

KBBK, KFGE, KLIN, KLNC
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
94/5 Program Director, Lincoln, NE Open Date: 4/10/2018 Hire Date: 5/29/2018	1-15, 18-22, 24-28, 30, 33-45, 47-51, 53-55, 57, 59, 61, 63-77	13
Account Executive Open Date: 2/12/2018 Hire Date: 6/25/2018	1, 3-12, 14-16, 18-30, 32-45, 47-51, 53- 57, 59, 61, 63-77	16
Account Executive Open Date: 4/11/2018 Hire Date: 7/9/2018	1, 3-12, 14-15, 18-22, 24-28, 30-45, 47- 51, 53-55, 57, 59, 61, 63-77	31
Digital Sales Manager Open Date: 8/3/2018 Hire Date: 9/17/2018	2-8, 10-12, 14, 16, 18, 20, 22, 24-28, 30, 32-45, 47-51, 53-55, 57, 59, 61-75, 77	16
KLIN Sports Director Open Date: 7/24/2018 Hire Date: 8/22/2018	3-8, 10-12, 14, 16-18, 22, 24-28, 30, 32 -45, 47-51, 53-55, 57-59, 61-75, 77	62
Programming & On-Air Positions Open Date: 5/30/2018 Hire Date: 6/13/2018	1-8, 10-12, 14-15, 18-22, 24-28, 30, 33- 51, 53-55, 57, 59, 61, 63-75, 77	46
Sales and Marketing Assistant Open Date: 9/17/2018 Hire Date: 9/26/2018	1, 3-8, 10-12, 14, 18, 20, 22, 24-28, 30, 32-45, 47-55, 57, 59, 61, 63-75, 77	45
Traffic Administrator Open Date: 11/14/2018 Hire Date: 12/17/2018	3-8, 10-12, 14, 18, 20, 22-28, 30, 33- 45, 47-55, 57, 59-75, 77-78	40

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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	Advertising Federation of Lincoln P.O. Box 80093 Lincoln, Nebraska 68501 Phone : 402-440-2020 Url : http://aaflincoln.org/ Jolene Ritzman Manual Posting	N	0
2	All Access.com Website 24955 Pacific Coast Hwy. Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Jon Denver	N	4
3	American G.I. Forum - Omaha Job Placement Director 2002 "N" Street Omaha, Nebraska 68107 Phone : 402-733-9740 Url : http://www.giforumomaha.org/ Email : giforumomaha@gmail.com P. Lordemann	N	0
4	Asian Community and Cultural Center 2635 "O" Street Suite A Lincoln, Nebraska 68510 Phone : 402-477-3446 Url : http://www.lincolnasiancenter.org/ Email : info@lincolnasiancenter.org Fax : 1-402-477-4508 Duy Linh Bui	N	0
5	Bellevue University Career Services 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Colleen Plasek Manual Posting	N	0
6	Central Community College-Columbus Career Services P.O. Box 1027 Columbus, Nebraska 68602-1027 Phone : 402-562-1210 Email : lhastreiter@ccneb.edu Fax : 1-402-562-1201 Lora Hastreiter	Y	0

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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
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	Y	0
8	Chadron State College Career Services 1000 Main Street Chadron, Nebraska 69337 Phone : 308-432-6292 Url : https://www.csc.edu Email : jhartman@csc.edu Janet Hartman	N	0
9	Clyde Malone Community Center Career Services 2032 "U" Street Lincoln , Nebraska 68503 Phone : 402-474-1110 Url : http://www.malonecenter.org Fax : 1-402-474-1112 Nate Woods	N	0
10	College of St. Mary Career Services 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : careercenter@csm.edu Fax : 1-402-399-2485 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
13	Current Employee - Transfer/Promotion	N	1

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Doane University Career Center 1014 Boswell Crete, Nebraska 68333 Phone : 402-826-8501 Sarah Barg Manual Posting	N	0
15	El Centro de las Americas 210 "O" Street Lincoln, Nebraska 68508 Phone : 402-474-3950 Email : director@elcentrone.org Fax : 1-402-474-3842 Roger Garica	Y	0
16	Employee Referral	N	5
17	Employment Agency	N	1
18	Envoy, Inc. 3317 No. 107th Street Omaha, Nebraska 68134 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
19	Goods Entertainment P.O. Box 1266 Weston, Connecticut 06883 Phone : 203-341-0111 Email : adam@goodsentertainment.com Fax : 1-801-460-3100 Adam Goodman	Y	0
20	Goodwill Industries 4805 No. 72nd Street Omaha, Nebraska 68134 Phone : 402-341-4609 Fax : 1-402-341-3061 Casey Wolf	N	0
21	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

