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SENATOR BROMM: No.

SENATOR JANSSEN: I have to actively recruit them.

SENATOR BROMM: That's correct.

SENATOR JANSSEN: So if I have 100 employees that come to Fremont, Nebraska from Omaha or Lincoln, I don't fall under this.

SENATOR BROMM: That's correct.

SENATOR JANSSEN: Okay, that helps. Thank you. I'll give the rest of my time to Senator Bromm, he needs a little more time here.

SPEAKER WITHEM: Senator Bromm, about a minute and 20 seconds

SENATOR BROMM: Okay. Following up on what Senator Janssen spoke of, actively recruiting is a crux and a key of this entire law and this act and when I have just a bit more time I'm going to talk a little bit more about actively recruiting. But if you're not out there actively recruiting and you wind up through the fact that you're offering the kind of job that people want to come here for, that you do wind up with more than 10 percent non-English speaking people, that doesn't automatically subject you to the provisions of this act. This act is intended to apply to those people that go out seeking non-English speaking people and bring them in to our state and to me the crux of the act is they can't just bring them here, let them work a short period of time and basically dump them. That's what caught my attention to begin with and that's a problem this act is intended to deal with. I'll speak some more on my own time. Thank you.

SPEAKER WITHEM: Thank you, Senator Bromm. Senator Chambers.

SENATOR CHAMBERS: Mr. Speaker and members of the Legislature, I don't know whether Senator Bromm answered all those questions but another one was brought to me and I will answer any questions also that anybody would have of me. Going back to the definition of non-English speaking employee and it's found at the bottom of page 1 and continuing to the top of page 2. And it said it would be a person who does not speak, read or understand English to the degree necessary for comprehension of