

**EEO ANNUAL PUBLIC FILE REPORT
KCEP (FM) LAS VEGAS, NEVADA
(JUNE 1, 2019 – MAY 31, 2020)
LICENSEE: ECONOMIC OPPORTUNITY BOARD OF CLARK COUNTY**

This EEO Annual Public File Report for 2019-2020 is filed in compliance with Section 73.2080 (c)(6) of the EEO Rules of the Federal Communications Commission, 47 C.F.R. & 73.2080. This Report has been prepared by NCE station KCEP (FM), Las Vegas, Nevada. The Economic Opportunity Board of Clark County (“EOB”), licensee of this station, is an equal opportunity employer that values a diverse workforce and provides broad outreach and wide dissemination of information regarding job vacancies. KCEP and its licensee also seek the help of community job-referral agencies and organizations to refer qualified job applicants to the station.

Titles and hire dates for full-time job vacancies filled during the period:

Note: There were no full time job vacancies filled during this period.

Total number of applicants interviewed for this job vacancy: 0

Total number of applicants interviewed for all job vacancies: 0

The source of any vacancy notice is posted on the station’s website.

Complete list of all recruitment and referral sources used to fill vacancies:

The following sources are used to fill vacancies at KCEP when needed for opening positions:

A. Websites:

Station website: www.kcepfm.com

Licensee website: www.eobcc.org

B. Newspapers:

Las Vegas Review Journal
1111 W. Bonanza Road
Las Vegas, NV 89125

Community Groups and Organizations:

Notification regarding job vacancies is also provided to all Community Groups and Organizations listed in and attached to this report. These Community Groups and Organizations are actively involved in assisting job seekers in the community.

Community groups notified about job vacancies: The following community groups and organizations that are involved in assisting job seekers have requested notification of job vacancies from KCEP. Notification regarding job vacancies is generally provided to all Community Groups listed and attached to this report as part of KCEP's wide dissemination and outreach when job vacancies arise:

Nevada Partners	State of Nevada Owens Outreach
Vocational Rehabilitation	City of Las Vegas Human Resources
City of Henderson Personnel	Community College of Southern NV
Clark County School District	Clark County Health District
Clark County Personnel	Nevada Job Connect
Henderson Job Connect	Las Vegas Housing Authority
NV Association of Latin Americans	Las Vegas Indian Center
Nevada State Personnel Department	Clark County Social Services
The Shade Tree	Workforce Connection
North Las Vegas Job Connect	University of Nevada Las Vegas
State Welfare Division	Nevada Business Service
	One Stop Career Center

Please see the list attached at the end of this Report, which provides addresses and contacts for all community groups and agencies that have requested notification of job vacancies at licensee EOB of Clark County, including vacancies at KCEP.

Organizations that wish to receive information concerning vacancies at the station should contact us at 702-648-0104, or review our website at www.kcepfm.com

Outreach Activities (2019 – 2020):

The KCEP station employed more than five but fewer than ten full-time employees during the relevant one- year period from June 1, 2019 through May 31, 2020. Thus, under the third prong of the Commission’s EEO Rule, KCEP is required to perform at least one outreach activity per year. During the 2019-2020 licenses year KCEP conducted or participated in the following two outreach activities:

1. Student Internship:

In keeping with the focus of its licensee, Economic Opportunity Board of Clark County, on job development and economic opportunities for minority group members, KCEP-FM has provided internship programs for local minority youth since the station was founded in 1972. The internship program is offered throughout the year, depending on schedule availability. During the 2019-2020 licenses year, KCEP hosted a total of Fifteen (15) student interns ranging from high school to college. They are from various local High Schools, University of Nevada Las Vegas, Community College of Southern Nevada, and Help of Southern Nevada.

KCEP has set up an on-the-job training program for its interns. We provide hands-on training in radio broadcasting. The students learn how to write, edit, record audio segments on news, sports and entertainment topics. In addition, students host mock talk shows to gain experience in this specialized area of radio broadcasting. Internship participants are mentored by KCEP staff and management to ensure a wide range of experience.

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Local Job Fairs and Career Days in which KCEP participated in 2019-2020:

To make community members aware of employment opportunities at KCEP and of its internship program, even when no full-time jobs are available, KCEP participates in several other job fairs hosted by local educational institutions and other community organizations during the 2019-20 license year, they are as follows:

Clark County School District	Nevada Partners
City of Las Vegas	Workforce Connection
Help of Southern Nevada	City of Henderson
College of Southern Nevada	National Career Fairs

The General Manager and Staff as a whole is responsible for KCEP's participation in community job fairs.

Community Groups and Agencies that receive notice of vacancies:

Nevada Partners 710 West Lake Mead N. Las Vegas, NV 89030	Nevada Department of Employment, Training & Rehabilitation 2800 E. St. Louis Avenue Las Vegas, NV. 89104
City of North Las Vegas 2200 Civic Center Drive N. Las Vegas, NV 89030	AARP of Nevada 5820 S. Eastern Avenue Suite # 190 Las Vegas, NV. 89119
Henderson Job Connect 116 Water Street Henderson, NV 88015	The Shade Tree One West Owens N. Las Vegas, NV 89030
Las Vegas Housing Authority 420 N. 10 th Street Las Vegas, NV 89101	

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City of Las Vegas
416 N. 7th Street
Las Vegas, NV 89101

College of Southern Nevada
3200 E. Cheyenne Avenue
N. Las Vegas, NV 89030

Clark County Personnel
500 S. Grand Central Pkwy
Las Vegas, NV 89106

Nevada Job Connect
3405 Maryland Pkwy.
Las Vegas, NV 89109

Clark County School District
2832 E. Flamingo Road
Las Vegas, NV 89121

Nevada Assoc. of Latin Americans
323 N. Maryland Pkwy.
Las Vegas, NV 89101

Nevada State Personnel
333 E. Washington Avenue
Las Vegas, NV 89101

Las Vegas Indian Center
2300 W. Bonanza Road
Las Vegas, NV 89106

North Las Vegas Job Connect
2827 Las Vegas Blvd. No.
N. Las Vegas, NV 89030

State of Nevada Owens Outreach
930 W. Owens Avenue
Las Vegas, NV. 89106

UNLV Career Services
P.O. Box 456004
4505 S. Maryland Pkwy.
Las Vegas, NV. 89154

Workforce Connection
7251 W. Lake Mead
Suite # 200
Las Vegas, NV. 89128