



PUBLIC NOTICE

Federal Communications Commission
445 12th St., S.W.
Washington, D.C. 20554

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DA 19-78

Released: February 15, 2019

MEDIA BUREAU COMMENCES 2019 EEO AUDITS

On February 14, the Media Bureau sent the first of its Equal Employment Opportunity (EEO) audit letters for 2019 to randomly selected radio and television stations. In accordance with Section 73.2080(f)(4) of the Commission's EEO rules, 47 CFR § 73.2080(f)(4), the Bureau annually audits the EEO programs of randomly selected broadcast licensees. Each year, approximately five percent of all radio and television stations are selected for EEO audits.

Attached are a list of the radio and television stations included in this audit, as well as the text of the February 14, 2019 audit letter. The list and the letter can also be viewed by accessing the Media Bureau's current EEO headline page on the FCC website at <http://www.fcc.gov/encyclopedia/equal-employment-opportunity-headlines>

News Media Contact: Janice Wise at 202-418-8165

Media Bureau Contact: Lewis Pulley at 202-418-1450



Federal Communications Commission
Washington, D.C. 20554

February 14, 2019

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), the station employment unit (the Unit) that includes your above-referenced station (the Station) has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of Section 73.2080 of the Commission's rules is attached at the end of this letter for your reference.

2. If the Unit is not required under our rules to have an EEO recruitment program due to the nature of its full-time workforce (having fewer than five full-time employees, defined as employees regularly assigned to work 30 hours a week or more), you must still respond to this audit letter. However, in your response, you are required to provide only a list of the Unit's full-time employees, identified only by job title (no names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 3(e) below. Also, in formulating your response, please see Questions 4(a)-(d) below regarding brokers and brokered stations for instructions for situations in which the applicable employment unit has fewer than five full-time employees.

3. **Audit Data Requested.** If the Unit employs five or more full-time employees (and all units, for Question 3(e)), provide the following information, including an explanation regarding any requested information that you are unable to provide:

(a) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not posted on each of these websites, indicate each relevant website and provide an explanation of why the report is not posted, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the Unit does not have its own website, but its corporate site contains a link to a site pertaining to the Unit, then the Unit's most recent EEO public file report must be linked to either the Unit's site or the general corporate site, pursuant to Section 73.2080(c)(6).

(b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified

separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).

(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.

(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before anybody having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

(f) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

(g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

(h) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be

provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(j) Among items we do not need in your response to this letter are copies of applicants' resumes, your company training manuals, posters, employee handbooks, or corporate guidebooks. If you believe any of the information in various corporate manuals or posters are relevant to any part of this audit letter, you may summarize what is in them. If you believe this letter requires you to provide an unusually burdensome volume of documentation, you may contact us prior to the response deadline to discuss possible ways of condensing your response.

4. Time Brokerage.

(a) **Licensee of brokered station(s).** If the Unit employs fewer than five full-time employees and any station included in it is subject to a time brokerage agreement, in addition to responding to this letter and providing us a list of the Unit's full-time employees listed by job title (and the number of hours each employee is assigned to work) and a response to Question 3(e) above, you must immediately forward a copy of this letter to the broker under each such agreement, which must respond to Question 4(b) below. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 3 above, and also forward the letter to the broker so the broker may respond to Question 4(b) below.

(b) **Broker receiving audit letter from brokered station licensee.** If you are the broker of a station, and the station you are brokering receives an audit letter, the licensee of the brokered station must forward the audit letter to you. You should respond to the audit letter concerning EEO information relating only to your own full-time employees at the brokered station. *See* Section 73.2080(f)(3).

(c) **Broker receiving audit letter directly from Commission.** If you are a broker, but the target station in this audit letter is a station licensed to you, you must submit information requested herein for the EEO program at your station (or employment unit). If you maintain EEO data for a station you are brokering with that for your own station that is the target of this audit letter, and lack the ability to separate the information, you must include in your response the information requested herein pertaining to **your** full-time employees at the station(s) you broker. *See* Section 73.2080(f)(3).

(d) **Broker described under 4(b) or 4(c) above.** If your full-time employees at the station you are brokering, combined with your full-time employees at your owned station(s), total fewer than five, however, you need only respond to this letter by the deadline described below by submitting a list of your Unit's full-time employees (listed by job title and number of hours regularly assigned to work per week) and the same type of list for the full-time employees you employ at the brokered station(s), and a response to Question 3(e) above.

5. Procedures. *You must upload your response to this audit letter to your station's online public inspection file by April 1, 2019, and include in your response your station's Facility ID Number and an e-mail address where a station representative can be contacted about your response.* You should not direct your response to the office of the FCC Secretary. The Secretary does not process responses to EEO audit letters. The accuracy and completeness of the response must be certified by an officer, partner or other principal of the Station licensee or broker (as appropriate) or, in the case of a noncommercial educational station, by an officer, member or other principal of the licensee. (*See* 47 CFR § 1.16.)

6. To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (*see* 18 U.S.C. § 1001; 47 C.F.R. § 1.117), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Extensions of time must be requested by e-mail to lewis.pulley@fcc.gov and will be granted only upon a showing of extraordinary circumstances. Unless and until the EEO Staff grants such a request the original deadline remains in effect. Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with Section 73.2080(g).

