



PUBLIC NOTICE

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

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MEDIA BUREAU CONTINUES 2017 EEO AUDITS

On June 12, 2017, the Media Bureau mailed the second of its Equal Employment Opportunity (EEO) audit letters for 2017 to randomly selected radio stations. In accordance with the provisions of Section 73.2080(f)(4) of the Commission's EEO rules, the FCC 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 to which the audit letters were sent, as well as the text of the June 12, 2017 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>

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

The Federal Communications Commission reminds 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 posting 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

June 12, 2017

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 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. The Federal Communications Commission 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 the Federal Communications Commission believes any of the initiatives you have documented are inadequate, the Federal Communications Commission may ask for more information, but documentation for four is all the Federal Communications Commission 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 the Federal Communications Commission does 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 July 27, 2017. 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. If you file your response in person and wish to have the filing date-stamped, personnel at the security desk in the 12th Street lobby of the FCC headquarters building can date-stamp the filing. 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, such as an e-mail to lewis.pulley@fcc.gov, 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) 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. The Federal Communications Commission does 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 any time in 2015, 2016, or 2017 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. The Federal Communications Commission 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

Stations Included In Audit

<u>Call Sign</u>	<u>City</u>	<u>Fac. ID</u>	<u>Service</u>	<u>State</u>	<u>Licensee</u>
KLVO	BELEN	25529	FM	NM	AGM NEVADA, LLC
KKIQ	LIVERMORE	67818	FM	CA	ALPHA MEDIA LICENSEE LLC
KLAK	TOM BEAN	36265	FM	TX	ALPHA MEDIA LICENSEE LLC
KLVF	LAS VEGAS	34441	FM	NM	BACA BROADCASTING, LLC
KEPN	LAKEWOOD	30823	AM	CO	BONNEVILLE INTERNATIONAL CORPORATION
KBTL	EL DORADO	83259	FM	KS	BUTLER COUNTY COMMUNITY COLLEGE
KIOU	SHREVEPORT	33714	AM	LA	CAPITAL CITY RADIO CORPORATION
KFRA	FRANKLIN	22307	AM	LA	CASTAY MEDIA, INC.
KDKA	PITTSBURGH	25443	AM	PA	CBS RADIO EAST INC.
KDJE	JACKSONVILLE	23025	FM	AR	CC LICENSES, LLC
KHKM	HAMILTON	76981	FM	MT	CCR-MISSOULA IV, LLC
KERG	ESCOBARES	183362	FM	TX	CHRISTIAN MINISTRIES OF THE VALLEY, INC.
KGB-FM	SAN DIEGO	34454	FM	CA	CITICASTERS LICENSES, INC.
KLSI	MOORELAND	183350	FM	OK	CLASSIC COMMUNICATIONS, INC.
KDSS	ELY	63558	FM	NV	COATES BROADCASTING, INC.
KCVG	HASTINGS	78448	FM	NE	COMMUNITY BROADCASTING, INC.
KFAY	FARMINGTON	16573	AM	AR	CUMULUS LICENSING LLC
KDEC	DECORAH	16368	AM	IA	DECORAH BROADCASTING, INC.
KDUQ	LUDLOW	21497	FM	CA	DOS COSTAS COMMUNICATIONS CORP.
KKQY	HILL CITY	54891	FM	KS	EAGLE COMMUNICATIONS, INC.
KARB	PRICE	18390	FM	UT	EASTERN UTAH BROADCASTING COMPANY
KKLV	KAYSVILLE	69553	FM	UT	EDUCATIONAL MEDIA FOUNDATION
KGLY	TYLER	18757	FM	TX	EDUCATIONAL RADIO FD. OF EAST TEXAS, INC.
KLOK-FM	GREENFIELD	49100	FM	CA	ENTRAVISION HOLDINGS, LLC
KGDP-FM	SANTA MARIA	79035	FM	CA	FAMILY LIFE BROADCASTING, INC.
KJSM-FM	AUGUSTA	26390	FM	AR	FAMILY WORSHIP CENTER CHURCH, INC.
KDSJ	DEADWOOD	24553	AM	SD	GOLDRUSH BROADCASTING, INC.
KCKK	LITTLETON	52249	AM	CO	HUNT BROADCASTING LLC
KBAC	LAS VEGAS	40639	FM	NM	HUTTON BROADCASTING, LLC
KBRO	BREMERTON	48248	AM	WA	IGLESIA PENTECOSTAL VISPERA DEL FIN
KHOT	MADERA	39566	AM	CA	IHR EDUCATIONAL BROADCASTING
KKOK-FM	MORRIS	71876	FM	MN	IOWA CITY BROADCASTING COMPANY, INC.
KITX	HUGO	26159	FM	OK	K95.5, INC.
KDXX	LEWISVILLE	57376	FM	TX	KECS-FM LICENSE CORPORATION
KHPQ	CLINTON	71395	FM	AR	KING-SULLIVAN RADIO
KCAX	BRANSON	68415	AM	MO	KOMC-KRZK, LLC
KIMI	MALVERN	189501	FM	IA	KONA COAST RADIO, LLC
KLFR	REEDSPORT	82437	FM	OR	LANE COMMUNITY COLLEGE
KEDJ	JEROME	33446	FM	ID	LEE FAMILY BROADCASTING, INC.

