

# 2020 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: 2/1/19-1/31/20  
No. of Full-time Employees: ( 6) Full time Employees  
Small Market Exemption: YES

During the Reporting Period, a total of ( 0) 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.*

Bryan Loker GM of High Plains Radio / Huskeradio hosted and participated in an area job fair on March 21<sup>st</sup>, 2019. High Plains Radio organized the job fair and participated with their own booth to meet with potential employees.

*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 17<sup>th</sup>, 2019. 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 specific job vacancies).*

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

*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.

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

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE

## 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	1
Internet	5
Newspaper	0

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### RECRUITING SOURCES USED

Job Title of Position:  
 Job Title of Position:  
 Job Title of Position:  
 Job Title of Position:

Date of Hire:  
 Date of Hire:  
 Date of Hire:  
 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 <sup>th</sup> Street	Bryan Loker; Pam Waugh	308-532-3344 <a href="mailto:bryan@highplainsradio.com">bryan@highplainsradio.com</a> <a href="mailto:pwaugh@huskeradio.com">pwaugh@huskeradio.com</a>
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.