



Federal Communications Commission  
45 L Street NE  
Washington, DC 20554

# PUBLIC NOTICE

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**DA 21-228**

**Released: February 25, 2021**

## **ENFORCEMENT BUREAU COMMENCES 2021 EEO AUDITS**

On February 25, 2021, the Enforcement Bureau sent the first of its Equal Employment Opportunity (EEO) audit letters for 2021 to randomly selected radio and television stations. In accordance with section 73.2080(f)(4) of the Commission's EEO rules,<sup>1</sup> 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 is a list of the radio and television stations included in this audit as well as the text of the February 25, 2021 audit letter. Both can be viewed by accessing the Enforcement Bureau's current EEO headline page on the FCC website at: <http://www.fcc.gov/encyclopedia/equal-employment-opportunity-headlines>. In light of the ongoing COVID-19 pandemic and the potential for limited station access to staffing and/or records, the Enforcement Bureau is both reducing the number of stations selected in the first round of audits and extending the timeframe stations have to respond to this first audit letter to 60 days. The deadline for stations to upload responses to their FCC-hosted online public inspection files is April 26, 2021.

Enforcement Bureau Contact: Elizabeth E. Goldin at 202-418-1450

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<sup>1</sup> 47 CFR § 73.2080(f)(4)



Federal Communications Commission  
Washington, D.C. 20554

February 25, 2021

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), the station employment unit (the Unit) that includes the station identified above (the Station) has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of section 73.2080 of the Federal Communications Commission (FCC or Commission) rules can be found here: <https://www.fcc.gov/enforcement/eb-eeo/equal-employment-opportunity-rules>

**2. Audit Data Requested.**

(a) If the Unit has fewer than five full-time employees (defined by Section 73.2080(e)(1) as employees regularly assigned to work 30 hours a week or more), submit with the response only a list of the Unit's full-time employees identified by job title (no personal names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 2(b)(v) below. In formulating the response, please see Question 3 below for guidance regarding brokers and brokered stations with fewer than five full-time employees.

(b) If the Unit employs five or more full-time employees, provide the following information, including an explanation regarding any information that you are unable to provide:

(i) Copies of the Unit's two most recent EEO Public File Reports, described in section 73.2080(c)(6). For each station in the Unit that maintains a website, provide the website address. If the Unit's most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit's most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).

(ii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Station (if during that period), provide the date of hire as required by section 73.2080(c)(5)(vi) as well as 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 the burden of responding to this audit, if you have sent a job notice to multiple sources, you may include in your response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii).<sup>2</sup> Include,

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<sup>2</sup> For on-air announcements that aired multiple times to advertise the position, you may send a traffic log summary documenting the timeframe during which the announcements aired (in lieu of the log in its entirety). The log showing all air dates and times may be required for additional verification, but the Unit need not provide with its initial response.

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 the Unit's job openings, as described in section 73.2080(c)(1)(ii).

(iii) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all of the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

(iv) Dated documentation of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors and as required by sections 73.2080(c)(2) and (e)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth and sixth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation that you provide appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask you for additional verification.

(v) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body 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 you must report all complaints, regardless of their status or disposition.

(vi) In accordance with section 73.2080(b), from the first day of the Station's current license term (or the date the licensee acquired the Station, 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.

(vii) In accordance with section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee acquired the Station, 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.

(viii) As required by section 73.2080(c)(4), from the first day of the Station's current

license term (or the date the licensee acquired the Station, 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.

(ix) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. 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.

(x) Among items you need not provide in response to this letter are resumes, company training manuals, posters, employee handbooks, or corporate guidebooks. If you believe any of the information in these materials is relevant to any part of this audit letter, you may provide a summary of any content if you so wish. If this audit requires you to provide an unusually burdensome volume of documentation, you may contact EEO staff at (202) 418-1450 prior to the response deadline to discuss alternative ways of condensing the information.

### 3. **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, the licensee must immediately forward a copy of this letter to the broker under each such agreement, which must respond to Question 3(b) below. The licensee must also respond by providing a list of the Unit's full-time employees listed by job title, the number of hours each employee is assigned to work, and a response to Question 2(b)(v) above. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 2(b), and also forward the letter to the broker so the broker may respond to Question 3(b) below.

