

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

(To be filed with broadcast license renewal application)

(For FCC Use Only)

Code No.

Legal Name of the Licensee Kemp Broadcasting, Inc		
Mailing Address 3999 Las Vegas Blvd, South Suite K		
City Las Vegas	State or Country (if foreign address) NV	ZIP Code 89119
Telephone Number (include area code) 702-736-6161	E-Mail Address (if available) Gcox@kvegas.com	
	Facility ID Number 83278	Call Sign KVEG

TYPE OF BROADCAST STATION :

Commercial Broadcast Station

Noncommercial Broadcast Station

Radio

TV

Educational Radio

Low Power TV

Educational TV

International

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through IV should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (city, state)	Time Brokerage Agreement (check applicable box)	
				Yes	No
KVEG	83278	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	Mequite, NV	Yes	No
KMZQ		<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	Payson, AZ	Yes	No
KMZQ		<input checked="" type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV	Las Vegas, NV	Yes	No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		Yes	No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		Yes	No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		Yes	No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		Yes	No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		Yes	No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		Yes	No

CONTACT PERSON IF OTHER THAN LICENSEE

Name Gary Cox		Street Address 3999 Las Vegas Blvd S Suite K	
City Las Vegas	State NV	Zip Code 89119	Telephone No. () 702-736-6161

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)? Yes No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

Does your station employment unit employ fewer than five full-time employees? Yes No
 Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

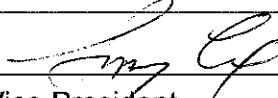
CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT
 (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT
 (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed 	Name of Respondent Gary Cox
Title Vice President	Telephone No. (include area code) 702-736-6161
Date May 27 2009	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME	TITLE
Gary Cox	Vice President

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT

Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

Exhibit No.
1

II. NARRATIVE STATEMENT

Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.

Exhibit No.
2

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. If you do not provide the information requested on this report, the report may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Your response is required to obtain the requested authority. We have estimated that each response to this collection of information will average 1 hour, 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibit 1

Annual EEO Public File Report

KVEG-FM

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2007 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KVEG-FM, in Mesquite, NV., 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 31, 2008** to and including **May 21, 2009** (the “Applicable Period”).

The FCC’s 2009 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 hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Annual EEO Public File Report

Covering the Period from May 31, 2008 to May 21, 2009

KVEG-FM

Appendix 1: Vacancy Information

Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Total No. of Interviewees From All Sources for This Position
Account Executive	www.mediarecruiter.com	6
Account Executive	www.kvegas.com	7
National Sales Manager	www.mediarecruiter.com	6
Accounting Assistant	www.kvegas.com	19
Traffic Director	www.tdga.org	3
Executive Assistant	Las Vegas Review Journal	27
Production Manager	www.jobs.com	3

Appendix 2: Recruitment Source Information

Recruitment Source	Total No. of Interviewees This Source Has Provided	Full- Time Positions For Which This Source Was Utilized
Las Vegas Review Journal Las Vegas, NV Attn: Classified Ads Dept. Dana Goodell (702) 383-0383	27	4

www.kvegas.com	26	3
www.jobs.com	3	2
www.mediarecruiter.com	12	5
www.tdga.org	9	1

Appendix 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KVEG-FM

1. KVEG Studios In-House Open Application and Interview Event
June 8th, 2008 from 12p-4p
Open application and interview event held in our studios. The event was advertised on our radio station and open to the public.
2. Connecticut School of Broadcasting
June 26th, 2008 from 6:00p-8:30p
Raffle event for educational scholarship help at the school campus. Open to the public for recruitment and interview opportunities
3. Green Valley Ranch Job Fair
August 21st, 2008 from 9a-4:30p
Career fair held in high traffic public space where local businesses participate in recruitment by having easily accessible job opportunities for the public.
4. Green Valley Ranch Job Fair
January 8th, 2009 from 10a-4:30p
Career fair held in high traffic public space where local businesses participate in recruitment by having easily accessible job opportunities for the public.
5. Street Team Casting call @ The Galleria Mall
February 21st, 2009 from 11a-2p
Career fair held in high traffic public space where local businesses participate in recruitment by having easily accessible job opportunities for the public.

Exhibit 2

NARRATIVE STATEMENT

In the two years prior to filling out this application (from May 31, 2008 through May 21, 2009), Kemp Broadcasting, Inc. / KVEG has posted employment opportunities in media outlets that are accessible to a diversified pool of applicants (including newspaper, internet and radio broadcasts), making our recruitment efforts as broad and inclusive as possible. We have also been involved in Community Career Fairs which offer non-discriminatory recruitment opportunities to individuals spanning all age groups, education levels, economic demographics, races and genders. Kemp Broadcasting / KVEG also advertises to the listening audience of our station 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.