

**Economic Opportunity Board, Licensee
KCEP-FM (Facility I.D. # 50390), Las Vegas, Nevada
Schedule 396, EEO Report
Section III, Question 3 - EEO Narrative Statement**

In compliance with Section 73.2080 of the Rules of the Federal Communication Commission (47 C.F.R. § 73.2080), the **Economic Opportunity Board of Clark County (“EOB”)** provides this Narrative Statement to demonstrate how NCE FM radio station KCEP(FM) achieved broad and inclusive outreach during the previous two license years. EOB, the licensee of KCEP, is an equal opportunity employer that values a diverse workforce. EOB provides broad outreach and wide dissemination of information regarding all job vacancies that arise in the KCEP Station Employment Unit (SEU or Unit). KCEP and its licensee also seek the help of community job-referral agencies and organizations to refer qualified job applicants to the station.

About the Licensee. Incorporated in Nevada in 1964, EOB began operations as the regional legal entity to distribute federal anti-poverty funds allocated under the Economic Opportunity Act, part of the Johnson Administration’s War on Poverty. EOB’s Mission is to assist low-income people to become self-sufficient and to improve their quality of life. EOB has a long history of community outreach and of working for equal employment opportunity in it's community of Clark County, Nevada. EOB itself, through its Workforce Support Services program, qualifies as a significant community resource for job information and referral, and has served in that capacity for over 50 years. <https://eobcapsnv.org/workforce-support-services-wss/>

Recruitment by the KCEP SEU. KCEP has historically had fairly low turnover among employees in its Station Employment Unit. KCEP had no job vacancies and hired no new full-time employees in either the 2019-20 or 2020-21 license years. When KCEP does recruit for new employees, it achieves wide dissemination of job vacancy information by utilizing a variety of sources, including its own website, the website of its licensee EOB (a significant community resource for job information and referral, as demonstrated above), and a large and diverse collection of local community organizations that are actively involved in assisting job-seekers in the community (“Community Groups”).

Outreach for Recruitment. Notification regarding job vacancies is generally provided to all the Community Groups that are listed in the two EEO Public File Annual Reports that are attached to this Form as Exhibits (2019-20 License Year) and (2020-21 License Year). Notification to these organizations is a constant element of KCEP's wide dissemination and community outreach whenever job vacancies arise. The management of the KCEP SEU believes that it has achieved a diverse workforce, but it also continues to work actively to ensure that information about its job vacancies, as well as about its internships and training programs, is disseminated throughout the community served by KCEP and its Licensee. KCEP also continues to solicit new and additional community groups to join its existing pool by posting invitations to do so on its website as well as ongoing contact with community organizations in job fairs and other community events.

EOB, Licensee, of KCEP(FM), Form 396
EEO Narrative Statement, 2019-21, page 2

Outreach Initiative Activities. The KCEP SEU has had more than five, but fewer than ten full-time employees during the past two- year period from June 1, 2019 through May 31, 2021. Thus, under the third prong of the Commission's EEO Rule, KCEP is required to perform at least one outreach activity per year. During each of the two 2019-20 and 2020-21 license years, KCEP conducted or participated in at least three outreach activities per year.

(1) The first of these is its long-standing **Student Internship Program**, which continued for both years, hosting high school and college students each year. In keeping with the focus of its licensee EOB on job development and economic opportunities for minority group members, KCEP has provided internship programs for local minority youth since the station was founded in 1972, nearly 50 years ago. The internship program is offered throughout the year, not only during the summer. During the two license years, 2019-20 and 2020-21, KCEP hosted a total of 10 to 15 student interns per year, some of whom were recruited from the community by EOB/ KCEP, and some of whom are college students. During the 2020-2021 license year, KCEP hosted a total of fifteen (15) student interns from high schools and college. They are from various local High Schools, the University of Nevada Las Vegas, the Community College of Southern Nevada, and Help of Southern Nevada. KCEP has developed an on-the-job program for its interns to provide hands-on training in radio broadcasting. The students learn how to write, edit, and 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. C.J. Beville, Operations Manager, has overall responsibility for this program.

(2) KCEP also operates the **Teen Talk** initiative. *Teen Talk* is an on-air program, a Public Radio Talk Show that is designed to give a voice to teens. The Talk Show is produced by the teens and allows them to focus on the issues teens face today, as well as their contributions, opinions, and achievements. The show's target audience is 13 to 19 years of age, and also has an expected adult audience who want to gain insight of teen realities. Between 10 and 15 teens meet every Saturday from 11 am to 3 pm, and also work on show production throughout the week with our production person and on-air personality, Miles Farlow. The teen producers are also supervised by Nicky Scott, KCEP volunteer, and by a rotating group of students from the University of Nevada at Las Vegas.

(3) KCEP also participates in at least six to ten local area **job fairs** every year, even when there are no job vacancies at the station, in order to keep the community aware of job opportunities in broadcasting in general and at KCEP in particular. KCEP also views job fairs as an opportunity to recruit for and increase awareness of its internship program throughout the community. The KCEP SEU typically participates in the following job fairs hosted by local employers, educational institutions, and other community organizations. The General Manager Craig Knight

EOB, Licensee, of KCEP(FM), Form 396
EEO Narrative Statement, 2019-21, page 3

and KCEP Staff as a whole are responsible for KCEP's participation in community job fairs, including the following hosts and dates. Please note that, during the 2020-21 license year, some of these (designated by an asterisk) were cancelled due to COVID safety precautions:

Clark County School District 2/28/19, *	Nevada Partners 5/22/19, 4/29/21
City of Las Vegas 2/27/20, *	Workforce Connection, 4/8/20, *
University of Nevada Las Vegas 10/9/19, *	City of Henderson 2/22/20, *
College of Southern Nevada 4/22/20, *	Expedia 9/6/19, 5/1/21
Station Casinos 11/5/19, 4/27/21	Palms Casino 1/30/20, *

COVID-19 Impact: Like employers everywhere, KCEP was forced by COVID safety concerns and government policies to cut back on its outreach programs to an extent, and to move some of its outreach online instead of in person. Nevertheless, the SEU continued to host interns and to participate in job fairs and community events to the extent possible during this period. SEU management and staff look forward to revitalized efforts to restore and advance these programs as society returns to pre-pandemic operation levels.

KCEP management does not discriminate with respect to recruitment, evaluation, selection, promotion, compensation, training, or termination of employees and actively works to ensure that no person is discriminated against in employment because of race, color, religion, national origin, or gender. KCEP and EOB ensure that existing employees are made aware of its EEO policies by posting a notice that KCEP/EOB is an equal opportunity employer, by stating that policy in all job vacancy announcements, and by including that information on the station and licensee website. SEU Management makes certain that employees are not discriminated against in terms of salary, benefits, or promotion, and periodically reviews its policies and practices to that end. SEU Management takes responsibility to make sure that all persons at KCEP who make employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training, and termination of employees are aware of and adhere to the KCEP/EOB EEO policies.

Summary and Conclusion. KCEP believes that these activities, together with the large number of community job referral organizations with which it works, have enabled it to achieve broad community outreach, and to offer solid pathways for community members, particularly young people, to find satisfying careers in broadcasting.