(b) **Broker receiving audit letter from brokered station licensee.** As noted above, if a brokered station receives an audit letter, the brokered station must forward the audit letter to the broker. The broker should then respond to the audit letter concerning EEO information relating only to its own full-time employees at the brokered station, as required by section 73.2080(f)(3) of the Commission's rules.

(c) **Broker receiving audit letter directly from Commission.** If you are a broker, but the Station is licensed to you, you must submit information requested in 2(b) above for the EEO program at the Station (or Unit) only. If EEO data for a station you are brokering is

maintained with that of the Station, and you lack the ability to separate the information, submit information pertaining to the Station and your full-time employees at the station(s) you broker.

(d) **Broker described in 3(b) or 3(c).** If full-time employees at the station you broker, combined with full-time employees at the Station (or Unit), total fewer than five, you need only respond to this letter by submitting a list of full-time employees (identified by job title and number of hours regularly assigned to work per week) for both the brokered station(s) and subject Station as well as a response to Question 2(b)(v).

#### 4. Procedures.

(a) **The response to this audit letter must be uploaded to the FCC-hosted online public inspection file (<https://publicfiles.fcc.gov/>) belonging to each station in the Unit by no later than April 26, 2021.** The response should be placed in the EEO Audits, Investigations, and Complaints subfolder in the online public file (found at EEO Records>>Additional Documents>> EEO Audits, Investigations, and Complaints). Include in the response the Station's Facility ID Number and an e-mail address of a Station representative.

(b) In recognition of the ongoing COVID-19 pandemic and the potential for limited station access to staffing and/or required records, the Commission is extending the timeframe for responding to 60 days, April 26, 2021. As a result, any extensions of time must be requested at least five days prior to aforementioned deadline (via email to [Elizabeth.Goldin@fcc.gov](mailto:Elizabeth.Goldin@fcc.gov)), indicate the additional time the Station believes it needs to complete its response (not to exceed 45 days) and will be granted only upon a showing of extraordinary circumstances. Unless and until an extension is granted, the original deadline remains in effect.

(c) If the Station was included in an EEO audit response submitted in 2019 or 2020 and/or the Station's most recent license renewal application was granted after October 1, 2019, send an email to [Elizabeth.Goldin@fcc.gov](mailto:Elizabeth.Goldin@fcc.gov) for additional guidance on whether a response is required. In the email, provide a reference to the relevant filings/applications before the Commission.

(d) 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.). 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 CFR § 1.17), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with section 73.2080(g).

(e) As required by sections 73.3526(e)(10) (commercial stations) and 73.3527(e)(11) (noncommercial educational stations), a copy of this letter and your response must be placed in the FCC-hosted online public inspection file belonging to each station in the Unit. Consequently, the response should not include personal information about individuals, such as social security numbers, home addresses, or other personally identifiable information. The FCC

does not require that employment units retain such information in their records, or that such information be provided in response to this letter.

Should you have any questions, please contact EEO Staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,

Elizabeth E. Goldin  
Assistant Chief, Investigations & Hearings Division  
Enforcement Bureau

