

EEO ANNUAL PUBLIC FILE REPORT  
Employment Unit: NRG Media, LLC -WATERLOO -CEDAR RAPIDS, IA  
KFMW-FM, KOKZ-FM, KPTY-AM, KXEL-AM  
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	Account Executive Hire Date: 11/11/24	2. KOKZ website	1-12	2. KOKZ ad: 1 6. Social Media/Facebook: 2
2	Account Executive Hire Date: 2/3/25	7. NRG Media website	1-12	7. NRG Corp Website: 2 11. Indeed: 5 12. Linked In: 2 14: Google: 1
			TOTAL INTERVIEWS THIS REPORTING PERIOD	13

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

Recruitment Sources Detail:					
	Source	Website	Contact Information	# Interviewees Referred	Did source request notification?
1	KFMW 108 FM	www.rock108.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900	0	N
2	KOKZ 105.7 FM	www.1057kokz.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900	1	N
3	KPTY 107.3 FM & 1330 AM	www.1073hankfm.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900	0	N
4	KXEL 1540 AM	www.kxel.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900	0	N
5	On-Air Ad	station unspecified		0	N
6	Social Media/Facebook	station unspecified		2	N
7	NRG Media corporate website	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403, 319.200.1900, fax (319)286-9383	2	N
8	Referral by Current employee			0	N
9	Referral - non-employee			0	N
10	Current Employee			0	N
11	Indeed	Indeed.com	6433 Champion Grandview Way Buidling 1, Austin, TX 78750	5	N
12	LinkedIn	LinkedIn.com	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085	2	N
13	Unknown			0	N
14	Google/Unspecified Job Board			1	N
			TOTAL INTERVIEWS THIS REPORTING PERIOD	13	

### III. RECRUITMENT INITIATIVES

#### Recruitment Outreach Initiatives:

	Date	Type of Recruitment Initiative	Brief Description of Activity	Participant Title	Points
1	11/1/2024	Participation in events or programs sponsored by educational institutions	KFMW Hosts gave a tour of the stations to and discussed working in broadcasting with the students and staff of the Marion Transition Center.	Morning Show Host Afternoon Host	0.25
2	11/7/2024	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 Drake Community Library in Grinnell, Iowa.	Program Director (KXEL)	1.00
3	4/4/2025	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 Bricker-Price Block community venue in Earlham, Iowa.	Program Director (KXEL)	1.00
4	4/4/2025	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 Webb Shadle Public Library in Pleasantville, Iowa.	Program Director (KXEL)	1.00
5	4/5/2025	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 Adair Public Library in Adair, Iowa.	Program Director (KXEL)	1.00
6	4/5/2025	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 Kendall Young Public Library in Webster City, Iowa.	Program Director (KXEL)	1.00
7	4/11/2025	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 Ackley (Iowa) Public Library.	Program Director (KXEL)	1.00
8	4/26/2025	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 Iowa Questers event in Clive, Iowa.	Program Director (KXEL)	1.00
9	4/29/2025	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Ida Grove (Iowa) Public Library.	Program Director (KXEL)	1.00
10	4/29/2025	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 Lakin Library & Envisioning Center in Tabor, Iowa.	Program Director (KXEL)	1.00
11	5/3/2025	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 Genealogical Society of Linn County in Cedar Rapids, Iowa.	Program Director (KXEL)	1.00
12	5/13/2025	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 Historical Society of Marshall County in Marshalltown, Iowa.	Program Director (KXEL)	1.00
13	6/3/2025	Participation in other activities designed by the station employment unit	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau at the Adel (Iowa) Public Library.	Program Director (KXEL)	1.00
14	7/19/2025	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 Marshalltown (Iowa) Public Library.	Program Director (KXEL)	1.00
15	7/22/2025	Provision of training to management	NRG's Gen Counsel provided training on the FCC's EEO requirements and company policies	COO and Station supervisors	1.00
TOTAL					14.25