

107.7 KSYZ, Rock 101.5 KROR
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 12/12/2017 Hire Date: 5/14/2018	1-12, 14-15, 17-49, 51-54, 56-60, 62-76	65
Account Executive Open Date: 7/10/2018 Hire Date: 9/28/2018	1-12, 14-16, 21, 23-27, 29-49, 51-57, 59-60, 62-76	55
Mid-Day Talent KSYZ-FM Open Date: 9/18/2018 Hire Date: 10/31/2018	1-15, 18, 21, 23-27, 29, 31-54, 56-57, 59-76	13

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Advance Services Inc. 217 E. Stolley Park Road Suite L Grand Island, Nebraska 68801 Phone : 308.382.1500 Fax : 1-308-381-9657 Jackie Havel	N	0
2	American G.I. Forum - Omaha Job Placement Director 2002 "N" Street Omaha, Nebraska 68107 Phone : 402-733-9740 Email : giforumomaha@gmail.com P. Lordemann	N	0
3	Associated Staffing P.O. Box 2431 Grand Island, Nebraska 68802 Phone : 308.384.4885 Url : http://www.associated-staffing.com/grandisland/ Email : heidii@associated-staffing.com Fax : 1-308-384-2556 Polly Collins	N	0
4	Bellevue University Career Services 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Colleen Plasek Manual Posting	N	0
5	Central Community College-Columbus Career Services P.O. Box 1027 Columbus, Nebraska 68602-1027 Phone : 402-562-1210 Email : lhastreiter@cccneb.edu Fax : 1-402-562-1201 Lora Hastreiter	N	0
6	Central Community College-Grand Island Career Services P.O. Box 4903 Grand Island, Nebraska 68802-4903 Phone : 308-398-7408 Email : gheath@cccneb.edu Fax : 1-308-398-7398 Glenda Heath	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Central Community College-Hastings Career Services P.O. Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2419 Email : ksterner@cccneb.edu Fax : 1-402-461-2454 Kyle Sterner	N	0
8	Central Nebraska Goodwill Industries 1804 South Eddy Street Grand Island, Nebraska 68801 Phone : 308-380-0026 Url : http://www.goodwillne.org/services/employment-services/ Email : tfox@goodwillne.org Fax : 1-308-382-6802 Tabitha Fox	N	0
9	Chadron State College Career Services 1000 Main Street Chadron, Nebraska 69337 Phone : 308-432-6292 Email : jhartman@csc.edu Janet Hartman	N	0
10	College of St. Mary Career Services 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : careercenter@csm.edu Fax : 1-402-399-2439 John Quinn	N	0
11	Concordia University Career Services 800 N. Columbia Seward, Nebraska 68434 Phone : 402-643-7226 Corey Gray Manual Posting	N	0
12	Creighton University Career Center, Suite 2015 2500 California Plaza Omaha, Nebraska 68178 Phone : 402-280-2722 Url : app.joinhandshake.com D'Lynn Buck Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Current Employee - Transfer/Promotion	N	1
14	Doane University Career Center 1014 Boswell Crete, Nebraska 68333 Phone : 402-826-8501 Sarah Barg Manual Posting	N	0
15	Envoy, Inc. 3317 No. 107th Street Omaha, Nebraska 68134 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
16	Former Employee	N	1
17	Goods Entertainment P.O. Box 1266 Weston, Connecticut 06883 Phone : 203-341-0111 Email : adam@goodsentertainment.com Fax : 1-801-460-3100 Adam Goodman	N	0
18	Goodwill Industries 4805 No. 72nd Street Omaha, Nebraska 68134 Phone : 402-341-4609 Fax : 1-402-341-3061 Casey Wolf	N	0
19	Grace University Career Services 1311 South 9th St. Omaha, Nebraska 68108 Phone : 402-449-2800 Url : https://www.graceuniversity.edu/academics/career-s Email : careercenter@graceu.edu Fax : 1-402-449-2999 Deb Osmanson	N	0
20	Hansen Employment Agency 610 W. 2nd Street Grand Island, Nebraska 68801 Phone : 308-382-7350 Fax : 1-308-382-7427 Jack Hansen	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Hastings College Career Services 710 N. Turner Ave. Hastings, Nebraska 68901-7621 Phone : 402-461-7387 Kim Graviette Manual Posting	N	0
22	Indian Center, Inc. Workforce Innovation & Opportunity Act 1100 Military Road Lincoln, Nebraska 68508 Phone : 402-438-5231 Url : http://indiancenterinc.org/ Email : jjames@icidn.org Fax : 1-402-438-5236 Christi Thaut	N	0
23	Kaplan University - Lincoln Career Services 1821 "K" Street Lincoln, Nebraska 68508 Phone : 402-474-5315 Email : ahoelsing@kaplan.edu Angela Hoelsing	N	0
