

2018 ANNUAL EEO PUBLIC FILE REPORT

Armada Media-McCook

Station(s): KICX-FM-KBRL-KQHK
Community(ies) of License: McCook, NE
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 1 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 2 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

October 3, 2018 Cyndi Stratton, our Operation Manager participated in the Southwest Nebraska College and Career Fair in Cambridge Nebraska.

January 22, 2019 we participated in the Southwest Schools job/career fair in Bartley, Nebraska. Spoke to several high school students to show what exciting radio jobs there is to offer in southwest Nebraska.

*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.*

March 18, 2018 Rotary International came in to see what it's like to be on the air. Members were even allowed to do their own show.

October 10, 2018 General Manager, Bryan Loker, had a chance to show potential leaders of the Southwest Nebraska Leadership group what radio has to offer from on-air, sales and engineering.

*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 1 **event** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

We participated in the Nebraska Broadcast Association’s scholarship program for two students to be awarded \$1,500 each for those going into the broadcasting field

*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
Sept. 28,2018	Account Executive	Nebraska Broadcasters website Facebook, Cambridge Job Fair, Indeed.com and highplainsradio.net

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 5

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Radio	2
Internet	1
Newspaper	0

RECRUITING SOURCES USED

Job Title of Position: All were used to higher 1 Account Executives

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Radio	N	1811 West O McCook, NE	Bryan Loker	308-345-5400 bryan@highplainsradio.net
Nebraska Broadcasters	Y	12020 Shamrock Plaza Suite 200 Omaha, NE	Marty Reimenschneider	402-778-5178 marty@ne-ba.org
Indeed.com	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.