3/6/2025	Participation in events or programs sponsored by educational institutions	KOOO On Air Talent spoke about work in broadcasting at the Read Across America: Dr Seuss Day.	KOOO On Air Talent Mike Neville	0.25
8	3/25/2025	Participation in Job Fairs	The Business Manager attended the Creighton World Languages Career Fair.	Business Manager	0.25
9	3/31/2025 for 2025-2026	Participation in Scholarship Programs	The stations are participated in the Nebraska Broadcasters Association scholarship program for 2025-2026. This program is setup to assist students enrolled in broadcasting-related educational programs at four year public or private colleges and universities. Participation includes monetary donation as well as publicity and application review.	Market Manager and other station personnel	1.00
10	3/31/2025	Participation in Job Fairs	Nebraska Broadcasters Association organized a week long virtual job fair as an opportunity for stations to participate in a recruiting and education outreach to the public about employment opportunities in broadcasting.	Business Manager	0.25
11	4/22/2025	Participation in events or programs sponsored by educational institutions	KOOO On Air Talent spoke about work in broadcasting at the Skinner Elementary career day.	KOOO On Air Talent Mike Neville	0.25

**Recruitment Outreach Initiatives, continued:**

	Date	Type of Initiative	Description	Attendees	Points
12	3/31/2025	Participation in Job Fairs	Nebraska Broadcasters Association organized a week long virtual job fair as an opportunity for stations to participate in a recruiting and education outreach to the public about employment opportunities in broadcasting.	Business Manager	0.25
13	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
14	8/12/2025	Provision of Training to Management	NBA Annual Conference (legal sessions)	Market Manager & Director of Sales	1.00
15	8/12/2025	Participation in Job Fairs	Business Manager attended the Nebraska Broadcasters Association job fair in LaVista as part of the NE Broadcasters Association Annual Meeting.	Business Manager	0.25
TOTAL					6.00