7. In accordance with Sections 73.3526(e)(10) (for commercial stations) and 73.3527(e)(11) (for noncommercial educational stations), available through these links:

https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73_13526&rgn=div8

https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73_13527&rgn=div8

you must place a copy of this letter and your response in the public inspection file, including the online public file, of each affected station. Consequently, your response should not include personal information about individuals, such as social security numbers, home addresses, or other personally identifiable information. We do not require that employment units retain such information in their records, or that such information be provided in response to this letter.

8. If our EEO random audits sent in 2017 or 2018 included the Station, you may not have to respond to this letter. If the Station completed an audit in that timeframe, before responding, please tell us the dates of public file reports included in the Station's recent audit response, via e-mail to lewis.pulley@fcc.gov. We will then advise you if a response is necessary. Also, if your most recent license renewal application was granted after February 1, 2017, you may not need to respond to this letter. To find out if you are exempt from responding, send an e-mail to lewis.pulley@fcc.gov. Should you have any questions, please contact the EEO Staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,

Lewis C. Pulley
Assistant Chief, Policy Division
Media Bureau

Enclosure

TELEVISION LIST

FacilityID	Callsign	CommCity	CommState	Licensee	Fac_Service
169030	KBGS-TV	BILLINGS	MT	BOARD OF REGENTS OF THE MONTANA UNIVERSITY SYSTEM	DT
79258	KDCK	DODGE CITY	KS	SMOKY HILLS PUBLIC TELEVISION CORP.	DT
166332	KDCU-DT	DERBY	KS	ENTRAVISION HOLDINGS, LLC	DT
83491	KDTP	HOLBROOK	AZ	COMMUNITY TELEVISION EDUCATORS, INC.	DT
92872	KETZ	EL DORADO	AR	ARKANSAS EDUCATIONAL TELEVISION COMMISSION	DT
81509	KFPX-TV	NEWTON	IA	ION TELEVISION LICENSE, LLC	DT
83714	KFTC	BEMIDJI	MN	FOX TELEVISION STATIONS, LLC	DT
81441	KFTU-DT	DOUGLAS	AZ	UNIMAS PARTNERSHIP OF DOUGLAS	DT
84453	KFXL-TV	LINCOLN	NE	KHGI LICENSEE, LLC	DT
81694	KGPX-TV	SPOKANE	WA	ION TELEVISION LICENSE, LLC	DT
7675	KJTL	WICHITA FALLS	TX	MISSION BROADCASTING, INC.	DT
77719	KLCW-TV	WOLFFORTH	TX	RAMAR COMMUNICATIONS, INC.	DT
8322	KLSR-TV	EUGENE	OR	CALIFORNIA OREGON BROADCASTING, INC.	DT
82476	KLWB	NEW IBERIA	LA	WILDERNESS COMMUNICATIONS, LLC	DT
73701	KMPX	DECATUR	TX	LIBERMAN TELEVISION OF DALLAS LICENSE LLC, DEBTOR-IN-POSSESS	DT
86534	KMYA-DT	CAMDEN	AR	LR TELECASTING, LLC	DT
81464	KNBN	RAPID CITY	SD	RAPID BROADCASTING COMPANY	DT
82611	KNDB	BISMARCK	ND	BEK SPORTS NETWORK, INC.	DT

82615	KNDM	MINOT	ND	BEK SPORTS NETWORK, INC.	DT
125710	KNIC-DT	BLANCO	TX	UNIMAS PARTNERSHIP SAN ANTONIO	DT
83181	KOCW	HOISINGTON	KS	KSAS LICENSEE, LLC	DT
7890	KOLN	LINCOLN	NE	GRAY TELEVISION LICENSEE, LLC	DT
166510	KPJR-TV	GREELEY	CO	TRINITY CHRISTIAN CENTER OF SANTA ANA, INC.	DT
73998	KPOB-TV	POPLAR BLUFF	MO	QUINCY MEDIA, INC.	DT
81445	KPTF-DT	FARWELL	TX	PRIME TIME CHRISTIAN BROADCASTING, INC	DT
82575	KPTW	CASPER	WY	CENTRAL WYOMING COLLEGE	DT
81507	KPXJ	MINDEN	LA	KTBS, LLC	DT
78322	KQCW-DT	MUSKOGEE	OK	GRIFFIN LICENSING, L.L.C.	DT
8291	KRCR-TV	REDDING	CA	SINCLAIR MEDIA LICENSEE, LLC	DT
82698	KRII	CHISHOLM	MN	KBJR LICENSE, LLC	DT
82613	KRTN-TV	DURANGO	CO	RAMAR COMMUNICATIONS, INC.	DT
73706	KSHV-TV	SHREVEPORT	LA	WHITE KNIGHT BROADCASTING OF SHREVEPORT LICENSE CORP.	DT
166546	KSQA	TOPEKA	KS	KSQA, LLC	DT
74100	KTNV-TV	LAS VEGAS	NV	SCRIPPS BROADCASTING HOLDINGS LLC	DT
77480	KTUZ-TV	SHAWNEE	OK	TYLER MEDIA LLC	DT
82576	KUES	RICHFIELD	UT	UNIVERSITY OF UTAH	DT
169027	KUKL-TV	KALISPELL	MT	BOARD OF REGENTS OF THE MONTANA UNIVERSITY SYSTEM	DT
81447	KUNP	LA GRANDE	OR	SINCLAIR LAGRANDE LICENSEE, LLC	DT
86263	KUPB	MIDLAND	TX	ENTRAVISION HOLDINGS, LLC	DT
89714	KUPU	WAIMANALO	HI	HAWAII CATHOLIC TV, INC.	DT