



# PUBLIC NOTICE

Federal Communications Commission  
445 12<sup>th</sup> St., S.W.  
Washington, D.C. 20554

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## FCC CONTINUES 2012 EEO AUDITS

On June 7, 2012, the Federal Communications Commission mailed the second of its Equal Employment Opportunity (EEO) audit letters for 2012 to randomly selected radio stations. In accordance with the provisions of Sections 73.2080(f)(4) and 76.77(d) of the Commission's EEO rules, the FCC annually audits the EEO programs of randomly selected broadcast licensees and multi-channel video programming distributors (MVPDs). Each year, approximately five percent of all radio and television stations and MVPDs are selected for these EEO audits. The Commission mailed the first EEO audit letters this year to randomly selected radio and television stations on February 16, 2012.

Attached are a list of the radio stations to which the audit letters were sent on June 7, as well as the text of the June 7, 2012 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-2012-headlines>.

For stations that have a website and five or more full-time employees:

We remind you that you must post your most recent EEO public file report on your website by the deadline by which it must be placed in the public file, in accordance with 47 C.F.R. § 73.2080(c)(6). This will be examined as part of the audit. Failure to post the required report on a station website is a violation of the EEO Rule and subject to sanctions, including a forfeiture. Please also note that if your station or employment unit does not have its own website, but its corporate site contains a link to a site pertaining to the station or unit, then the station or unit's most recent EEO public file report must be linked to either the station or unit's site or the general corporate site, pursuant to 47 C.F.R. § 73.2080(c)(6).

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

June 7, 2012

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 copy of Section 73.2080 of the Commission's rules is enclosed 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 only to provide a list of the Unit's full-time employees, each noted by job title, 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 in your response to this letter, 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). Include 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).

(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.

#### 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 12<sup>th</sup> Street, S.W., Washington, DC 20554. The response must be received by the Commission by July 17, 2012. You need only submit your original response; no copies are needed. 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.) The response may be in the form of a CD or other electronic medium, as long as the certification provided refers to the material submitted and is on paper with an original signature. 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](mailto: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).

6. In accordance with Sections 73.3526(e)(10) (for commercial stations ) and 73.3527(e)(11) (for noncommercial educational stations), copies of which are enclosed, 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.

7. If our EEO random audits sent in 2010, 2011, or 2012 included the Station, or if the Station's most recent license renewal application was granted, by final order, within the past 18 months, you may not have to respond to this letter. If the Station falls within one of these categories, before responding, please tell us the dates of public file reports included in an audit response or the date of the Station's renewal, in an e-mail sent to [lewis.pulley@fcc.gov](mailto:lewis.pulley@fcc.gov). We will then advise you if a response is necessary. 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

