

107.7 KSYZ, Rock 101.5 KROR
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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

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

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III. RECRUITMENT INITIATIVES

Date	Type of Recruitment Initiative	Brief Description of Activity	No. Of Station Participants	Participant Title	Points
1 3/1/2019	Participation in Scholarship Programs	The stations participated in the Nebraska Broadcasters Association scholarship program for 2019. 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 \$2,000 scholarships were awarded for 2019.	3	Market Manager Operations Manager Market Traffic Director	1
2 6/1/2019	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. This camp is held for a week in June for high school students and was originated to expose young people to the many career opportunities in the field of communications. This camp included classes about radio and television audio/video production and news/sports reporting and broadcasting. 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 with an emphasis on technology and how people consume radio. This discussion covered smart phone apps, smart speakers, websites, and social media. This topic led to a discussion on career opportunities in broadcasting including mass media positions with digital and technological components.	2	Market Manager Operations Manager	0.25
3 4/9/2019	Participation in events or programs sponsored by educational institutions	Kansas Franzman (KSYZ on-air talent) and Steve Franzman (KSYZ on-air talent) made two presentations to GHHS Journalism classes about their careers in broadcasting and opportunities/ careers in radio and the media.	2	Program Director On-Air Talent	0.25
4 10/22/2019	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. The management included General Manager Dallas Nau, Operations Director James Cartwright, Sales Manager Brian Cameron, and Business Manager Steve Anderson.	4	General Manager Operations Director Sales Manager Business Manager	1
5 11/4-13/2019	Participation in events or programs sponsored by educational institutions	A student from Grand Island Northwest High School did a job shadow under a program called "Career Essentials". He spent eight days observing the on-air talent and the preparation for future days programming. He received exposure to the roles, tasks and responsibilities performed by staff at NRG and the equipment that is used to assist with these. A career in broadcasting was also discussed with this student.	multiple	Operations Manager On-air Talent Market Manager other station staff	0.25

	Date	Type of Recruitment Initiative	Brief Description of Activity	No. Of Station Participants	Participant Title	Points
6	11/13/2019	Participation in events or programs sponsored by educational institutions	A student from Grand Island Northwest High School did a one day job shadow as his schedule was too busy to do the "Career Essentials" program. He spent this day observing the on-air talent and the preparation for future days programming. He received exposure to the roles, tasks and responsibilities performed by staff at NRG and the equipment that is used to assist with these. A career in broadcasting was also discussed with this student.	multiple	Operations Manager On-air Talent Market Manager other station staff	0.25
7	11/20/2019	Participation in events or programs sponsored by educational institutions	A student from Loup City High School did a one day job shadow at NRG Media. He spent this day observing the on-air talent and the preparation for future days programming. He received exposure to the roles, tasks and responsibilities performed by staff at NRG and the equipment that is used to assist with these. A career in broadcasting was also discussed with this student.	multiple	Operations Manager On-air Talent Market Manager other station staff	0.25

TOTAL POINTS OVER REPORTING PERIOD: 3.25