

Hill Country Broadcasting, LLC  
P.O. Box 311  
Fredericksburg, Texas 78624

May 6, 2024

EEO Staff, Enforcement Bureau  
Federal Communications Commission  
45 L Street, NE  
Washington, D.C. 20554

Re: KFAN-FM, Facility ID No.

22671

Johnson City, Texas

EEO Audit Response

Dear Sir or Madam:

Hill Country Broadcasting, LLC ("Hill Country"), licensee of Station KFAN-FM, Facility Identification Number 22671, Johnson City, Texas, as well as the other stations in the same employment unit, which are KNAF(AM), Facility Identification Number 22670, Fredericksburg, Texas; KNAF-FM, Facility Identification Number 83212, Fredericksburg, Texas; and KEEP, Facility Identification Number 30106, Bandera, Texas, hereby submits this letter in response to the letter dated March 22, 2024, from the Assistant Chief, Investigations and Hearings Division, Enforcement Bureau, in which it is stated that KFAN-FM's employment unit has been selected for a random audit of its Equal Employment Opportunity ("EEO") program.

Hill Country hereby reports that while the KFAN-FM employment unit as a whole now has five full-time employees, the fifth full-time employee was just hired on February 26, 2024, fewer than 30 days before release of the EEO audit letter. Accordingly, Hill Country was not required to have an EEO program for this employment unit during any significant portion of the reporting period. Its full-time employees are as follows:

<u>Title</u>	<u>No. Hours Assigned to Work Per Week</u>
Operations Manager	40
Sales Manager	35
Music/Program Director	35
Office Manager	35
Full Time Sales	35

To Hill Country's knowledge, no station in the KFAN-FM employment unit has had any pending or resolved discrimination complaints filed in any federal, state, or local forum against it during the current license term.

Very truly yours,

HILL COUNTRY BROADCASTING, LLC

By:



Janice Fritz, Executor, Estate of Jayson Fritz

Manager