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Hastings College Career Services 710 N. Turner Ave Hastings, Nebraska 68901-7621 Phone : 402-461-7387 Kim Graviette Manual Posting	Y	0
23	Indian Center, Inc. Workforce Innovation & Opportunity Act 1100 Military Road Lincoln, Nebraska 68508 Phone : 402-438-5231 Url : http://indiancenterinc.org Email : jjames@icindn.org Fax : 1-402-438-5236 Cristi Thaut	N	0
24	Kaplan University - Lincoln Career Services 1821 "K" Street Lincoln, Nebraska 68508 Phone : 402-474-5315 Email : ahoelsing@kaplan.edu Angela Hoelsing	N	0
25	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 Parmer	N	0
26	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
27	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

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	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
29	Lincoln Goodwill Job Connection 1111 "O" Street Suite 205 Lincoln, Nebraska 68508 Phone : 402-441-4924 Fax : 1-402-441-6038 Vicki Leach	N	0
30	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
31	Linked In	N	1
32	Media Staffing Network 7115 E. Thirsty Cactus Lane Scottsdale, Arizona 85266 Phone : 480-306-8930 Laurie Kahn Manual Posting	N	0
33	Mid-Plains Community College Career Services 1101 Halligan Drive North Platte, Nebraska 69101 Phone : 402-535-3619 Berva Arensdorf Manual Posting	N	0
34	Midland University Personal & Career Development Center 900 No. Clarkson Street Fremont, Nebraska 68025 Phone : 402-941-6401 Connie Kreikemeier Manual Posting	N	0

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	NAACP Lincoln P.O. Box 81322 Lincoln, Nebraska 68502 Phone : 402-475-4700 Url : http://naacplincolnbranch.org Email : lincolnbranchnaacp@gmail.com Bennie Shobe	N	0
36	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
37	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
38	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
39	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
40	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	5

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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41	Nebraska College Career Services Assn. P.O. Box 3777 Omaha, Nebraska 68103-0777 Phone : 402-738-4563 Url : http://nccsa.info Email : nccsa@nccsa.info Monique Cribbs	N	0
42	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 Fax : 1-402-471-3392 Scott Shafer	N	0
43	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
44	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
45	Nebraska Workforce Development 550 So. 16th Street Lincoln, Nebraska 68508 Phone : 402-473-7022 Url : https://networks.nebraska.gov Amber Ward Manual Posting	Y	6
46	Non-Employee Referral	N	1

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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47	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	Y	0
48	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : mpreston@nrgmedia.com Mary Preston	N	0
49	NRG Media Lincoln - Business Office 4343 "O" Street Lincoln, Nebraska 68510 Phone : 402-479-1404 Email : steve@nrgmedia.com Steve Anderson	N	0
50	NRG Media Lincoln - General Manager 4343 "O" Street Lincoln, Nebraska 68510 Phone : 402-475-4567 Email : amig@broadcasthouse.com Ami Graham	N	0
51	NRG Media Lincoln - Operations 4343 "O" Street Lincoln, Nebraska 68510 Phone : 402-475-4567 Email : salbertsen@broadcasthouse.com Steve Albertsen	N	0
52	NRG Media, LLC 2875 Mt. Vernon Rd. SE Cedar Rapids, Iowa 52403 Email : mpreston@nrgmedia.com Mary Preston	N	0

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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53	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
54	Ohio Center for Broadcasting National Director of Placement 9885 Rockside Road #160 Valley View, Ohio 44125 Phone : 216-242-4342 Url : http://beonair.com Email : jhardy@beonair.com Janice Hardy	N	0
55	Omaha Workforce Development Nebraska Dept. of Labor 5752 Ames Avenue Omaha, Nebraska 68104 Phone : 402-934-2362 Email : shauna.paolini@nebraska.gov Fax : 1-402-934-2189 Shauna Paolini	N	0
56	On Air Recruitment Ad	N	5
57	Peru State College Career Services P.O. Box 10 Peru, Nebraska 68421 Phone : 402-872-2436 Jamie Eberly Manual Posting	N	0
58	Previous Applicant	N	2
59	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	Y	0