24	Kaplan University - Omaha Career Services 5425 N. 103rd St Omaha, Nebraska 68134 Phone : 402-431-6191 Email : aparmer@kaplan.edu Fax : 1-402-431-6710 Alisa Palmer	N	0
25	Latino American Commission P.O. Box 94965 Lincoln, Nebraska 68509-4965 Phone : 402-471-2791 Url : http://www.latinoac.nebraska.gov/ Fax : 1-402-471-4381 Dr. Lazaro Arturo Spindola	N	0
26	Latino Center of the Midlands 4821 South 24th Street Omaha, Nebraska 68107 Phone : 402-733-2720 Url : http://www.latinocenterofthemidlands.org/ Email : info@latinocenterofthemidlands.org Fax : 1-402-733-6720 Reyna Vallecillo	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	League of Human Dignity 1701 "P" Street Lincoln, Nebraska 68508 Phone : 402-441-7871 Url : http://leagueofhumandignity.com/ Fax : 1-402-441-7650 Mike Schafer	N	0
28	Lincoln Goodwill Job Connection 1111 "O" Street Suite 205 Lincoln, Nebraska 68508 Phone : 402-441-4924 Fax : 1-402-441-6038 Vivki Leach	N	0
29	Lincoln Vet Center Job Placement 3119 "O" Street, Suite A Lincoln, Nebraska 68510 Phone : 402-476-9736 Fax : 1-402-476-2431 Nancy Cohn	N	0
30	Media Staffing Network 7115 E. Thirsty Cactus Lane Scottsdale, Arizona 85266 Phone : 480-306-8930 Laurie Kahn Manual Posting	N	0
31	Mid-Plains Community College Career Services 1101 Halligan Drive North Platte, Nebraska 69101 Phone : 402-535-3619 Berva Arensdorf Manual Posting	N	0
32	Midlands University Personal & Career Development Center 900 No. Clarkson Street Fremont, Nebraska 68025 Phone : 402-941-6401 Connie Kreikemeier Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	NAACP Lincoln P.O. Box 81322 Lincoln, Nebraska 68502 Phone : 402-475-4700 Url : http://www.naacplincnbranch.org/ Email : lincolnbranchnaacp@gmail.com Bennie Shobe	N	0
34	NAACP Omaha P.O. Box 11122 Omaha, Nebraska 68111 Phone : 402-345-6227 Url : http://www.omahanaacp.org/ Email : omahanaacp@aol.com Vickie R. Young	N	0
35	NE Indian Community College - Macy Student Services 1111 Hwy. 75 Macy, Nebraska 68039 Phone : 402-494-2311 Url : http://www.thenicc.edu Fax : 1-402-837-4183 Dawne Price	N	0
36	NE Indian Community College - S. Sioux City Student Services 2605 1/2 Dakota Avenue South Sioux City, Nebraska 68776 Phone : 402-494-2311 Url : http://www.thenicc.edu Fax : 1-402-494-6195 Dawne Price	N	0
37	NE Indian Community College - Santee Student Services 415 No. River Road Niobrara, Nebraska 68760 Phone : 402-494-2311 Url : http://www.thenicc.edu Fax : 1-402-857-2543 Dawne Price	N	0
38	Nebraska Broadcasters Association 11414 W. Center Road Suite 342 Omaha, Nebraska 68144 Phone : 402-933-5995 Email : jim@ne-ba.org Fax : 1-402-933-0059 Jim Timm	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Nebraska Commission on Indian Affairs P.O. Box 94981 Lincoln, Nebraska 68509-4981 Phone : 402-471-3475 Url : http://www.indianaffairs.state.ne.us/ Email : scott.w.shafer@nebraska.gov Scott Shafer	N	0
40	Nebraska Service for the Blind & Visually Impaired 4600 Valley Road Suite 100 Lincoln, Nebraska 68510-4844 Phone : 402-471-2891 Url : http://www.ncbvi.nebraska.gov Fax : 1-402-471-3009 Pearl Van Zandt	N	0
41	Nebraska Vocational Rehabilitation P.O. Box 94987 Lincoln, Nebraska 68509 Phone : 402-471-3644 Url : http://vr.nebraska.gov Email : marketingteam.vr@nebraska.gov Fax : 1-402-471-0788 Marjorie Nelson	N	0
42	Nebraska Wesleyan University Career & Counseling Center 5000 St. Paul Ave. Lincoln, Nebraska 68504 Phone : 402-465-2414 Url : https://www.nebrwesleyan.edu/current-undergraduates/student-services/career-center Janelle Andreini Manual Posting	N	0
43	Nebraska Workforce Development 203 East Stolley Park Road Suite A Grand Island, Nebraska 68801 Phone : 308.385.6300 Url : http://dol.nebraska.gov Email : ndol.grandislandwfd@nebraska.gov Fax : 1-308-385-6029 Randy Kensinger	N	0

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44	Nebraska Workforce Development 550 So. 16th Street Lincoln, Nebraska 68508 Phone : 402-473-7022 Url : https://networks.nebraska.gov Amber Ward Manual Posting	N	1
45	Northwest Missouri State University Career Services 800 University Drive, Admin. #130 Maryville, Missouri 64468 Phone : 660-562-1250 Url : http://www.nwmissouri.edu/ Stacey M. Stokes Manual Posting	N	0
