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August 24, 2018

This letter certifies that **Bryan Loker of the Armada Media radio stations in Mc Cook and North Platte** attended an Employment Law seminar sponsored by the Nebraska Broadcasters Association on Tuesday, August 14<sup>th</sup> during the 84th Annual NBA Convention in Lincoln.

Entitled "Mitigating Risk and Establishing Best Practices for 2018 and Beyond," this seminar was prepared and presented by Tara A. Stingley, an employment law attorney with Cline, Williams, Wright, Johnson and Oldfather of Omaha, NE.

This session addressed several key employment law changes impacting employers as well as those issues that continue to present increased risk for employers and HR professionals, including but not limited to: preventing and responding to discrimination, retaliation, and harassment claims; wage and hour compliance; worker classification issues; paid leave and leave of absence obligations; salary history inquiry bans and equal pay act claims; and the impact of legalized marijuana.

The NBA arranged this seminar to assist our member stations' hiring managers through continuing education to help maintain compliance with the rules and regulations of the Equal Opportunity Employment Commission and the Federal Communications Commission.

Sincerely,

A handwritten signature in blue ink that reads "Jim Timm".

Jim Timm  
President/Executive Director