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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60	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
61	Southeast Community College Job Placement Office 8800 "O" Street Lincoln, Nebraska 68520 Phone : 402-437-2622 Email : placement@southeast.edu Shelly Tolle	N	0
62	Station Website	N	4
63	Topline Matters, Inc. 43300-116 Southern Walk Plz. Suite 102 Broadlands, Virginia 20148 Phone : 571-230-6730 Url : http://futurimedia.com/contact/ Email : tracy@futurimedia.com Tracy Gilliam	N	0
64	Union College Career Center 3800 So. 48th Street Lincoln, Nebraska 68506 Phone : 402-486-2540 Teresa Edgerton Manual Posting	N	0
65	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
66	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

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
67	University of Nebraska - Lincoln Career Services 225 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-3145 Url : app.joinhandshake.com Natale Shriner Manual Posting	Y	0
68	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	Y	0
69	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
70	University of Nebraska - Omaha Academic and Career Development Ctr. EAB 115, 6001 Dodge Street Omaha, Nebraska 68132 Phone : 402-554-2973 Url : app.joinhandshake.com Joe Hayes Manual Posting	N	0
71	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

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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72	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
73	UNL Institute of Agriculture & Natural Resources AGH 202 Lincoln, Nebraska 68583 Phone : 402-472-0615 Email : spegg2@unl.edu Sue Ellen Pegg	Y	0
74	Urban League Family Resource Center 3040 Lake Street Omaha, Nebraska 68111 Phone : 402-453-9730 Url : http://www.urbanleagueneb.org Email : rozalyn.bredow@urbanleagueneb.org Rozalyn Berdow	N	0
75	Wayne State College Career Services 1111 Main St Wayne, Nebraska 68787 Phone : 402-375-7425 Jason Barelman Manual Posting	Y	0
76	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
77	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

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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
78	York College Career Center 1125 E. 8th Street York, Nebraska 68467 Phone : 402-363-5600 Url : https://www.york.edu Email : campuslife@york.edu Catherine Seufferlein	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	2/1/2018	Participation in job banks, internet programs and other programs designed to promote outreach	NRG Media ran on-air promotional spots for the Nebraska Broadcasters Association website "channelyounba.com". This site promotes 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.	2	General Manager Traffic Director	1.00
2	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	General Manager Regional Business Manager Traffic Director	1.00
3	4/13/2018	Participation in events or programs sponsored by educational institutions	In April, KLIN Sports Director Tommy Rezac spoke at the Midwest Journalism Conference in Minneapolis, MN. The panel's topic of "High Impact Sports Coverage" was discussed with students, broadcast employees, and broadcasting professors. This included a discussion about a career in sports broadcasting and how it has changed over the years.	1	Sports Director Program Director	0.25

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	8/14/2018	Hosting of Job Fair	<p>NRG Media co-sponsored a career fair with the Lincoln Area Broadcasters Group at the Embassy Suites Hotel in Lincoln, NE. The career fair was attended by 10-15 interested individuals that registered with a Lincoln Area Broadcasters information sheet and/or resume. It is estimated that another 5-10 people attended the career fair but did not complete the information sheet. Rain during this event affected attendance as many University of Nebraska students normally walk over from campus to this event. NRG Media was involved in a meaningful role with the hosting of the career fair throughout the preparatory process (planning meetings for the career fair), the actual event, and the ending follow-up meeting to discuss the positives and negatives of the career fair and where improvements may be made in the future. Steve Anderson, NRG Media Regional Business Manager, was the Chairperson of the committee that organized the career fair. Minutes of the meetings are kept with the EEO files. A broadly rotated promotional spot for the career ran on NRG stations and was posted on the station websites. This was also widely promoted by other members of the Lincoln Area Broadcasters Group. This group includes 2 major radio groups and 3 television stations in the Lincoln market. The NRG Media booth was manned at all times by 2 managers with employment decision making authority.</p>	3	<p>Operations Manager Director of Marketing Regional Business Manager</p>	1.00

KBBK, KFGE, KLIN, KLNC
EEO PUBLIC FILE REPORT
January 30, 2018 - January 31, 2019

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	8/14/2018	Provision of training to management	General Manager Ami Graham and Operations Manager Steve Albertsen 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	2	General Manager Operations Manager	1.00
6	10/24/2018	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	General Manager Operations Manager General Sales Manager Regional Business Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						5.25