46	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : mpreston@nrgmedia.com Mary Preston	N	0
47	NRG Media Grand Island - Business Office 3532 W. Capital Avenue Grand Island, Nebraska 68803 Phone : 402-479-1404 Email : steve@nrgmedia.com Steve Anderson	N	0
48	NRG Media Grand Island - Market Manager 3532 W. Capital Avenue Grand Island, Nebraska 68803 Phone : 308-698-2127 Email : dnau@nrgmedia.com Dallas Nau	N	0
49	NRG Media Grand Island - Operations 3532 W. Capital Avenue Grand Island, Nebraska 68803 Phone : 308-384-8900 Email : jcartwright@nrgmedia.com Jim Cartwright	N	0
50	NRG Media, LLC 2875 Mt. Vernon Rd. SE Cedar Rapids, Idaho 52403 Email : mpreston@nrgmedia.com Mary Preston	N	0

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51	Ohio Center for Broadcasting National Director of Placement 9885 Rockside Road #160 Valley View, Ohio 44125 Phone : 216-242-4342 Url : http://www.beonair.com Email : jhardy@beonair.com Janice Hardy	Y	0
52	Ohio Center for Broadcasting Colorado Media School 404 South Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Url : http://beonair.com Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	N	0
53	Omaha Workforce Development Heartland Workforce Solutions 5752 Ames Avenue Omaha, Nebraska 68104 Phone : 402-934-2861 Email : Mary.Matusiak@nebraska.gov Sara Hansen	N	0
54	Omaha Workforce Development Nebraska Dept. of Labor 5752 Ames Avenue Omaha, Nebraska 68104 Phone : 402-934-2362 Url : http://dol.nebraska.gov/EmploymentAndTraining Email : shauna.paoline@nebraska.gov Fax : 1-402-934-2189 Shauna Paolini	N	0
55	On Air Recruitment Ad	N	3
56	Peru State College Career Services P.O. Box 10 Peru, Nebraska 68421 Phone : 402-872-2436 Jamie Eberly Manual Posting	N	0

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57	Resources for Human Development Live Yes Studio 330 So. 13th Street Lincoln, Nebraska 68502 Phone : 402-904-4216 Email : craig.casados@rhd.org Fax : 1-402-904-4346 Craig Casados	N	0
58	Sanford-Brown College Career Services 1345 Mendota Heights Road Mendota Heights, Minnesota 55120 Phone : 651-905-3522 Email : Ckleckner@browncollege.edu Fax : 1-651-905-3555 Christine Kleckner	N	0
59	Southeast Community College Job Placement Office 8800 "O" Street Lincoln, Nebraska 68520 Phone : 402-437-2622 Email : placement@southeast.edu Shelly Tolle	N	0
60	Topline Matters, Inc. 43300-116 Southern Walk Plz. Suite 102 Broadlands, Virginia 20148 Phone : 571-230-6730 Url : http://futurimedia.com/contact-us/ Email : tracy@futurimedia.com Tracy Gilliam	N	0
61	Trade Website	N	2
62	Union College Career Center 3800 So. 48th Street Lincoln, Nebraska 68506 Phone : 402-486-2540 Teresa Edgerton Manual Posting	N	0
63	University of Nebraska - Kearney Academic & Career Services MSAB #140 Kearney, Nebraska 68849 Phone : 308-865-8501 Email : careerserv@unk.edu Fax : 1-308-865-8882 Amy Rundstrom	N	0

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64	University of Nebraska - Kearney Department of Communication Mitchell Center Kearney, Nebraska 68849 Phone : 308-865-8412 Fax : 1-308-865-1537 Ralph Hanson	N	0
65	University of Nebraska - Lincoln School of Journalism 147 Andersen Hall Lincoln, Nebraska 68588 Phone : 402-472-6856 Email : ralloway1@unl.edu Fax : 1-402-472-8403 Rick Alloway	N	1
66	University of Nebraska - Lincoln Career Services 225 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-3145 Url : app.joinhandshake.com Natalie Shriner Manual Posting	N	0
67	University of Nebraska - Lincoln Women's Center 340 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-2597 Url : http://involved.unl.edu/womens-center Email : jdeeds1@unl.edu Jan Deeds	N	0
68	University of Nebraska - Omaha Academic & Career Development EAB 115, 6001 Dodge Street Omaha, Nebraska 68132 Phone : 402-554-2973 Url : app.joinhandshake.com Joe Hayes Manual Posting	N	0
69	University of Nebraska - Omaha Office of Multicultural Affairs Milo Bail Student Center, Room #110 Omaha, Nebraska 68182 Phone : 402-554-2248 Url : http://www.unomaha.edu/student-life/inclusion/mult Email : mca@unomaha.edu James W. Freeman	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
