

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive Open Date: 7/10/2018 Hire Date: 9/24/2018	1-12, 14, 19-44, 46-54, 56, 58-68, 70-72	14
Account Executive Open Date: 9/18/2018 Hire Date: 12/10/2018	1-13, 16, 19-49, 51-54, 56, 58-68, 70-72	13
Associate News Director KGFW AM/FM Open Date: 5/11/2018 Hire Date: 6/4/2018	1-12, 15-44, 46-49, 51-72	57
Market Director of Sales Open Date: 5/11/2018 Hire Date: 7/9/2018	1-12, 15-44, 46-49, 51-54, 56, 58-68, 70-72	39

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

**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	Advance Services Inc. 4407 2nd Avenue, Suite B Bank of the West Building Kearney, Nebraska 68847 Phone : 308-237-0600 Fax : 1-308-236-8044 Local Market Manager	N	0
2	Associated Staffing 412 East 25th Street Kearney, Nebraska 68847 Phone : 308-237-0505 Url : <a href="http://www.associated-staffing.com/kearney/">http://www.associated-staffing.com/kearney/</a> Email : <a href="mailto:kimg@associated-staffing.com">kimg@associated-staffing.com</a> Kim Keiser	N	0
3	Bellevue University Career Services 1000 Galvin Rd. South Bellevue, Nebraska 68005 Phone : 402-293-3775 Colleen Plasek Manual Posting	Y	0
4	Central Community College-Columbus Career Services P.O. Box 1027 Columbus, Nebraska 68602-1027 Phone : 402-562-1210 Email : <a href="mailto:lhastreiter@cccneb.edu">lhastreiter@cccneb.edu</a> Fax : 1-402-562-1201 Lora Hastreiter	N	0
5	Central Community College-Grand Island Career Services P.O. Box 4903 Grand Island, Nebraska 68802-4903 Phone : 308-398-7408 Email : <a href="mailto:gheath@cccneb.edu">gheath@cccneb.edu</a> Fax : 1-308-398-7398 Glenda Heath	N	0
6	Central Community College-Hastings Career Services P.O. Box 1024 Hastings, Nebraska 68902 Phone : 402-461-2419 Email : <a href="mailto:ksterner@cccneb.edu">ksterner@cccneb.edu</a> Fax : 1-402-461-2454 Kyle Sterner	N	0

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

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7	Central Nebraska Goodwill Industries 1804 South Eddy Street Grand Island, Nebraska 68801 Phone : 308-380-0026 Url : <a href="http://www.goodwillne.org">http://www.goodwillne.org</a> Email : <a href="mailto:tfox@goodwillne.org">tfox@goodwillne.org</a> Fax : 1-308-382-6802 Tabitha Fox	N	0
8	Chadron State College 1000 Main Street Chadron, Nebraska 69337 Phone : 308-432-6292 Url : <a href="http://www.csc.edu/">http://www.csc.edu/</a> Email : <a href="mailto:jhartman@csc.edu">jhartman@csc.edu</a> Janet Hartman	N	0
9	College of St. Mary Career Services 7000 Mercy Road Omaha, Nebraska 68106 Phone : 402-399-2485 Email : <a href="mailto:careercenter@csm.edu">careercenter@csm.edu</a> Fax : 1-402-399-2439 John Quinn	N	0
10	Concordia University 800 N. Columbia Seward, Nebraska 68434 Phone : 402-643-7226 Corey Gray Manual Posting	N	0
11	Creighton University Career Center, Suite 2015 2500 California Plaza Omaha, Nebraska 68178 Phone : 402-280-2722 Url : <a href="http://app.joinhandshake.com">app.joinhandshake.com</a> D'Lynn Buck Manual Posting	N	0
12	Doane University Career Center 1014 Boswell Crete, Nebraska 68333 Phone : 402-826-8501 Sarah Barg Manual Posting	N	0
13	Employee Referral	N	1

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**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

