

KGFW - AM, KQKY - FM, KRNY - FM
EEO PUBLIC FILE REPORT
January 27, 2016 - January 27, 2017

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: 12/4/2015 Hire Date: 2/23/2016	1-23	17

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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
1	Bellevue University Career Services 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Colleen Plasek Manual Posting	Y	0
2	College of St. Mary Career Services 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : crc@esm.edu Fax : 1-402-399-2439 John Quinn	N	0
3	Employee Referral	N	1
4	Envoy, Inc. 3317 No. 107th Street Omaha, Nebraska 68134 Phone : 402-558-0637 Email : bivey@envoyinc.com Barb Ivey	N	0
5	Native American Public Telecommunications Vision Maker Media 1800 No. 33rd Street Lincoln, Nebraska 68503 Phone : 402-472-0208 Url : http://www.visionmakermedia.org Email : visionmaker@unl.edu Fax : 1-402-472-8675 Shirley Sneve	N	0
6	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

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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	Nebraska Vocational Rehabilitation Job Placement P.O. Box 94987 Lincoln, Nebraska 68509 Phone : 402-471-3644 Url : http://vr.nebraska.gov Email : marketingteam.vr@nebraska.gov Fax : 1-402-471-0788 Marjorie Nelson	N	0
8	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
9	Northeast Community College Career Services P.O. Box 469 Norfolk, Nebraska 68702 Phone : 402-844-7263 Fax : 1-402-844-7404 Teri Heggemeyer	N	0
10	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : dmcowell@nrgmedia.com Dianne McDowell	N	0
11	NRG Media Kearney - Operations 2223 Central Avenue Kearney, Nebraska 68847 Phone : 308-698-2100 Email : mreid@nrgmedia.com Mark Reid	N	0
12	Omaha Assoc. of Black Journalists 27th & Douglas Sts. Omaha, Nebraska 68131 Phone : 402-978-8960 Fax : 402-978-8931 Ben Gray	N	0

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13	Omaha Opportunities Industrialization Center 2724 N. 24th St. Omaha, Nebraska 68110 Phone : 402-457-4222 Fax : 1-402-457-6635 Bobbie A. Davis	N	0
14	Omaha Workforce Development Heartland Workforce Solutions 5752 Ames Avenue Omaha, Nebraska 68104 Phone : 402-934-2861 Email : Sara.Hansen@nebraska.gov Sara Hansen	N	0
15	On Air Recruitment Ad	N	1
16	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
17	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	1
18	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
19	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	N	0

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20	Wayne State College Career Services 1111 Main St. Wayne, Nebraska 68787 Phone : 402-375-7425 Url : careerservices@wsc.edu Jason Barelman Manual Posting	N	0
21	Wisconsinhasjobs.com 118 South 19th Street suite 1A Omaha Omaha, Nebraska 68102 Phone : NA Url : www.wisconsinhasjobs.com Email : sherry@omaha.org Sherry Beglin	N	0
22	YMCA-Transitions Program 222 S. 29th St. Omaha, Nebraska Phone : 402-345-6555 Email : ywtrans@uswest.net Beth Nimmo, Coord.	N	0
23	YWCA 222 S. 29th St. Omaha, Nebraska 68131 Phone : 402-345-6555 Fax : 402-345-0635 Beth Nimmo, Coord.	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	3/1/2016	Participation in scholarship programs	The stations participated in the Nebraska Broadcasters Association program for 2016. We were actively involved in the contribution of funds to setup this 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 2016.	3	Dallas Nau Market Manager Mark Reid Operations Manager Heather Wondercheck Traffic Manager	1.00
2	3/7/2016	Participation in events or programs sponsored by educational institutions	Virtual Tour for Job Fair at Sidney Nebraska schools sponsored by ESU 13 in Western Nebraska and Western Community College. Mark Reid, Operations Manager, talked to high school sophomores during a 30 minute session, took a tour of studios, and answered questions about careers in broadcasting. The tour was done through an app called Zoom on an iPad and connecting via video conference to Sidney Schools.	1	Mark Reid Operations Manager	0.25
3	3/9/2016	Participation in events sponsored by community groups	Media Day presentation for Leadership Hastings group of around 30. Interested in radio in the market and the market in general with career opportunities discussed. KSNB-TV also made a presentation at this event.	1	Dallas Nau General Manager	0.25
4	4/12/2016	Participation in events or programs sponsored by educational institutions	Sports Director, Dave Jenner of NRG Media KGFW-AM, KRNY-FM and KQKY-FM, spoke to University of Nebraska Broadcasting Students about duties of a Sports Director, doing play by play for various sports and the importance of being prepped and prepared.	1	Dave Jenner Sports Director	0.25
5	6/14/2016	Participation in events or programs sponsored by educational institutions	Hosted the UNK Media Camp for high school students where we provided a tour of our facilities and had discussions about careers available in broadcasting.	6	Dallas Nau Market Manager Mark Reid Operations Manager Andrew Mihm, Scott O'Rourke, Jason Hassett Program Directors Dave Jenner Sports Anchor	0.25

