



PUBLIC NOTICE

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

News Media Information 202 / 418-0500
Internet: <http://www.fcc.gov>
TTY: 1-888-835-5322

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MEDIA BUREAU CONTINUES 2018 EEO AUDITS

On June 19, the Media Bureau will send its second set of Equal Employment Opportunity (EEO) audit letters for 2018 to randomly selected radio 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 stations included in this audit, as well as the text of the June 18, 2018 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

(AUDIT LETTER)

June 19, 2018

Dear Licensee:

1. In accordance with 47 C.F.R. § 73.2080(f)(4) of the Commission's rules, 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 link to Section 73.2080 of the Commission's rules is included for your reference:

<https://www.gpo.gov/fdsys/pkg/CFR-2017-title47-vol4/pdf/CFR-2017-title47-vol4-sec73-2080.pdf>.

To verify the authenticity of this letter, you may go to the FCC website and view the Public Notice that concerns this audit at:

<https://www.fcc.gov/general/equal-employment-opportunity>.

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 included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, 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 47 C.F.R. § 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 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 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.** Direct your response to EEO Staff, Policy Division, Media Bureau, Federal Communications Commission, 445 12th Street, S.W., Washington, DC 20554. The response must be received by the Commission by August 6, 2018. You need only submit your original response; no copies are needed. You should direct your response to the above address, *not* 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* Section 1.16.)

6. As of March 1, 2018, radio as well as television stations were required to have their public files online on the Commission's website. *See Expansion of Online Public File Obligations To Cable and Satellite TV Operators and Broadcast and Satellite Radio Licensees*, 31 FCC Rcd 526, 543 (2016). Because your audit response and our final response to you will need to be included in your public file when this audit is concluded, your response must be in the form of a CD or other electronic medium, such as an e-mail to lewis.pulley@fcc.gov. 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; *see also* 47 C.F.R. § 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). Extensions of time must be requested in writing (or sent 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), linked here:

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 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 2016, 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, in an e-mail sent to lewis.pulley@fcc.gov. We will then advise you if a response is necessary. Also, if the Station's license renewal was granted after June 1, 2016, you may not need to respond to this letter. To confirm, please e-mail me at 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

Callsign	Facil.ID	Com. City	Com.State	Broadcast Station Type	Licensee MSO
WAUG	58586	NEW HOPE	NC	AM	SAINT AUGUSTINE'S UNIVERSITY
WORD-FM	58627	PITTSBURGH	PA	FM	CARON BROADCASTING, INC.
KYDN	58901	MONTE VISTA	CO	FM	SAN LUIS VALLEY BROADCASTING, INC.
WAVU	58944	ALBERTVILLE	AL	AM	SAND MOUNTAIN BROADCASTING SERVICE, INC.
WIPA	59011	PITTSFIELD	IL	FM	THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS
KWWW-FM	59050	QUINCY	WA	FM	CCR-WENATCHEE IV, LLC
KMDL	59289	KAPLAN	LA	FM	TOWNSQUARE MEDIA OF LAFAYETTE, LLC
KPOC-FM	59407	POCAHONTAS	AR	FM	COMBINED MEDIA GROUP, INC.
WIPC	59616	LAKE WALES	FL	AM	SUPER W MEDIA GROUP, INC.
KKDA	59703	GRAND PRAIRIE	TX	AM	SKR PARTNERS, LLC
KBNO	59956	DENVER	CO	AM	LATINO COMMUNICATIONS, LLC
KEYY-FM	59967	ST. PAUL	MN	FM	AMFM BROADCASTING LICENSES, LLC
WDFN	59969	DETROIT	MI	AM	AMFM RADIO LICENSES, L.L.C.
WHTQ	60004	WHITING	WI	FM	NRG LICENSE SUB, LLC
WSIG	60105	MOUNT JACKSON	VA	FM	TIDEWATER COMMUNICATIONS, LLC
KCVR	60424	LODI	CA	AM	ENTRAVISION HOLDINGS, LLC