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14	Former Employee	N	1
15	Goods Entertainment P.O. Box 1266 Weston, Connecticut 06883 Phone : 203-341-0111 Email : adam@goodsentertainment.com Fax : 1-801-460-3100 Adam Goodman	N	0
16	Goodwill Industries 4805 No. 72nd Street Omaha, Nebraska 68134 Phone : 402-341-4609 Fax : 1-402-341-3061 Casey Wolf	N	0
17	Grace University Career Services 1311 South 9th St. Omaha, Nebraska 68108 Phone : 402-449-2800 Url : <a href="https://www.graceuniversity.edu/academics/career-s">https://www.graceuniversity.edu/academics/career-s</a> Email : careercenter@grace.edu Fax : 1-402-449-2999 Deb Osmanson	N	0
18	Hansen Employment Agency 610 W. 2nd Street Grand Island, Nebraska 68801 Phone : 308-382-7350 Fax : 1-308-382-7427 Jack Hansen	N	0
19	Hastings College Career Services 710 N. Turner Ave. Hastings, Nebraska 68901-7621 Phone : 402-461-7387 Kim Graviette Manual Posting	N	0
20	Kaplan University - Lincoln Career Services 1821 "K" Street Lincoln, Nebraska 68508 Phone : 402-474-5315 Email : ahoesing@kaplan.edu Angela Hoelsing	N	0

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

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21	Kaplan University - Omaha Career Services 5425 N. 103rd St Omaha, Nebraska 68134 Phone : 402-431-6191 Email : <a href="mailto:aparmer@kaplan.edu">aparmer@kaplan.edu</a> Fax : 1-402-431-6710 Alisa Parmer	N	0
22	Latino American Commission P.O. Box 94965 Lincoln, Nebraska 68509-4965 Phone : 402-471-2791 Url : <a href="http://www.latinoac.nebraska.gov/">http://www.latinoac.nebraska.gov/</a> Fax : 1-402-471-4381 Dr. Lazaro Arturo Spindola	N	0
23	Latino Center of the Midlands 4821 South 24th Street Omaha, Nebraska 68107 Phone : 402-733-2720 Url : <a href="http://www.latinocenterofthemidlands.org">http://www.latinocenterofthemidlands.org</a> Email : <a href="mailto:info@latinocenterofthemidlands.org">info@latinocenterofthemidlands.org</a> Fax : 1-402-733-6720 Reyna Vallecillo	N	0
24	League of Human Dignity 1701 "P" Street Lincoln, Nebraska 68508 Phone : 402-441-7871 Url : <a href="http://leagueofhumandignity.com">http://leagueofhumandignity.com</a> Fax : 1-402-441-7650 Mike Schafer	N	0
25	Lincoln Vet Center Job Placement 3119 "O" Street, Suite A Lincoln, Nebraska 68510 Phone : 402-476-9736 Fax : 1-402-476-2431 Nancy Cohn	N	0
26	Media Staffic Network 7115 E. Thirst Cactus Lane Scottsdale, Arizona 85266 Phone : 480-306-8930 Laurie Kahn Manual Posting	N	0

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

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27	Mid-Plains Community College Career Services 1101 Halligan Drive North Platte, Nebraska 69101 Phone : 402-535-3619 Berva Arensdorf Manual Posting	N	0
28	Midlands University Personal & Career Development Center 900 No. Clarkson Street Fremont, Nebraska 68025 Phone : 402-941-6401 Connie Kreikemeier Manual Posting	N	0
29	NAACP Lincoln P.O. Box 81322 Lincoln, Nebraska 68502 Phone : 402-475-4700 Url : <a href="http://www.naacplincolnbranch.org">http://www.naacplincolnbranch.org</a> Email : <a href="mailto:lincolnbranchnaacp@gmail.com">lincolnbranchnaacp@gmail.com</a> Bennie Shobe	N	0
30	NAACP Omaha P.O. Box 11122 Omaha, Nebraska 68111 Phone : 402-345-6227 Url : <a href="http://www.omahanaacp.org">http://www.omahanaacp.org</a> Email : <a href="mailto:omahanaacp@aol.com">omahanaacp@aol.com</a> Vickie R. Young	N	0
31	NE Indian Community College - Macy Student Services 1111 Hwy. 75 Macy, Nebraska 68039 Phone : 402-494-2311 Url : <a href="http://www.thenicc.edu">http://www.thenicc.edu</a> Fax : 1-402-837-4183 Dawne Price	N	0
32	NE Indian Community College - S. Sioux City Student Services 2605 1/2 Dakota Avenue South Sioux City, Nebraska 68776 Phone : 402-494-2311 Url : <a href="http://www.thenicc.edu">http://www.thenicc.edu</a> Fax : 1-402-494-6195 Dawne Price	N	0