**FEBRUARY 25, 2021 BROADCAST EEO AUDIT**

**RADIO & TELEVISION STATIONS**

<b>CALL SIGN</b>	<b>SERVICE</b>	<b>CITY OF LICENSE</b>	<b>STATE</b>	<b>FACILITY ID</b>	<b>LICENSEE NAME</b>
KAIW	FM	SARATOGA	WY	93001	UNIVERSITY OF WYOMING
KAPW	FM	WHITE OAK	TX	78631	REYNOLDS RADIO, INC.
KASA-TV	DTV	SANTA FE	NM	32311	RAMAR COMMUNICATIONS, INC.
KAYB	FM	SUNNYSIDE	WA	78191	AMERICAN FAMILY ASSOCIATION
KBAR	AM	BURLEY	ID	42884	LEE FAMILY BROADCASTING, INC.
KBER	FM	OGDEN	UT	10779	RADIO LICENSE HOLDING CBC, LLC
KBLQ-FM	FM	LOGAN	UT	63832	SUN VALLEY RADIO, INCORPORATED
KBNR	FM	BROWNSVILLE	TX	73752	WORLD RADIO NETWORK, INC.
KBSD-DT	DTV	ENSIGN	KS	66414	GRAY TELEVISION LICENSEE, LLC
KCAL	AM	REDLANDS	CA	55416	LAZAR LICENSES, LLC
KCAW	FM	SITKA	AK	55213	RAVEN RADIO FOUNDATION, INC.
KCBN	FM	HICO	TX	170991	FIRST DALLAS MEDIA, INC.
KCEC-FM	FM	WELLTON	AZ	21207	CHAVEZ RADIO GROUP
KCEI	FM	RED RIVER	NM	82299	CULTURAL ENERGY
KCFA	FM	ARNOLD	CA	9995	LA FAVORITA RADIO NETWORK, INC.
KCHT	FM	CHILDRESS	TX	170985	JAMES G. BOLES, JR.
KCLM	FM	SANTA MARIA	CA	87300	CALIFORNIA LUTHERAN UNIVERSITY
KCNC-TV	DTV	DENVER	CO	47903	CBS TELEVISION STATIONS INC.
KCWV	DTV	DULUTH	MN	166511	RADIANT LIFE MINISTRIES, INC.
KDEN-TV	DTV	LONGMONT	CO	38375	NBC TELEMUNDO LICENSE LLC
KDIN-TV	DTV	DES MOINES	IA	29102	IOWA PUBLIC BROADCASTING BOARD
KDVY	FM	CROCKETT	TX	3526	HOUSTON CHRISTIAN BROADCASTERS, INC.
KEGT	FM	SAN MIGUEL	CA	189477	HISPANIC TARGET MEDIA, INC.
KEHK	FM	BROWNSVILLE	OR	7989	CUMULUS LICENSING LLC
KEOL	FM	LA GRANDE	OR	54806	EASTERN OREGON UNIVERSITY
KEQX	FM	STEPHENVILLE	TX	89619	CSSI NON-PROFIT EDUCATIONAL BROADCASTING CORPORATION
KEZE	FM	SPOKANE	WA	41119	QUEENB RADIO, INC.
KEZI	DTV	EUGENE	OR	34406	OREGON TV LICENSE COMPANY LLC
KFRB	FM	BAKERSFIELD	CA	20902	FAMILY STATIONS, INC.
KFRN	AM	LONG BEACH	CA	21005	FAMILY STATIONS, INC.
KFXR	AM	DALLAS	TX	25375	IHM LICENSES, LLC
KGLD	AM	TYLER	TX	24246	SALT OF THE EARTH BROADCASTING, INC.
KGMB	DTV	HONOLULU	HI	34445	GRAY TELEVISION LICENSEE, LLC
KGSR	FM	CEDAR PARK	TX	23604	WATERLOO MEDIA GROUP, LP
KGVC	FM	GLACIER VIEW	AK	198603	RADIO FREE PALMER, INC.
KHET	DTV	HONOLULU	HI	26431	HAWAII PUBLIC TELEVISION FOUNDATION
KHOO	FM	HOONAH	AK	174406	HOONAH CITY SCHOOL DISTRICT
KHSL-FM	FM	PARADISE	CA	22974	DEER CREEK BROADCASTING, LLC
KHTW	AM	LUMBERTON	TX	31108	CARLOS LOPEZ

