

2017 ANNUAL EEO PUBLIC FILE REPORT

Armada Media-North Platte, Ne.

Station(s): KXNP, KHAQ, KODY, KRNP, KZTL
Community(ies) of License: North Platte, Sutherland, Paxton,
Maxwell,
Reporting Period: 2/1/16-1/31/17
No. of Full-time Employees: 11 Full time Employees
Small Market Exemption: YES

During the Reporting Period, a total of 2 full time position(s) were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Participated in 1 job fairs by station personnel who have substantial responsibility in making hiring decisions. None Available

Participated in at least 2 events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

October 18th, 2016 Leadership Lincoln County visited the Huskeradio facility for a tour and to learn about the different kinds of employee opportunities were available in the Radio Industry.

On March 18th, 2016, Cub Scout Pack 292 Visited the facility and learned about all the different types of careers that are available in the radio industry. They were able to sit behind the consoles and conduct mock interviews.

*Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

We participated in the Nebraska Broadcaster website jobs available program that seek to ensure compliance with the FCC'S EEO requirements.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

None Available

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

P1selling.com has training session for management throughout the year ensuing equal employment opportunities in radio.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
3/2/16	Account Executive	Radio
7/22/16	Account Executive	Radio

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 12

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Radio	4
Internet	0
Newspaper	0

RECRUITING SOURCES USED

Job Title of Position: Account Executive Date of Hire: 3/2/16
 Job Title of Position: Account Executive Date of Hire: 7/22/16

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Radio	N	307 E 4 th Street	Bryan Loker;	308-532-3344 bryan@highplainsradio.com
Nebraska Broadcasters	N	12020 Shamrock Plaza Suite 200 Omaha, NE	Jim Timm	402-933-5995 jim@ne-ba.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.