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

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33	NE Indian Community College - Santee Student Services 415 No. River Road Niobrara, Nebraska 68760 Phone : 402-494-2311 Url : <a href="http://www.thenicc.edu">http://www.thenicc.edu</a> Fax : 1-402-857-2543 Dawne Price	N	0
34	Nebraska Broadcasters Association 11414 W. Center Road Suite 342 Omaha, Nebraska 68144 Phone : 402-933-5995 Email : <a href="mailto:jim@ne-ba.org">jim@ne-ba.org</a> Fax : 1-402-933-0059 Jim Timm	N	2
35	Nebraska Commission on Indian Affairs P.O. Box 94981 Lincoln, Nebraska 68509-4981 Phone : 402-471-3475 Url : <a href="http://www.indianaffairs.state.ne.us">http://www.indianaffairs.state.ne.us</a> Email : <a href="mailto:scott.w.shafer@nebraska.gov">scott.w.shafer@nebraska.gov</a> Scott Shafer	N	0
36	Nebraska Service for the Blind & Visually Impaired 4600 Valley Road Suite 100 Lincoln, Nebraska 68510-4844 Phone : 402-471-2891 Url : <a href="http://www.ncbvi.nebraska.gov">http://www.ncbvi.nebraska.gov</a> Fax : 1-402-471-3009 Pearl Van Zandt	N	0
37	Nebraska Vocational Rehabilitation Job Placement P.O. Box 94987 Lincoln, Nebraska 68509 Phone : 402-471-3644 Url : <a href="http://vr.nebraska.gov">http://vr.nebraska.gov</a> Email : <a href="mailto:marketingteam.vr@nebraska.gov">marketingteam.vr@nebraska.gov</a> Fax : 1-402-471-0788 Marjorie Nelson	N	0

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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38	Nebraska Wesleyan University Career & Counseling Center 5000 St. Paul Ave. Lincoln, Nebraska 68504 Phone : 402-465-2414 Url : <a href="https://www.nebrwesleyan.edu/current-undergraduates/student-services/career-center">https://www.nebrwesleyan.edu/current-undergraduates/student-services/career-center</a> Janelle Andreini Manual Posting	N	0
39	Nebraska Workforce Development 550 So. 16th Street Lincoln, Nebraska 68508 Phone : 402-473-7022 Url : <a href="https://networks.nebraska.gov">https://networks.nebraska.gov</a> Amber Ward Manual Posting	N	2
40	Northwest Missouri State University Career Services 800 University Drive, Admin. #130 Maryville, Missouri 64468 Phone : 660-562-1250 Url : <a href="http://www.nwmissouri.edu">http://www.nwmissouri.edu</a> Stacey M. Stokes Manual Posting	N	0
41	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : <a href="mailto:mpreston@nrgmedia.com">mpreston@nrgmedia.com</a> Mary Preston	N	0
42	NRG Media Kearney - Business Office 2223 Central Avenue Kearney, Nebraska 68847 Phone : 402-479-1404 Email : <a href="mailto:steve@nrgmedia.com">steve@nrgmedia.com</a> Steve Anderson	N	0
43	NRG Media Kearney - Market Manager 2223 Central Avenue Kearney, Nebraska 68847 Phone : 308-698-2100 Email : <a href="mailto:dnau@nrgmedia.com">dnau@nrgmedia.com</a> Dallas Nau	N	0