**FEBRUARY 25, 2021 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS**

CALL SIGN	SERVICE	CITY OF LICENSE	STATE	FACILITY ID	LICENSEE NAME
KIBM-FM	FM	ROSWELL	NM	34854	NOALMARK BROADCASTING CORPORATION
KIBX-FM	FM	BONNERS FERRY	ID	77383	SPOKANE PUBLIC RADIO, INC.
KINE	AM	KINGSVILLE	TX	14018	COTTON BROADCASTING
KIXA	FM	LUCERNE VALLEY	CA	55181	EDB VV LICENSE LLC
KKJA	FM	REDMOND	OR	92285	CSN INTERNATIONAL
KKLP	FM	PERRIS	CA	175839	EDUCATIONAL MEDIA FOUNDATION
KLGU	FM	ST. GEORGE	UT	122306	EDUCATIONAL MEDIA FOUNDATION
KLHK	FM	HOBBS	NM	93053	EDUCATIONAL MEDIA FOUNDATION
KLNN	FM	QUESTA	NM	164283	WEST WAVES, INC.
KLOB	FM	THOUSAND PALMS	CA	40518	ENTRAVISION HOLDINGS, LLC
KLTJ	DTV	GALVESTON	TX	24436	COMMUNITY TELEVISION EDUCATORS OF TEXAS, INC.
KLVB	FM	CITRUS HEIGHTS	CA	70676	EDUCATIONAL MEDIA FOUNDATION
KLVL	AM	PASADENA	CA	56148	SIGA BROADCASTING CORPORATION
KLVP	FM	ALOHA	OR	12501	EDUCATIONAL MEDIA FOUNDATION
KMAS	AM	SHELTON	WA	60878	IFIBER COMMUNICATIONS CORPORATION
KMCY	DTV	MINOT	ND	22127	KBMY-KMCY, LLC
KMEN	FM	MENDOTA	CA	88205	LAZAR LICENSES, LLC
KMGV	FM	FRESNO	CA	18409	CUMULUS LICENSING LLC
KMTK	FM	BEND	OR	88428	COMBINED COMMUNICATIONS, INC.
KMXQ	FM	SOCORRO	NM	72615	COCHISE MEDIA LICENSES LLC
KMYT-TV	DTV	TULSA	OK	54420	COX TELEVISION TULSA, LLC
KNBA	FM	ANCHORAGE	AK	35289	KOAHNIC BROADCAST CORPORATION
KNHM	FM	BAYSIDE	CA	12486	SOUTHERN OREGON UNIVERSITY
KNKK	FM	NEEDLES	CA	78087	CAMERON BROADCASTING, INC.
KNMX	AM	LAS VEGAS	NM	58915	SANGRE DE CRISTO BROADCASTING CO, INC
KNRR	DTV	PEMBINA	ND	55362	RED RIVER BROADCAST CO., LLC
KNSJ	FM	DESCANO	CA	172605	ACTIVIST SAN DIEGO
KNSN	AM	SAN DIEGO	CA	30831	KIERTRON, INC.
KNTO	FM	CHOWCHILLA	CA	18858	LA FAVORITA RADIO NETWORK, INC.
KNTR	AM	LAKE HAVASU CITY	AZ	38310	STEVEN M. GREELEY
KNVE	FM	REDDING	CA	77093	EDUCATIONAL MEDIA FOUNDATION
KNVO-FM	FM	PORT ISABEL	TX	40680	ENTRAVISION HOLDINGS, LLC
KODI	AM	CODY	WY	74351	LEGEND COMMUNICATIONS OF WYOMING, LLC
KOKI-TV	DTV	TULSA	OK	11910	COX TELEVISION TULSA, LLC
KOMU-TV	DTV	COLUMBIA	MO	65583	THE CURATORS OF THE UNIVERSITY OF MISSOURI
KOZK	DTV	SPRINGFIELD	MO	51102	BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY
KPKO	FM	PECOS	TX	122367	AMERICAN FAMILY ASSOCIATION
KPNE-TV	DTV	NORTH PLATTE	NE	47973	NEBRASKA EDUCATIONAL TELECOMMUNICATIONS COMMISSION
KPUB	FM	FLAGSTAFF	AZ	49510	NORTHERN ARIZONA UNIVERSITY



