

EEO ANNUAL PUBLIC FILE REPORT BACKUP DATA
Employment Unit: NRG Media, LLC - WAUSAU, WI
WBCV-FM, WGLX-FM, WHTQ-FM, WYTE-FM
August 1, 2019 - July 31, 2020

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 (in bold)
1	Radio Generalist Hire Date: 11/16/2019	Internal Posting	Station Websites NRG Corporate Website Radio Ads Indeed Linked In	Current Employee: 1 Linked In: 1
2	Account Executive Hire Date: 11/25/2019	Indeed	Station Websites NRG Corporate Website Radio Ads Wisconsin Broadcasters Assn Indeed Linked In	Referred by Current Employee: 1 WBA: 1 Linked In: 2 Indeed: 3
3	Account Executive Hire Date: 2/3/2020	Radio Ad	Station Websites NRG Corporate Website Radio Ads Wisconsin Broadcasters Assn	Radio Ad: 1 WBA: 1 Indeed: 2 Linked In: 2
4	Account Executive Hire Date: 2/12/2020	Linked In	Indeed Linked In All Access Handshake (Univ WI jobboard)	
5	Account Executive Hire Date: 6/8/2020	Indeed	Station Websites NRG Corporate Website Radio Ads Indeed Linked In	Online: 1 Indeed: 2
6	Account Executive Hire Date: 7/16/2020	Linked In	Station Websites NRG Corporate Website Radio Ads Indeed Linked In NAB	Station Website: 1 NRG Corporate Website: 2 Indeed: 4 Linked In: 2
TOTAL INTERVIEWS THIS REPORTING PERIOD				27

Recruitment Sources Detail:			# Interviewees Referred	Did source request notification?
WBCV - 107.9 FM	Bigcheese1079.com	2301 Plover Road, Plover WI 54457 (715)341-8838, fax(715)341-9744	1	N
WGLX - 103.3 FM	WGLX.COM	2301 Plover Road, Plover WI 54457 (715)341-8838, fax(715)341-9744		N
WHTQ - 96.7 FM	Hot967fm.com	2301 Plover Road, Plover WI 54457 (715)341-8838, fax(715)341-9744		N
WYTE - 106.5 FM	Y1065.com	2301 Plover Road, Plover WI 54457 (715)341-8838, fax(715)341-9744		N
Radio As (station unspecified)			1	N
WI Broadcasters Assoc	WI-Broadcasters.org	44 E. Mifflin St, Ste 900, Madison, WI 53703, (608)255-2600	2	N
Portage Co. Bus Council	Portagecountybiz.com	5501 Vern Holmes Drive, Stevens Point, WI 54482, (715)344-1940, fax (715)344- 4473		N
NRG Media, LLC	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403 (319)200-1900, fax (319)286-9383	2	N
Indeed	indeed.com		11	N

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Linked In	linkedin.com		7	N
National Associaton of Broadcasters	nab.org			N
All Access - Online	allaccess.com			N
University of WI job board	joinhandshake.com			N
Online (unspecified)			1	N
Current Employee or Employee Referral			2	N
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Recruitment Outreach Initiatives:					Points
1	9/29/2019	Co-Sponsorship of a Job Fair	NRG Media was the media sponsor for the 2019 Portage County Business Council Job Fair in Stevens Point, WI. The DOS and Senior Account Executive with NRG Media hosted a booth informing potential candidates about careers available at NRG Media. As the media sponsor of this job fair NRG Media aired ads inviting people to attend to find their next career opportunity	General Sales Manager Sr. Account Executive	1.00
2	10/25/2019	Provision of training to Management	The General Counsel & Director of Human Resources for NRG Media Provided EEO Training to management attending the annual budget meeting.	General Manager General Sales Manager Operation & Brands Manager Business Manager	1.00
3	1/17/2020	Participation in events or programs sponsored by educational institutions	Student from Pittsville High School shadowed the Ops/Brand Manager. The student spent time touring the stations and participating in the day-to-day job activities a radio announcer performs. The staff also participated in a Q&A session to discuss the industry.	Ops/Brand Manager, Creative Services Director, Program Directors, On-Air Announcers	0.25
4	1/28/2020	Participation in events or programs sponsored by educational institutions	Market stations participated in and sponsored (airing ads for the event) the WI Rapids High School Sportainment night. Event raises money to continue classes focused on sports and Entertainment Marketing to high school students	Operation & Brands Manager	0.25
5	1/29/2020	Provision of training to Management	General Manager attended the WBA "Avoiding Discrimination in Employment Terminations" seminar during the 2020 Winter Conference in Madison, WI	General Manager	0.25
6	1/29/2020	Participation in a Job Fair	General Manager hosted a booth at the WBA's 2020 Winter Conference Job Fair	General Manager	0.25
7	3/7/2020	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;	NRG Media was a sponsor of the 2020 WBA Student Seminar additionally the General Manager participated as a panel member for the "Women In Business" break-out session	General Manager	0.25
8	6/22/2020	Provision of training to Management	General & Business Manager participated in a webinar presented by David Oxenford and offered by the WBA "EEO in the Year of the Pandemic"	General Manager Business Manager	0.25
9	7/20-24/2020	Participation in a Job Fair	NRG Media is participating in the WBA Virtual Job Fair July 20 – 24. The event allows job seekers to connect online with broadcasters representatives from around the state of WI to learn about career opps in Broadcasting - Our stations will also advertise event and available positions in our Company	General Manager	0.25

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10	7/21/2020	Provision of training to Management	The General Counsel & Director of Human Resources for NRG Media hosted an interactive Zoom webinar for all supervisors to review FCC regulations and their implementation at NRG Media.	General Manager Business Manager	1.00
TOTAL					4.75