Enclosures

JUNE 2012 RADIO EEO AUDITS

FACILITY ID	CALLSIGN	SERVICE	LICENSEE	Community City	State
34609	WJEN	FM	6 JOHNSON ROAD LICENSES, INC.	KILLINGTON	VT
54852	WLNA	AM	6 JOHNSON ROAD LICENSES, INC.	PEEKSKILL	NY
52060	WBEA	FM	AAA LICENSING LLC	SOUTHOLD	NY
15253	WKKW	FM	AJG CORPORATION	FAIRMONT	WV
2320	KTPI-FM	FM	ALOHA STATION TRUST, LLC	MOJAVE	CA
3242	WVIK	FM	AUGUSTANA COLLEGE	ROCK ISLAND	IL
38906	KZNX	AM	BMP AUSTIN LICENSE COMPANY, L.P.	CREEDMOOR	TX
60153	WXDX-FM	FM	CAPSTAR TX LLC	PITTSBURGH	PA
20356	KMPS-FM	FM	CBS RADIO HOLDINGS INC.	SEATTLE	WA
50355	KCAP	AM	CCR-HELENA IV, LLC	HELENA	MT
175	KLMR-FM	FM	CCR-LAMAR IV, LLC	LAMAR	CO
135914	WIWA	AM	CENTRO DE LA FAMILIA CRISTIANA INC.	ST. CLOUD	FL
12297	KDHN	AM	COLLINS COMMUNICATIONS COMPANY	DIMMITT	TX
6488	KQCV-FM	FM	COMMUNITY BROADCASTING, INC.	SHAWNEE	OK
14019	KMIQ	FM	COTTON BROADCASTING	ROBSTOWN	TX
50030	KONO-FM	FM	COX RADIO, INC.	HELOTES	TX
73977	WSB	AM	COX RADIO, INC.	ATLANTA	GA
14769	KBBN-FM	FM	CUSTER COUNTY BROADCASTING CO.	BROKEN BOW	NE
14771	WEIB	FM	CUTTING EDGE BROADCASTING, INC.	NORTHAMPTON	MA
4487	KDBM	AM	DEAD-AIR BROADCASTING COMPANY, INC.	DILLON	MT
18307	WEKU	FM	EASTERN KENTUCKY UNIVERSITY	RICHMOND	KY
93003	KAKL	FM	EDUCATIONAL MEDIA FOUNDATION	ANCHORAGE	AK
93533	KBMK	FM	EDUCATIONAL MEDIA FOUNDATION	BISMARCK	ND
122198	KELU	FM	EDUCATIONAL MEDIA FOUNDATION	CLOVIS	NM
90659	KKLP	FM	EDUCATIONAL MEDIA FOUNDATION	LA PINE	OR
93114	KLRM	FM	EDUCATIONAL MEDIA FOUNDATION	MELBOURNE	AR
84247	KQLV	FM	EDUCATIONAL MEDIA FOUNDATION	BOSQUE FARMS	NM
122257	KWKL	FM	EDUCATIONAL MEDIA FOUNDATION	GRANDFIELD	OK
25733	WLKJ	FM	EDUCATIONAL MEDIA FOUNDATION	PORTAGE	PA
8609	WDAF-FM	FM	ENTERCOM KANSAS CITY LICENSE, LLC	LIBERTY	MO
33567	KSSC	FM	ENTRAVISION HOLDINGS, LLC	VENTURA	CA
19841	KWSW	AM	EUREKA BROADCASTING CO., INC.	EUREKA	CA
37462	WBFN	AM	FAMILY LIFE BROADCASTING SYSTEM	BATTLE CREEK	MI
64572	WZWW	FM	FIRST MEDIA RADIO, LLC	BELLEFONTE	PA
21667	WXPL	FM	FITCHBURG STATE UNIVERSITY	FITCHBURG	MA
37028	KDSP	FM	FRONT RANGE SPORTS NETWORK, LLC	GREENWOOD VILLAGE	CO
76352	KJCM	FM	FUCHS RADIO L.L.C.	SNYDER	OK
70631	KTIJ	FM	FUCHS RADIO, LLC	ELK CITY	OK
23278	WGVE-FM	FM	GARY COMMUNITY SCHOOL CORP.	GARY	IN
25752	KVGS	FM	GGB LAS VEGAS LLC	MEADVIEW	AZ
24247	KTBB-FM	FM	GLEISER COMMUNICATIONS, LLC	TYLER	TX
12083	WTSL	AM	GREAT EASTERN RADIO, LLC	HANOVER	NH
40407	WMGC-FM	FM	GREATER BOSTON RADIO, INC.	DETROIT	MI
25870	WLPA	AM	HALL COMMUNICATIONS, INC.	LANCASTER	PA