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CALL SIGN	SERVICE	CITY OF LICENSE	STATE	FACILITY ID	LICENSEE NAME
KPZA-FM	FM	JAL	NM	31594	NOALMARK BROADCASTING CORPORATION
KQDL	FM	HINES	OR	174458	CSN INTERNATIONAL
KQMX	FM	LOST HILLS	CA	166070	DEPORTES Y MUSICA COMUNICACIONES LLC
KQPS	FM	PALM DESERT	CA	11747	ENTERCOM LICENSE, LLC
KQRT	FM	LAS VEGAS	NV	51731	ENTRAVISION HOLDINGS, LLC
KRAL	AM	RAWLINS	WY	46736	MT. RUSHMORE BROADCASTING, INC.
KRDO-TV	DTV	COLORADO SPRINGS	CO	52579	PIKES PEAK TELEVISION, INC.
KRMK	FM	LAS VEGAS	NM	171005	COCHISE COMMUNITY RADIO CORPORATION
KRNB	FM	DECATUR	TX	9747	SERVICE BROADCASTING GROUP, LLC
KRQX-FM	FM	HURRICANE	UT	78999	REDROCK BROADCASTING, INC.
KRSF	FM	RIDGECREST	CA	175757	RADIO 74 INTERNATIONALE
KRXG	FM	SILVER CITY	NM	174264	REGENTS OF NEW MEXICO STATE UNIVERSITY
KSEH	FM	BRAWLEY	CA	6666	ENTRAVISION HOLDINGS, LLC
KSHM	FM	SHOW LOW	AZ	176956	RADIO 74 INTERNATIONALE
KSIX-TV	DTV	HILO	HI	34846	GRAY TELEVISION LICENSEE, LLC
KSMF	FM	ASHLAND	OR	63022	SOUTHERN OREGON UNIVERSITY
KSMS-TV	DTV	MONTEREY	CA	35611	ENTRAVISION HOLDINGS, LLC
KSOP-FM	FM	SALT LAKE CITY	UT	35629	KSOP, INC.
KSPO	FM	DISHMAN	WA	31495	LIBERTY BROADCASTING SYSTEM, LLC
KSPX-TV	DTV	SACRAMENTO	CA	52953	ION TELEVISION LICENSE, LLC
KSTA	AM	COLEMAN	TX	12238	TACKETT-BOAZMAN BROADCASTING LP
KSVR	FM	MOUNT VERNON	WA	83092	BOARD OF TRUSTEES OF SKAGIT VALLEY COLLEGE
KSWO-TV	DTV	LAWTON	OK	35645	GRAY TELEVISION LICENSEE, LLC
KSWP	FM	LUFKIN	TX	39168	LUFKIN EDUCATIONAL BROADCASTING FOUNDATION
KSYV	FM	SOLVANG	CA	51185	KNIGHT BROADCASTING, INC.
KTBN-TV	DTV	SANTA ANA	CA	67884	TRINITY BROADCASTING NETWORK
KTCI-TV	DTV	ST. PAUL	MN	68597	TWIN CITIES PUBLIC TELEVISION, INC.
KTQQ	FM	ELKO	NV	175328	RADIO 74 INTERNATIONALE
KTSD-TV	DTV	PIERRE	SD	61066	SOUTH DAKOTA BOARD OF DIRECTORS FOR EDUCATIONAL TELECOMMUNIC
KTSL	FM	MEDICAL LAKE	WA	63869	EDUCATIONAL MEDIA FOUNDATION
KTTM	DTV	HURON	SD	28501	INDEPENDENT COMMUNICATIONS, INC.
KTTZ-TV	DTV	LUBBOCK	TX	65355	TEXAS TECH UNIVERSITY
KTVF	DTV	FAIRBANKS	AK	49621	GRAY TELEVISION LICENSEE, LLC
KTXG	FM	GREENVILLE	TX	77544	AMERICAN FAMILY ASSOCIATION
KTXT-FM	FM	LUBBOCK	TX	65352	TEXAS TECH UNIVERSITY
KUBD	DTV	KETCHIKAN	AK	60520	GRAY TELEVISION LICENSEE, LLC
KUED	DTV	SALT LAKE CITY	UT	69396	UNIVERSITY OF UTAH
KUEN	DTV	OGDEN	UT	69582	UTAH STATE BOARD OF REGENTS
KUSU-FM	FM	LOGAN	UT	69597	UTAH STATE UNIVERSITY OF AGRICULTURE & APPLIED SCIENCE

