

2018 ANNUAL EEO PUBLIC FILE REPORT

Armada Media-North Platte, Ne.

Station(s):	KXNP, KHAQ, KODY,
Community(ies) of License:	North Platte, Sutherland, Paxton, Maxwell,
Reporting Period:	2/1/18-1/31/19
No. of Full-time Employees:	7 Full time Employees
Small Market Exemption:	YES

During the Reporting Period, a total of (3) 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 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

February 2nd. Tanner Struckman Operations Manager spoke with North Platte Catholic School students at Career Day about jobs in radio in our area.

During the month of March, Huskeradio ran a Job Fair, where all applicants were guaranteed an interview with our hiring managers.

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

Leadership Lincoln County visited Huskeradio December 18th. They toured our facility and learned about the operations at our stations. The spoke with members of the Sales Staff, On Air and Production Staff, and Traffic and Business.

*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*

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

specific job vacancies).

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

Bryan Loker (GM) attended an Employment Law Seminar sponsored by the NBA on August 14th. This seminar addressed discrimination, retaliation and harassment claims, wage and hour compliance, worker classification, paid leave and leave of absence, salary history inquiry bans, and equal pay act claims.

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

Terry Shockley, Funnel for Success. Training for Account Executives.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
5/8/18	Account Executive	Radio
8/23/18	Account Executive	Indeed
12/11/18	Account Executive	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year:

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Radio	5
Internet	10
Newspaper	

RECRUITING SOURCES USED

Job Title of Position: Account Executive Date of Hire: 5/8/18
 Job Title of Position: Account Executive Date of Hire: 8/23/18
 Job Title of Position: Account Executive Date of Hire: 12/1/18
 Job Title of Position: Date of Hire:

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; Pam Waugh	308-532-3344 bryan@highplainsradio.com pwaugh@huskeradio.com
Nebraska Broadcasters	N	12020 Shamrock Plaza Suite 200 Omaha, NE	Jim Timm	402-933-5995 jim@ne-ba.org
Indeed	N	www.indeed.com		

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