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6	6/22/2016	Participation in Job Fairs	NRG Media COO, Chuck DuCoty, attended the Wisconsin Broadcasters Association Job Fair at the Radisson Hotel La Crosse Wisconsin.	1	Chuck DuCoty Chief Operating Officer	0.25
7	9/14/2016	Participation in events sponsored by community groups	The Kearney Chamber of Commerce sponsor the program Youth Leadership Kearney consisting of students from Kearney High School and Kearney Catholic High School. We conducted a 40 minute tour of our studios and informed them on the history of the industry, description of each station, changes in the industry, day to day activities of our job and available careers in the radio broadcasting industry.	2	Mark Reid Operations Manager Eugene Bichlmeier Air Talent/ Music Director	0.25
8	9/20/2016	Provision of training to management	Steve Anderson, Regional Business Manager, attended the Cline Williams 18th Annual Employment Law Forum in Lincoln, NE. This forum covered a variety of employment law issues. Cline Williams is the firm that partners with the Nebraska Broadcasters Association Legal Line service.	1	Steve Anderson Regional Business Manager	1.00
9	9/28/2016	Participation in Job Fairs	NRG Media KQKY, KRNY and KGFW staff participated in the annual Kearney Chamber of Commerce Career Fair held at the National Guard Armory. High school students from area schools attend the event. Station personnel manned a booth displaying information about radio careers and talked to students about their interests and what we have to offer in broadcasting. Operations Manager Mark Reid participated on a panel of business managers answering questions about our daily work schedule, what we look for in an employee, and education qualifications. The panel was 45 minutes in duration.	5	Dallas Nau Market Manager Mark Reid Operations Manager Scott O'Rourke Brand Manager KRNY Melissa Freelend Air Talent	0.25

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10	10/12/2016	Provision of training to management	Gen. Counsel and Dir of HR provided EEO training to management attending annual budget meeting.	4	Steve Anderson Reg. Bus. Mgr. Dallas Nau Gen Mgr Sharon White Sales Manager Mark Reid Ops Mgr	1.00
11	12/5/2016	Participation in events or programs sponsored by educational institutions	<p>NRG Media-Kearney Operations Manager, Mark Reid, spoke to Broadcast and Media Students at University of Nebraska-Kearney and Associate Professor Ford Clark. Reid spoke on his career path from a college radio start at UNK, then Kearney State College, in 1980 through a radio station in Australia and employment at NRG media stations over the last 31 years.</p> <p>Reid also spoke on the industry as a whole from station ownership to satellite Radio, online music streams, and the role that digital plays in broadcasting from apps to websites.</p> <p>Reid answered questions on Digital HD Radio, challenges that he faces daily and employment prospects in broadcasting as a whole.</p>	1	Mark Reid Operations Manager	0.25
12	1/19/2017	Participation in events or programs sponsored by educational institutions	Mark Reid, Operations Manager, conducted a Virtual Tour of our radio station with an emphasis on how media (radio and television) forecast weather. Sandhills Elementary School grades 3 and 4 in Halsey Nebraska attended remotely via a program provided by Educational Service Unit 10 in Kearney Nebraska. Reid explained how radio gets its information and how they provide that to their listeners. The students asked a number of questions regarding weather and broadcasting.	1	Mark Reid Operations Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						5.25