41840	WCJC	FM	HOOSIER AM/FM, LLC	VAN BUREN	IN
17811	KHMD	FM	HOUSTON CHRISTIAN BROADCASTERS, INC.	MANSFIELD	LA
172882	KTSJ-FM	FM	IDAHO CONFERENCE OF SEVENTH-DAY ADVENTISTS, INC.	MENAN	ID
67678	KTNT	FM	K95.5, INC.	EUFAULA	OK
93251	WXMF	FM	KAYSER BROADCAST MINISTRIES, INC.	MARION	OH
34046	WKRW	FM	KENT STATE UNIVERSITY	WOOSTER	OH
85796	KUBJ	FM	KSBJ EDUCATIONAL FOUNDATION	BRENHAM	TX
90952	KPFZ-FM	FM	LAKE COUNTY COMMUNITY RADIO INC	LAKEPORT	CA
37149	WHME	FM	LESEA BROADCASTING CORPORATION	SOUTH BEND	IN
176566	KNGW	FM	LIFE ON THE WAY COMMUNICATIONS, INC.	JUNEAU	AK
25989	WBTI	FM	LIGGETT COMMUNICATIONS, L.L.C.	LEXINGTON	MI
38332	WCWP	FM	LONG ISLAND UNIVERSITY PUBLIC RADIO NETWORK	BROOKVILLE	NY
90503	KRFH	FM	MARSHALLTOWN EDUCATION PLUS, INC.	MARSHALLTOWN	IA
70436	WDOH	FM	MAVERICK MEDIA OF LIMA LICENSE LLC	DELPHOS	OH
41101	KCZQ	FM	MEGA MEDIA, LTD.	CRESCO	IA
13996	WYPL	FM	MEMPHIS PUBLIC LIBRARY & INFO CENTER	MEMPHIS	TN
17022	KBFL	AM	MEYER-BALDRIDGE, INC.	SPRINGFIELD	MO
173818	KYPH	FM	MONTANA STATE UNIVERSITY - BILLINGS	EAST HELENA	MT
44022	KPFM	FM	MOUNTAIN HOME RADIO STATION, INC.	MOUNTAIN HOME	AR
47099	WBGW	FM	MUSIC MINISTRIES, INC.	FORT BRANCH	IN
8596	WEEX	AM	NASSAU BROADCASTING II, LLC	EASTON	PA
49564	WBQX	FM	NASSAU BROADCASTING III, LLC	THOMASTON	ME
70377	KAQY	FM	NEW WEST BROADCASTING CORP.	KEALAKEKUA	HI
43937	KMZT	AM	MOUNT WILSON FM BROADCASTERS, INC.	BEVERLY HILLS	CA
73121	WJAG	AM	LICENSEE WJAG,INC	NORFOLK	NE
65629	KWSH	AM	ONE TEN BROADCASTING GROUP, INC.	WEWOKA	OK
10528	KCNA	FM	OPUS BROADCASTING SYSTEMS, INC.	CAVE JUNCTION	OR
18550	WHTF	FM	OPUS BROADCASTING TALLAHASSEE, LLC	HAVANA	FL
51419	KOMX	FM	PAMPA BROADCASTERS, INC.	PAMPA	TX
71487	KTTG	FM	PEARSON BROADCASTING OF MENA, INC.	MENA	AR
52194	WNTP	AM	PENNSYLVANIA MEDIA ASSOCIATES, INC.	PHILADELPHIA	PA
61159	WJDA	AM	PRINCIPLE BOSTON HOLDCO LLC	QUINCY	MA
2683	WCIB	FM	QANTUM OF CAPE COD LICENSE COMPANY, LLC	FALMOUTH	MA
42658	WQUN	AM	QUINNIPIAC UNIVERSITY	HAMDEN	CT
71398	WEBO	AM	RADIGAN BROADCASTING GROUP, LLC	OWEGO	NY
86618	KDZR	AM	RADIO DISNEY GROUP, LLC	LAKE OSWEGO	OR
43904	WWJZ	AM	RADIO DISNEY GROUP, LLC	MOUNT HOLLY	NJ
60427	KWNN	FM	RADIO LICENSE HOLDING CBC, LLC	TURLOCK	CA
16894	WNML	AM	RADIO LICENSE HOLDING CBC, LLC	KNOXVILLE	TN
73250	WMAL	AM	RADIO LICENSE HOLDING VII, LLC	WASHINGTON	DC
85510	KBIO	FM	RADIO MARIA, INC.	NATCHITOCHE	LA
55078	KBRX	AM	RANCLAND BROADCASTING CO.	O'NEILL	NE
55711	WPXZ-FM	FM	RENDA BROADCASTING CORPORATION OF NEVADA	PUNXSUTAWNEY	PA
32391	WNYY	AM	SAGA COMMUNICATIONS OF NEW ENGLAND, LLC	ITHACA	NY
34475	KXPO	AM	SIMMONS BROADCASTING, INC.	GRAFTON	ND
84479	WTLI	FM	SMILE FM	BEAR CREEK TOWNSHIP	MI
162324	KDTR	FM	SPANISH PEAKS BROADCASTING, INC	FLORENCE	MT
173719	KOMQ	FM	SPOKANE PUBLIC RADIO, INC.	OMAK	WA
176294	KKRY	FM	ST. PAUL CULTURAL BROADCASTING, INC.	KEARNY	AZ
62215	WFTM	AM	STANDARD TABACCO CO.	MAYSVILLE	KY