KLUA	60504	KAILUA KONA	HI	FM	PACIFIC RADIO GROUP, INC.
KSWW	60544	OCEAN SHORES	WA	FM	JODESHA BROADCASTING, INC.
KTMY	60641	COON RAPIDS	MN	FM	KTMY-FM, LLC
KYNT	60857	YANKTON	SD	AM	RIVERFRONT BROADCASTING LLC
KBON	60867	MAMOU	LA	FM	ROSE ANN MARX
WLTR	60984	COLUMBIA	SC	FM	SOUTH CAROLINA EDUCATIONAL TV COMMISSION
KCHR	61145	CHARLESTON	MO	AM	SOUTH MISSOURI BROADCASTING COMPANY, INC.
WHPH	61231	JEMISON	AL	FM	GREAT SOUTH WIRELESS, LLC
WMDM	61314	LEXINGTON PARK	MD	FM	SOMAR COMMUNICATIONS, INC.
KKMK	61325	RAPID CITY	SD	FM	HOMESLICE MEDIA GROUP, LLC
WCYT	61430	LAFAYETTE TOWNSHIP	IN	FM	SOUTHWEST ALLEN COUNTY SCHOOLS
WAFM	62222	AMORY	MS	FM	STANFORD COMMUNICATIONS, INC.
KGRC	62332	HANNIBAL	MO	FM	STARADIO CORP.
WHBM	63058	PARK FALLS	WI	FM	STATE OF WISCONSIN - EDUCATIONAL COMMUNICATIONS BOARD
WQKE	63128	PLATTSBURGH	NY	FM	STATE UNIVERSITY OF NEW YORK
KISR	63336	FORT SMITH	AR	FM	STEREO 93 INC.
WBZY	63406	BOWDON	GA	FM	CC LICENSES, LLC
WHFX	63431	DARIEN	GA	FM	AMFM RADIO LICENSES, L.L.C.
WGIG	63432	BRUNSWICK	GA	AM	AMFM RADIO LICENSES, L.L.C.

WGIG	63432	BRUNSWICK	GA	AM	AMFM RADIO LICENSES, L.L.C.
KROP	63470	BRAWLEY	CA	AM	LARDOG COMMUNICATIONS, LLC
WVEE	63776	ATLANTA	GA	FM	CBS RADIO EAST, LLC
WCAO	63777	BALTIMORE	MD	AM	CITICASTERS LICENSES, INC.
WISK-FM	63784	AMERICUS	GA	FM	SUMTER BROADCASTING CO., INC.
KGBA	8174	HEBER	CA	AM	THE VOICE OF INTERNATIONAL CHRISTIAN EVANGELISM, INC.
KCSS	8368	TURLOCK	CA	FM	CALIFORNIA STATE UNIVERSITY, STANISLAUS
KLEB	8381	GOLDEN MEADOW	LA	AM	COASTAL BROADCASTING OF LAROSE, INC.
KWFJ	8393	ROY	WA	FM	BIBLE BROADCASTING NETWORK, INC.
WKKL	8572	WEST BARNSTABLE	MA	FM	CAPE COD COMMUNITY COLLEGE
KMTX	8668	HELENA	MT	FM	THE MONTANA RADIO COMPANY, LLC
WMXC	8696	MOBILE	AL	FM	CC LICENSES, LLC
KVYB	8853	SANTA BARBARA	CA	FM	CUMULUS LICENSING LLC
WPUC-FM	9351	PONCE	PR	FM	PONTIFICAL CATHOLIC UNIV OF PUERTO RICO SERVICE ASSN, INC.
WODS	9639	BOSTON	MA	FM	CBS RADIO EAST, LLC
KCFI	9726	CEDAR FALLS	IA	AM	COLOFF MEDIA, LLC
KBOS-FM	9748	TULARE	CA	FM	CAPSTAR TX, LLC

KDRH	9863	KING CITY	CA	FM	THE ASSOCIATION FOR COMMUNITY EDUCATION, INC.
KEYZ	10511	WILLISTON	ND	AM	CCR-WILLISTON IV, LLC
WQMZ	10653	CHARLOTTESVILLE	VA	FM	SAGA COMMUNICATIONS OF CHARLOTTESVILLE, LLC
WCVP-FM	10700	ROBBINSVILLE	NC	FM	CHEROKEE BROADCASTING COMPANY, INC.
WGCD	10761	CHESTER	SC	AM	WISDOM, LLC
KGIW	12814	ALAMOSA	CO	AM	WOLF CREEK BROADCASTING, LLC
WHFH	12922	FLOSSMOOR	IL	FM	COMMUNITY HIGH SCHOOL DIST. #233
WNPR	13627	MERIDEN	CT	FM	CONNECTICUT PUBLIC BROADCASTING, INC
KKRF	13822	STUART	IA	FM	M&M BROADCASTING, INC.