

# 2008 ANNUAL EEO PUBLIC FILE REPORT

## Armada Media Corporation

Station(s): KXNP-FM/KODY-AM/KHAQ-FM  
Community(ies) of License: North Platte and Maxwell, NE  
Reporting Period: February 1, 2008-January 31, 2009  
No. of Full-time Employees: 5 – 10 \_\_\_\_\_ / More than 10 \_\_\_**X**\_\_\_  
Small Market Exemption: yes

During the Reporting Period, one full time position was 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):

*Participation in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

The stations participated in a Drive-Thru Job Fair hosted by the North Platte Chamber of Commerce in the parking lot of the Harvest Christian Fellowship on May 6, 2008. The Sales Manager and the News Director attended.

Mid-Plains Community College hosted another Drive-Thru Job Fair in the parking lot of the Harvest Christian Fellowship on September 18, 2008 in which the stations participated. The News Director and one of the stations' Sales Executives attended. The stations also conducted a live remote from the job fair.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

With the help of the Nebraska Broadcasters Association grant, the stations had a student from Chadron State College complete an internship at the stations, from May 2008-July 2008, learning all the aspects of broadcasting employment.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

The stations participated in the Nebraska Broadcasters Association scholarship program. The stations contributed money to the scholarship and broadcast announcements encouraging High School Seniors and current college students to

submit an essay on their impression of broadcasting today and how it might be different in the future. Station staff read all entries and voted for the best 2, as did all the other stations across the state. Two winners each won \$2,500.00 scholarships. The promos aired January thru April, 2008, and the winner was determined in May, 2008.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

On October 13, 2008, the Communications class from Mid-Plains Community College toured the stations and received instruction in the jobs of broadcasting. Members of the class also cut PSA's for the stations.

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**LIST OF POSITIONS FILLED**

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
08/25/08	Office Manager	Internal – The position of Office Manager was filled through an internal promotion. No other fulltime positions were filled during the year.

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**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Total Number of Persons Interviewed in Preceding Year: 0

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred