

KGFW - AM, KQKY - FM, KRNY - FM**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
Account Executive Open Date: 10/25/2019 Hire Date: 12/02/2019	1-18	6

KGFW - AM, KQKY - FM, KRNY - FM**EEO PUBLIC FILE REPORT**

February 1, 2019 - January 31, 2020

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	Bellevue University Career Services 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Colleen Plasek	Y	0
2	Concordia University 800 N. Columbia Seward, Nebraska 68434 Phone : 402-643-7226 Corey Gray	N	0
3	Creighton University, Career Center, Suite 2015 2500 California Plaza Omaha, Nebraska 68178 Phone : 402-280-2722 D'Lynn Buck	N	0
4	Doane University Career Center 1014 Boswell Crete, Nebraska 68333 Phone : 402-826-8501 Sarah Barg	N	0
5	Hastings College Career Services 710 N. Turner Ave. Hastings, Nebraska 68901-7621 Phone : 402-461-7387 Kim Graviette	N	0
6	Indeed.com	N	1

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February 1, 2019 - January 31, 2020

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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	Mid-Plains Community College Career Services 1101 Halligan Drive North Platte, Nebraska 69101 Phone : 402-535-3619 Berva Arensdorf	N	0
8	Midlands University Personal & Career Development Center 900 No. Clarkson Street Fremont, Nebraska 68025 Phone : 402-941-6401 Connie Kreikemeier	N	0
9	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
10	Nebraska Wesleyan University Career & Counseling Center 5000 St. Paul Ave. Lincoln, Nebraska 68504 Phone : 402-465-2414 Janelle Andreini	N	0
11	Nebraska Workforce Development 550 So. 16th Street Lincoln, Nebraska 68508 Phone : 402-473-7022 Url : https://networks.nebraska.gov Amber Ward	N	0
12	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	N	0

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February 1, 2019 - January 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	NRG Media, LLC 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : mpreston@nrgmedia.com Mary Preston	N	0
14	Peru State College Career Services P.O. Box 10 Peru, Nebraska 68421 Phone : 402-872-2436 Jamie Eberly	N	0
15	Union College Career Center 3800 So. 48th Street Lincoln, Nebraska 68506 Phone : 402-486-2540 Teresa Edgerton	N	0
16	University of Nebraska - Lincoln Career Services 225 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-3145 Natalie Shriner	N	0
17	University of Nebraska - Omaha Academic & Career Development EAB 115, 6001 Dodge Street Omaha, Nebraska 68132 Phone : 402-554-2973 Joe Hayes	N	0
18	Wayne State College Career Services 1111 Main St. Wayne, Nebraska 68787 Phone : 402-375-7425 Jason Barelman	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations 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 plus 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	1.00
2	2/12/2019	Participation in events or programs sponsored by educational institutions	NRG Media Kearney hosted a UNK broadcasting class and gave a tour of the studios, a presentation on the history of radio stations, formats, and programming along with how technology has changed the scope and face for broadcasts. This included a discussion and advancement of careers in broadcasting with an emphasis on technology.	4	Operations Manager KGFW Assoc News Director Morning and Midday Hosts Y102 KRNY	0.25
3	5/17/2019	Participation in events or programs sponsored by educational institutions	The station did a station tour for two groups of Central Elementary 1st graders to show them the station and how the day to day operations of the station occur – along with a general discussion of what a career in broadcasting entail.	4	Market Manager Operations Manager KQKY Brand Manager KGFW Brand Manager	0.25

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4	6/12/2019	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.	6	Market Manager Operations Manager KRNY Program Director KGFW Program Director	.25
5	9/18/2019	Participation in Job Fairs	NRG Media Central Nebraska Kearney participated in the annual Kearney Chamber of Commerce Career Fair held at the National Guard Amory. The fair is attended by students from 8th grade to 11th grade from around central Nebraska. NRG Media set up a booth with information on careers available to students in the Broadcast industry. Operations Manager Mark Reid participated in a panel discussing careers and expectations industries are looking for from prospective employees with guidance on how to look for work.	3	Operations Manager Program/Brand Manager KRNY Sports Director	0.25
6	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 Mark Reid, Sales Manager Brian Cameron, and Business Manager Steve Anderson.	4	Market Manager Operations Manager General Sales Manager Regional Business Manager	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
7	11/04/2019	Participation in events or programs sponsored by educational institutions	NRG Media Kearney hosted a UNK broadcasting class and gave a tour of the studios, a presentation on the history of radio stations, formats, and programming along with how technology has changed the scope and face for broadcasts. This included a discussion and advancement of careers in broadcasting with an emphasis on technology.	4	Operations Manager Program Director KGFW Air Talent KRNY Air Talent KQKY- KRNY	0.25
TOTAL POINTS OVER REPORTING PERIOD:						3.25