**FEBRUARY 25, 2021 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS**

CALL SIGN	SERVICE	CITY OF LICENSE	STATE	FACILITY ID	LICENSEE NAME
KVCR-DT	DTV	SAN BERNARDINO	CA	58795	SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
KVEW	DTV	KENNEWICK	WA	2495	APPLE VALLEY BROADCASTING, INC.
KVLB	FM	BEND	OR	90581	EDUCATIONAL MEDIA FOUNDATION
KVLW	FM	GATESVILLE	TX	86324	EDUCATIONAL MEDIA FOUNDATION
KVLY-TV	DTV	FARGO	ND	61961	Gray Television Licensee, LLC
KWIS	FM	PLUMMER	ID	173445	COEUR D'ALENE TRIBE
KWLU	FM	CHESTER	CA	54981	EDUCATIONAL MEDIA FOUNDATION
KWNZ	FM	LOVELOCK	NV	164200	LAZER LICENSES, LLC
KWUT	FM	ELSINORE	UT	72224	SANPETE COUNTY BROADCASTING COMPANY
KWVN-FM	FM	PENDLETON	OR	57757	EMG2, LLC
KWYC	FM	CHEYENNE	WY	87267	CSN INTERNATIONAL
KXAI	FM	BALCONES HEIGHTS	TX	7084	EDUCATIONAL MEDIA FOUNDATION
KXBT	FM	SOMERVILLE	TX	173308	THE UNIVERSITY OF TEXAS AT AUSTIN
KXLY-TV	DTV	SPOKANE	WA	61978	SPOKANE TELEVISION, INC.
KXSE	FM	DAVIS	CA	53653	ENTRAVISION HOLDINGS, LLC
KXWY	FM	HUDSON	WY	166054	UNIVERSITY OF WYOMING
KYCC	FM	STOCKTON	CA	63464	YOUR CHRISTIAN COMPANION NETWORK, INC.
KYDA	FM	AZLE	TX	28122	EDUCATIONAL MEDIA FOUNDATION
KYNR	AM	TOPPENISH	WA	24586	CONFEDERATED TRIBES AND BANDS OF THE YAKAMA NATION
KZGZ	FM	AGANA	GU	33082	SORENSEN PACIFIC BROADCASTING, INC.
KZJH	FM	JACKSON	WY	65279	JACKSON HOLE RADIO, LLC
WARY	FM	VALHALLA	NY	71709	WESTCHESTER COMMUNITY COLLEGE
WBKI	DTV	SALEM	IN	34167	INDEPENDENCE TELEVISION COMPANY
WBRV-FM	FM	BOONVILLE	NY	65411	THE FLACK BROADCASTING GROUP L.L.C.
WCAN	FM	CANAJOHARIE	NY	70503	WAMC
WCBS-TV	DTV	NEW YORK	NY	9610	CBS BROADCASTING INC.
WCCR-FM	FM	CLARION	PA	11661	CLARION COUNTY BROADCASTING CORP.
WCII	FM	SPENCER	NY	20635	FAMILY LIFE MINISTRIES, INC.
WCMV	DTV	CADILLAC	MI	9922	CENTRAL MICHIGAN UNIVERSITY
WDAZ-TV	DTV	DEVIL'S LAKE	ND	22124	FORUM COMMUNICATIONS COMPANY
WEVC	FM	GORHAM	NH	24235	NEW HAMPSHIRE PUBLIC RADIO, INCORPORATED
WFBV	FM	SELINGSGROVE	PA	175641	BEAVER SPRINGS FAITH BAPTIST CHURCH, INC.
WFME-FM	FM	MOUNT KISCO	NY	70274	FAMILY STATIONS, INC.
WFSB	DTV	HARTFORD	CT	53115	MEREDITH CORPORATION
WGLG	FM	SWANTON	VT	172444	CHRISTIAN MINISTRIES, INC.
WHDQ	FM	CLAREMONT	NH	17798	GREAT EASTERN RADIO, LLC
WHLD	AM	NIAGARA FALLS	NY	7822	RADIO LICENSE HOLDING CBC, LLC
WHUC	AM	HUDSON	NY	63531	IHM LICENSES, LLC
WIBX	AM	UTICA	NY	168	TOWNSQUARE MEDIA LICENSEE OF UTICA/ROME, INC.

