

increase, I mean more than 10 percent Hispanics working at a company but they're not bilingual, they're English-speaking and we don't have the language problem but one of the things that we have as far as recruitment goes, it's not a fully identified means of recruiting but I know that it happens and because we have residents of Hispanic origin that live there the year round, I know that there are contacts that go on with relatives that they have in other parts of the country that when there are job openings that they will notify their relatives. Now I don't know how that would fit into a recruitment if they worked for a company, if they worked for a meat packing company in western Nebraska, they identified their rela...you know, contacted their relatives, said there there is some job openings here, if you could show that came through the company. I guess I have some problems in looking at that type of recruitment and where you see that would fall in or would it even need to be addressed at all?

SENATOR BROMM: I have some of the same questions and to me there is a difference between an employee or a relative telling someone else what a great place this is to work and all that kind of thing and the relative coming to work here and finding out that that's not true, as opposed to the company representing it to be something and then the employing coming and finding that it's not true. To me there is a difference and I'm trying to figure out a way to sort that out and I think it might not be possible to do it in just very, very short order and when I have an opportunity I'm probably going to propose a withdrawal of the amendment and if Senator Chambers has committed to work on the definition between now and Select File and we'll be glad to do that.

SPEAKER WITHEM: Senator Bromm, if you don't mind, Senator Hillman, I think we'll consider this the opportunity if you're requesting to withdraw the amendment.

SENATOR BROMM: Yes.

SPEAKER WITHEM: Senator Hillman, if you have further remarks on the bill you can certainly make those but that amendment is no longer before the body at this point.

SENATOR HILLMAN: No, it was only on the amendment, thank you.

SPEAKER WITHEM: Anything further on the bill?