

Annual EEO Public File Report

Covering the Period from May 22, 2023 to May 21, 2024

**Comprising Station Employment Units:
KVEG-FM, KMZQ-AM, KVGQ-FM, KEMP-FM**

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The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KVEG-FM, KMZQ-AM, and KVGQ-FM, in Las Vegas, NV and KEMP-FM in Payson, AZ and is required to be placed in the station’s public inspection file, and posted on their website.

The information contained in this report covers the time period beginning **May 22, 2023** to and including **May 21, 2024** (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the applicable period;
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 that follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-Time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hire accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

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Appendix 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hire	Total No. of Interviewees From All Sources for This Position
1.	On Air Talent/Mixers	KVEG-FM On Air AD NBA Career Page All Access Job Fairs	8
1.	Sales Executive-	NBA Career Page Indeed.com Job Fairs	9
2.	Street Team	KVEG-FM Social Media KVEG-FM On Air AD Job Fairs	10
1.	Accounting Manager	Robert Half	4

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Appendix 2: Recruitment Source Information

	Recruitment Source	Total No. of Interviewees This Source Has Provided	Full-Time Positions For Which This Source Was Utilized
A	www.indeed.com	3	1
B	www.allaccess.com	2	1
C	Nevada Broadcasters Association	7	2
D	Job Fairs	9	3
E	Radio broadcasts on 97.5 FM KVEG-FM	3	1
F	Social Media on 97.5 FM KVEG-FM	3	1
G.	Robert Half	4	1

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Appendix 3: Supplemental (Non-Vacancy Specific) Recruitment Activities

1. Position: Street Team (part-time) and On-Air (part-time weekends)

Advertised: Las Vegas Career Fair 11/16/23 at Sana Fe Station, Spring Job Fair 3/5/24 at Las Vegas Convention Center, Boulevard Mall Job Fair 3/20/24 at the Boulevard Mall, EmployNV Career Expo & Job fair 4/30/24, Radio broadcasts on 97.5 KVEG-FM (“casting calls”) and www.kvegas.com,

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Exhibit 2

NARRATIVE STATEMENT

Kemp Broadcasting, Inc. is devoted to equality in the workplace. Kemp Broadcasting has historically posted employment opportunities in media outlets that are accessible to a diversified pool of applicants (including career fairs, casting calls, websites, radio broadcasts), making our recruitment efforts as broad and inclusive as possible. We have been involved in UNLV Career Fairs, The Greater Las Vegas Career Fair at the Santa Fe Casino and the Boulevard Mall Job Fair which offer non-discriminatory recruitment opportunities to individuals spanning all age groups, education levels, economic demographics, races and genders. Kemp Broadcasting continues to advertise to the listening audience of our stations open application and interview events, held at our offices several times per year for application opportunities of non-specific positions. We feel the diversity of our staff, composed of a variety of ages, education levels, economic backgrounds, races and genders, is reflective of our commitment to non-discriminatory hiring practices.