**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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44	NRG Media Kearney - Operations 2223 Central Avenue Kearney, Nebraska 68847 Phone : 308-698-2100 Email : mreid@nrgmedia.com Mark Reid	N	0
45	NRG Media, LLC 2875 Mt. Vernon Rd. SE Cedar Rapids, Iowa 52403 Email : mpreston@nrgmedia.com Mary Preston	N	0
46	Ohio Center for Broadcasting National Director of Placement 9885 Rockside Road #160 Valley View, Ohio 44125 Phone : 216-242-4342 Url : <a href="http://beonair.com/">http://beonair.com/</a> Email : jhardy@beonair.com Janice Hardy	N	0
47	Ohio Center for Broadcasting Colorado Media School 404 South Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Url : <a href="http://beonair.com/">http://beonair.com/</a> Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	N	0
48	Omaha Workforce Development Heartland Workforce Solutions 5752 Ames Avenue Omaha, Nebraska 68104 Phone : 402-934-2861 Email : Mary.Matusiak@nebraska.gov Sara Hansen	N	0
49	Omaha Workforce Development Nebraska Dept. of Labor 5752 Ames Avenue Omaha, Nebraska 68104 Phone : 402-934-2362 Url : <a href="https://dol.nebraska.gov/EmploymentAndTraining">https://dol.nebraska.gov/EmploymentAndTraining</a> Email : shauna.paolini@nebraska.gov Fax : 1-402-934-2189 Shauna Paolini	N	0
50	On Air Recruitment Ad	N	3

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

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51	Peru State College Career Services P.O. Box 10 Peru, Nebraska 68421 Phone : 402-872-2436 Jamie Eberly Manual Posting	N	0
52	Resources for Human Development Live Yes Studio 330 So. 13th Street Lincoln, Nebraska 68502 Phone : 402-904-4216 Email : craig.casados@rhd.org Fax : 1-402-904-4346 Craig Casados	N	0
53	Southeast Community College Job Placement Office 8800 "O" Street Lincoln, Nebraska 68520 Phone : 402-437-2622 Email : placement@southeast.edu Shelly Tolle	N	0
54	Topline Matters, Inc. 43300-116 Southern Walk Plz. Suite 102 Broadlands, Virginia 20148 Phone : 571-230-6730 Url : <a href="http://futurimedia.com/contact-us">http://futurimedia.com/contact-us</a> Email : tracy@futurimedia.com Tracy Gilliam	N	0
55	Trade Website	N	1
56	Union College Career Center 3800 So. 48th Street Lincoln, Nebraska 68506 Phone : 402-486-2540 Teresa Edgerton Manual Posting	N	0
57	University of NE at Kearney Kearney, Nebraska Phone : 308-865-8249 Email : terryk@unk.edu Keith Terry	N	1

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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58	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	0
59	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
60	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
61	University of Nebraska - Lincoln Career Services 225 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-3145 Url : app.joinhandshake.com Natalie Shriner Manual Posting	N	0
62	University of Nebraska - Lincoln Women's Center 340 Nebraska Union Lincoln, Nebraska 68588 Phone : 402-472-2597 Url : http://involved.unl.edu/womens-center Email : jdeeds1@unl.edu Jan Deeds	N	0
63	University of Nebraska - Omaha Academic & Career Development EAB 115, 6001 Dodge Street Omaha, Nebraska 68132 Phone : 402-554-2973 Url : app.joinhandshake.com Joe Hayes Manual Posting	N	0

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

**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
64	University of Nebraska - Omaha Department of Black Studies #184 ASH, 6001 Dodge St. Omaha, Nebraska 68182 Phone : 402-554-2412 Url : <a href="http://www.unomaha.edu/college-of-arts-and-science">http://www.unomaha.edu/college-of-arts-and-science</a> Email : <a href="mailto:janetashley@unomaha.edu">janetashley@unomaha.edu</a> Cynthia Robinson	N	0
65	University of Nebraska - Omaha Office of Multicultural Affairs Milo Bail Student Center, Room #110 Omaha, Nebraska 68182 Phone : 402-554-2248 Url : <a href="http://www.unomaha.edu/student-life/inclusion/mult">http://www.unomaha.edu/student-life/inclusion/mult</a> Email : <a href="mailto:mca@unomaha.edu">mca@unomaha.edu</a> James W. Freeman	N	0
66	University of Nebraska - Omaha School of Communication 140 ASH, 6001 Dodge Street Omaha, Nebraska 68182 Phone : 402-554-2600 Url : <a href="http://www.unomaha.edu/college-of-communication-fi">http://www.unomaha.edu/college-of-communication-fi</a> Email : <a href="mailto:swilson@unomaha.edu">swilson@unomaha.edu</a> Fax : 1-402-554-3836 Dr. Sherrie Wilson	N	0
67	UNL Institute of Agriculture & Natural Resources AGH 202 Lincoln, Nebraska 68583 Phone : 402-472-0615 Email : <a href="mailto:spegg2@unl.edu">spegg2@unl.edu</a> Sue Ellen Pegg	N	0
68	Urban League Family Resource Center 3040 Lake Street Omaha, Nebraska 68111 Phone : 402-451-1066 Url : <a href="http://www.urbanleagueneb.org">http://www.urbanleagueneb.org</a> Email : <a href="mailto:rozalyn.bredow@urbanleagueneb.org">rozalyn.bredow@urbanleagueneb.org</a> Rozalyn Bredow	N	0
69	Walk In/Self-Referral	N	2