88376	KINB	FM	THE LAST BASTION STATION TRUST, LLC, AS TRUSTEE	KINGFISHER	OK
43695	WIWC	FM	THE MOODY BIBLE INSTITUTE OF CHICAGO	KOKOMO	IN
66513	WNUB-FM	FM	THE TRUSTEES OF THE NORWICH UNIVERSITY	NORTHFIELD	VT
63598	KKSD	FM	THREE EAGLES OF JOLIET, INC.	MILBANK	SD
67067	KGBT	AM	TICHENOR LICENSE CORPORATION	HARLINGEN	TX
77778	KFMJ	FM	TLP COMMUNICATIONS, INC	KETCHIKAN	AK
41433	KATP	FM	TOWNSQUARE MEDIA AMARILLO LICENSE, LLC	AMARILLO	TX
68588	WBNQ	FM	TOWNSQUARE MEDIA OF BLOOMINGTON, INC.	BLOOMINGTON	IL
14908	KROD	AM	TOWNSQUARE MEDIA OF EL PASO, INC.	EL PASO	TX
54394	KKPL	FM	TOWNSQUARE MEDIA OF FT. COLLINS, INC.	CHEYENNE	WY
43591	KAZU	FM	UNIVERSITY CORPORATION AT MONTEREY BAY	PACIFIC GROVE	CA
122279	WUMG	FM	UNIVERSITY OF MASSACHUSETTS	STOW	MA
69138	WRUR-FM	FM	UNIVERSITY OF ROCHESTER BROADCAST CORP.	ROCHESTER	NY
16750	KKRG	FM	UNIVISION RADIO LICENSE CORPORATION	ALBUQUERQUE	NM
69633	WVLN	AM	V.L.N. BROADCASTING, INC.	OLNEY	IL
22122	WAKV	AM	VINTAGE RADIO ENTERPRISES, L.L.C.	OTSEGO	MI
41898	KVMI	FM	VISION MEDIA INCORPORATED	ARTHUR	ND
71103	WAVR	FM	WATS BROADCASTING, INC.	WAVERLY	NY
71794	KTBA	AM	WESTERN INDIAN MINISTRIES, INC.	TUBA CITY	AZ
71860	WKUE	FM	WESTERN KENTUCKY UNIVERSITY	ELIZABETHTOWN	KY
8779	KPTE	FM	WINTON ROAD BROADCASTING CO., LLC	DURANGO	CO
70653	WPFR	AM	WORLD POWER, INC.	TERRE HAUTE	IN
27420	WHSR	AM	WWNN LICENSE, LLC	POMPANO BEACH	FL
28292	WRVY-FM	FM	WZOE, INC	HENRY	IL