

# 2018 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: 2/1/17-1/31/18  
No. of Full-time Employees: 8 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 1 job fairs by station personnel who have substantial responsibility in making hiring decisions.*

On February 16<sup>th</sup>, 2017 Operations Manager Tanner Struckman attended Career Day at St. Patricks High School. He spoke with the Senior class about job opportunities in Radio. He spoke to them about the responsibilities of the On Air staff and provided them with a demonstration of the operating systems used.

*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.*

December 19th, 2017 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.

April 13th, 2017 the ESU 16 Special Services – Division on Career Development and Transition Program, visited Huskeradio and learned about all the different types of careers are available in the radio industry. These special needs students were able to see the ins and outs of radio and ask questions regarding the operations and job opportunities available in radio.

*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.

*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
5/8/17	General Manager	Nebraska Broadcasters Association Website

6/26/17	Account Executive	Radio
8/28/17	Account Executive	Radio
1/10/18	Account Executive	Indeed Website

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**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	8
Internet	4
Newspaper	0

## RECRUITING SOURCES USED

Job Title of Position: General Manager      Date of Hire: 5/8/17  
 Job Title of Position: Account Executive      Date of Hire: 6/26/17  
 Job Title of Position: Account Executive      Date of Hire: 8/28/17  
 Job Title of Position: Account Executive      Date of Hire: 1/10/18

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 <a href="mailto:jim@ne-ba.org">jim@ne-ba.org</a>
Indeed	N	<a href="http://www.indeed.com">www.indeed.com</a>		

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