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

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70	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
71	Western Nebraska Community College Career Center 1601 E. 27th Street Scottsbluff, Nebraska 69361 Phone : 308-635-6112 Url : http://www.wncc.edu Email : bonuchim@wncc.edu Molly Bonuchi	N	0
72	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>13</b>

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	3/1/2018	Participation in scholarship programs	The stations participated in the Nebraska Broadcasters Association scholarship program for 2018. 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 \$1,500 scholarships were awarded for 2018.	3	Market Manager Operations Manager Market Traffic Director	1.00
2	6/13/2018	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. The camp is held during a week in June where 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 and information on our 5 station cluster mark on our community.	8	Market Manager Operations Manager KQKY Brand Manager KGFW Brand Manager	0.25

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
3	8/14/2018	Provision of training to management	Market Manager Dallas Nau attended a training seminar at the Nebraska Broadcasters Convention Tuesday, August 14 in Lincoln, NE. The seminar provided training to management level personnel as to employment law and the risks and practices for the workplace including hiring practices, equal opportunity, and the prevention of discrimination as required by the rules and regulations of the Equal Opportunity Employment Commission and the Federal Communications Commission.	1	Market Manager	1.00
4	9/12/2018	Participation in events sponsored by community groups	NRG Media Central Nebraska hosted High Students from Kearney High School and Kearney Catholic High School as members of the 2018 Class of Youth Leadership Kearney. The students were given a presentation on the history of broadcasting that pertains to radio and how technology has changed the scope and face for broadcasts. This led into discussion and advancement of careers in broadcasting with an emphasis on technology.	2	Operations Manager On Air Talent	0.25
5	9/19/2018	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	10/25/2018	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.	4	Market Manager Operations Manager General Sales Manager Regional Business Manager	1.00

**KGFW - AM, KQKY - FM, KRNY - FM**  
**EEO PUBLIC FILE REPORT**  
**January 30, 2018 - January 31, 2019**

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7	10/29/2018	Participation in events or programs sponsored by educational institutions	NRG Media Central Nebraska stations KQKY, KGFW and KRNY hosted students from Central Community College Mass Media Class. Students were given a history of the stations, current operations, tour of studio facilities along with discussion of career opportunities in radio broadcasting.	4	Operations Manager Program Director KGFW Air Talent KRNY Air Talent KQKY-KRNY	0.25
8	11/7/2018	Participation in events or programs sponsored by educational institutions	Conducted a Tour of NRG Media Radio Stations Studios and Facilities for the University of Nebraska of Kearney Cornerstone Organization. The tour included a history of radio stations KQKY, KRNY, KGFW. Tour of studios, discussion on technology and where the industry has grown especially in technology. The tour also discussed employment opportunities for college graduates and requirements needed for employment,	2	Operations Manager Associate News Director KGFW	0.25
9	1/9/2019	Participation in events or programs sponsored by educational institutions	Market Manager Dallas Nau sat on an advisory committee and provided input concerning their program and possible changes that would improve the Broadcasting & Audio Recording Program. In turn, this would improve the educational experience for their current students and graduates.	1	Market Manager	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.50</b>