70	University of Nebraska - Omaha Department of Black Studies #184 ASH, 6001 Dodge St. Omaha, Nebraska 68182 Phone : 402-554-2412 Url : http://www.unomaha.edu/college-of-arts-and-science Email : janetashley@unomaha.edu Cynthia Robinson	N	0
71	University of Nebraska - Omaha School of Communication 140 ASH, 6001 Dodge Street Omaha, Nebraska 68182 Phone : 402-554-2600 Url : http://www.unomaha.edu/college-of-communication-fi Email : swilson@unomaha.edu Fax : 1-402-554-3836 Dr. Sherrie Wilson	N	0
72	UNL Institute of Agriculture & Natural Resources AGH 202 Lincoln, Nebraska 68583 Phone : 402-472-0615 Email : spegg2@unl.edu Sue Ellen Pegg	N	0
73	Urban League Family Resource Center 3040 Lake Street Omaha, Nebraska 68111 Phone : 402-451-1066 Url : http://www.urbanleagueneb.org Email : rozalyn.bredow@urbanleagueneb.org Rozalyn Bredow	N	0
74	Wayne State College Career Services 1111 Main St. Wayne, Nebraska 68787 Phone : 402-375-7425 Jason Barelman Manual Posting	N	0
75	Western Nebraska Community College Career Center 1601 E. 27th Street Scottsbluff, Nebraska 69361 Phone : 308-635-6112 Url : https://www.wncc.edu/student-life/student-services Email : bonuchim@wncc.edu Molly Bonuchi	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
76	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	3/1/2018	Participation in scholarship programs	The stations participated in the Nebraska Broadcasters Association scholarship program for 2018. 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 month promotion of the program, and the review and judging of applications for the scholarship program. Two \$1,500 scholarships were awarded for 2018.	3	Market Manager Operations Manager Market Traffic Director	1.00
2	6/13/2018	Participation in events or programs sponsored by educational institutions	NRG Media Central Nebraska Kearney participated in the annual UNK Digital Expressions Camp sponsored by the University of Nebraska of Kearney for High School students. The camp is held during a week in June where students stay on campus and tour local media outlets to learn from professionals what is available in the industry and career opportunities. The High School campers were given a historical account of our three stations KGFW-AM/FM, KQKY-FM and KRNY-FM and a tour of each station along with program purpose of each. The students also sat in on each station's Morning Show for a Q and A session. This was followed by a Q and A session with Dallas Nau Market Manager and Mark Reid Operations Manager with a Powerpoint presentation of our industry and information on our 5 station cluster mark on our community.	1	Market Manager	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
3	8/14/2018	Provision of training to management	Market Manager Dallas Nau attended a training seminar at the Nebraska Broadcasters Convention Tuesday, August 14 in Lincoln, NE. The seminar provided training to management level personnel as to employment law and the risks and practices for the workplace including hiring practices, equal opportunity, and the prevention of discrimination as required by the rules and regulations of the Equal Opportunity Employment Commission and the Federal Communications Commission.	1	Market Manager	1.00
4	10/25/2018	Provision of training to management	The General Counsel and Director of Human Resources for NRG Media provided training to management attending the annual budget meeting in Cedar Rapids, IA.	4	Market Manager General Sales Manager Operations Manager Regional Business Manager	1.00
5	1/9/2019	Participation in events or programs sponsored by educational institutions	Market Manager Dallas Nau sat on an advisory committee and provided input concerning their program and possible changes that would improve the Broadcasting & Audio Recording Program. In turn, this would improve the educational experience for their current students and graduates.	1	Market Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						3.50