**FEBRUARY 25, 2021 BROADCAST EEO AUDIT  
RADIO & TELEVISION STATIONS**

CALL SIGN	SERVICE	CITY OF LICENSE	STATE	FACILITY ID	LICENSEE NAME
WINM	DTV	ANGOLA	IN	67787	TRI-STATE CHRISTIAN TV, INC.
WJCA	FM	ALBION	NY	86922	FAMILY WORSHIP CENTER CHURCH, INC.
WJCS	FM	ALLENTOWN	PA	4370	BEACON BROADCASTING CORPORATION
WJKB	FM	SHEFFIELD	PA	190374	EDUCATIONAL MEDIA FOUNDATION
WKDN-FM	FM	STATE COLLEGE	PA	91930	FAMILY STATIONS, INC.
WKGW	FM	KINGSTON	NY	20688	EDUCATIONAL MEDIA FOUNDATION
WKLE	DTV	LEXINGTON	KY	34207	KENTUCKY AUTHORITY FOR EDUCATIONAL TV
WKSE	FM	NIAGARA FALLS	NY	34384	ENTERCOM LICENSE, LLC
WKYE	FM	JOHNSTOWN	PA	15328	FM RADIO LICENSES, LLC
WLAJ	DTV	LANSING	MI	36533	MISSION BROADCASTING, INC.
WLGU	FM	LANCASTER	NY	83428	HOLY FAMILY COMMUNICATIONS INC
WLKW	FM	CELORON	NY	189508	EDUCATIONAL MEDIA FOUNDATION
WLMB	DTV	TOLEDO	OH	17076	DOMINION BROADCASTING, INC.
WLSH	AM	LANSFORD	PA	18232	CC BROADCASTING LLC
WMED-TV	DTV	CALAIS	ME	39646	MAINE PUBLIC BROADCASTING CORPORATION
WMEM	FM	PRESQUE ISLE	ME	39661	MAINE PUBLIC BROADCASTING CORPORATION
WMPG	FM	GORHAM	ME	69132	UNIVERSITY OF MAINE SYSTEM
WNJS	DTV	CAMDEN	NJ	48481	NEW JERSEY PUBLIC BROADCASTING AUTHORITY
WNJS-FM	FM	BERLIN	NJ	48486	WHYY, INC.
WPEI	FM	SACO	ME	69640	ATLANTIC COAST RADIO, LLC
WPGM	AM	DANVILLE	PA	43662	MONTROSE BROADCASTING CORPORATION
WPRV	AM	PROVIDENCE	RI	64840	RADIO LICENSE HOLDING CBC, LLC
WPWA	AM	CHESTER	PA	37843	MOUNT OCEAN MEDIA, LLC
WPXT	DTV	PORTLAND	ME	53065	HEARST PROPERTIES INC.
WQLN	DTV	ERIE	PA	53716	PUBLIC BROADCASTING OF NORTHWEST PENNSYLVANIA, INC.
WQXA-FM	FM	YORK	PA	52169	RADIO LICENSE HOLDING CBC, LLC
WRCR	AM	RAMAPO	NY	64556	ALEXANDER BROADCASTING, INC.
WTBQ	AM	WARWICK	NY	22292	FRANK R. TRUATT
WTMC	AM	WILMINGTON	DE	48381	DELAWARE DEPARTMENT OF TRANSPORTATION
WTOR	AM	YOUNGSTOWN	NY	74121	BIRACH BROADCASTING CORPORATION
WTSV	AM	CLAREMONT	NH	17795	GREAT EASTERN RADIO, LLC
WUMZ	FM	GLOUCESTER	MA	174558	UNIVERSITY OF MASSACHUSETTS
WUSB	FM	STONY BROOK	NY	63110	STATE UNIVERSITY OF NEW YORK
WUTQ-FM	FM	UTICA	NY	14532	ROSER COMMUNICATIONS NETWORK, INC.
WVNH	FM	CONCORD	NH	8698	NEW HAMPSHIRE GOSPEL RADIO, INC.
WVNJ	AM	OAKLAND	NJ	68956	RELEVANT RADIO, INC.
WVSQ	FM	RENOVO	PA	49266	SCHLESINGER COMMUNICATIONS, INC.
WWJ-TV	DTV	DETROIT	MI	72123	CBS BROADCASTING INC.
WWLN	FM	LINCOLN	ME	174228	LIGHT OF LIFE MINISTRIES, INC.

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WWRU	AM	JERSEY CITY	NJ	87123	MULTICULTURAL RADIO BROADCASTING LICENSEE, LLC
WYFM	FM	SHARON	PA	60006	CUMULUS LICENSING LLC
WYFP	FM	HARPSWELL	ME	17482	BIBLE BROADCASTING NETWORK, INC.
WYMT-TV	DTV	HAZARD	KY	24915	GRAY TELEVISION LICENSEE, LLC
WZON	AM	BANGOR	ME	66674	THE ZONE CORPORATION