

EEO ANNUAL PUBLIC FILE REPORT BACKUP DATA
Employment Unit: NRG Media, LLC -WATERLOO -CEDAR RAPIDS, IA
KFMW-FM, KOKZ-FM, KPTY-AM, KXEL-AM
October 1, 2019 - September 30, 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
1	Account Executive Hire Date: 1.16.2020	Employee Referral	Indeed.com Linked In.com NRG Media corporate website Station websites and social media Iowa Broadcasters Association Corridor Careers.com Greater Cedar Valley Alliance & Chamber	Employee referral: 1 Unknown: 1 Indeed.com: 2 LinkedIn: 2 Non-Employee Referral: 1
2	On-Air Talent (Morning Host) Hire Date: 3.30.2020	All Access	Indeed.com Linked In.com NRG Media corporate website Station websites and social media Iowa Broadcasters Association All Access.com	All Access: 3 Indeed: 1
3	Promotions Director Hire Date: 4.27.2020	Non-Employee Referral	Indeed.com Linked In.com NRG Media corporate website Station websites and social media Iowa Broadcasters Association Greater Cedar Valley Alliance & Chamber	Non-Employee Referral: 1 Indeed: 2
4	Account Executive Hire Date: 5.26.2020	Linked In	Indeed.com Linked In.com NRG Media corporate website Station websites and social media Iowa Broadcasters Association Greater Cedar Valley Alliance & Chamber	Linked In: 1 Indeed: 1
5	General Manager Hire Date: 7.1.2020	MediaStaffing Network	Indeed.com Linked In.com NRG Media corporate website Station websites and social media Iowa Broadcasters Association Media Staffing Network	Mediastaffing: 3 Non-Employee Referral: 1
6	Account Executive Hire Date: 9.17.2020	Station Website/Social Media (KFMW)	Indeed.com Linked In.com NRG Media corporate website Station websites and social media Iowa Broadcasters Association Greater Cedar Valley Alliance & Chamber	Station Website/Social Media (KFMW): 1 Employee Referral: 1
7	Account Executive Hire Date: 9.28.2020	On-Air Ad	Indeed.com Linked In.com	
8	Account Executive Hire Date: 9.28.2020	On-Air Ad	NRG Media corporate website Station websites and social media Iowa Broadcasters Association Greater Cedar Valley Alliance & Chamber	On-air Ad: 2 Employee referral: 1
			TOTAL INTERVIEWS THIS REPORTING PERIOD	25

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Recruitment Sources Detail:			# Interviewees Referred	Did source request notification?
KFMW 108 FM	www.rock108.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900	1	N
KOKZ 105.7 FM	www.1057kokz.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900		N
KPTY 107.3 FM & 1330 AM	www.1073hankfm.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900		N
KXEL 1540 AM	www.kxel.com	1065 North Center Point Rd., Hiawatha IA 52333 319-200-1900		N
Employee Referral			3	N
Non-Employee Referral			3	N
Unknown			1	N
On-Air Ad	station unspecified		2	N
NRG Media corporate website	nrgmedia.com	2875 Mt Vernon Rd SE, Cedar Rapids, IA 52403, 319.200.1900, fax (319)286-9383		N
Indeed	Indeed.com	6433 Champion Grandview Way Buidling 1, Austin, TX 78750	6	N
LinkedIn	LinkedIn.com	LinkedIn Corporation, 1000 W. Maude Avenue, Sunnyvale, CA 94085	3	N
Grow Cedar Valley	growcedarvalley.com	10 West 4th St., Waterloo, IA 50701 319.232.1156 Wendy Knapp		N
Iowa Broadcasters Assoc	iowabroadcasters.com	P.O. Box 71186, Des Moines, IA 50325 515-224-7237		N
Media Staffing Network	mediastaffingnetwork.com	Phone 480-306-8930	3	N
All Access Music Group	allaccess.com	All Access Music Group, P. O. Box 6587, Malibu, CA 90264, 310.457.6616	3	N
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Recruitment Outreach Initiatives:					
	Date	Type of Recruitment Initiative	Brief Description of Activity	Participant Title	Points
1	10/28/2019	Provision of training to management	The General Counsel and Director of Human Resources for NRG Media provided EEO training to management attending annual budget meeting	Business Manager Program Director (KOKZ) Program Director (Rock) Program Director (KXEL) Promotions Manager General Sales Manager	1.00
2	12/11/2019	Participation in events or programs sponsored by education institution	Upper Iowa University-Cedar Rapids broadcast production class visited the Hiawatha studios under the direction of instructor NiCole Denner. The course is a requirement of the Sports Journalism major.	President Director of Programming Program Directors Chief Engineer On-Air Talent	0.25
3	12/18/2019	Participation in events or programs sponsored by education institution	Cedar Valley Career Connections arranged a job shadow for high school student Colby Coonradt, who worked with NRG production manager and KOKZ program host Mike Neifer on aspects of radio production and programming.	Production Director	1.00
4	1/9/2020	Participation in events or programs sponsored by education institution	New Hampton Community High School "School of Rock" class visited the Hiawatha studios under the direction of instructor Rick Meisner. The course was a winter break elective.	President Director of Programming Program Directors Chief Engineer On-Air Talent	0.25
5	4/28/2020	Participation in events or programs sponsored by community groups.	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	Program Director (KXEL)	0.25
6	7/21/2020	Provision of training to management	The General Counsel and Director of Human Resources for NRG Media provided EEO training to management attending annual budget meeting	Market Manager Executive Assistant	1.00
					3.75