KLTF	LITTLE FALLS	37780	AM	MN	LITTLE FALLS RADIO CORPORATION
KCHJ	DELANO	35111	AM	CA	LOTUS BAKERSFIELD CORP.
KKBA	KINGSVILLE	34918	FM	TX	MALKAN INTERACTIVE COMMUNICATIONS, LLC
KATO	SAFFORD	40914	AM	AZ	MCMURRAY COMMUNICATIONS, INC.
KKCI	GOODLAND	18076	FM	KS	MELIA COMMUNICATIONS, INC.
KFKF-FM	KANSAS CITY	34431	FM	KS	MGTF MEDIA COMPANY, LLC
KLBC	DURANT	17754	FM	OK	MID-CONTINENTAL BROADCASTING, LLC
KLSE	ROCHESTER	42929	FM	MN	MINNESOTA PUBLIC RADIO
KCHW	CHEWELAH	185084	FM	WA	NE WASHINGTON COMMUNITY RADIO GUILD
KLEE	OTTUMWA	21915	AM	IA	O-TOWN COMMUNICATIONS, INC.
KGRV	WINSTON	51181	AM	OR	PACIFIC CASCADE COMMUNICATIONS CORP.
KBKR	BAKER	24794	AM	OR	PACIFIC EMPIRE RADIO CORPORATION
KCFC	BOULDER	70405	AM	CO	PUBLIC BROADCASTING OF COLORADO, INC.
KFGI	CROSBY	21622	FM	MN	R & J BROADCASTING, INC.
KLKS	PEQUOT LAKES	76432	FM	MN	R & J BROADCASTING, INC.
KGHW	ONIDA	177344	FM	SD	RADIO 74 INTERNATIONALE
KATQ	PLENTYWOOD	54639	AM	MT	RADIO INTERNAT'L KATQ BROADCAST ASSN.
KCSF	COLORADO SPRINGS	62039	AM	CO	RADIO LICENSE HOLDING CBC, LLC
KCFY	YUMA	70454	FM	AZ	RELEVANT MEDIA, INC.
KJFF	HARLINGEN	56081	FM	TX	RGV EDUCATIONAL BROADCASTING, INC.
KID-FM	IDAHO FALLS	22195	FM	ID	RICH BROADCASTING IDAHO LS, LLC
KISM	BELLINGHAM	34469	FM	WA	SAGA BROADCASTING, LLC
KHNR	HONOLULU	16742	AM	HI	SALEM MEDIA OF HAWAII, INC.
KCRO	OMAHA	54902	AM	NE	SALEM MEDIA OF ILLINOIS, LLC
KLVS	LIVERMORE	69685	FM	CA	SAN JOAQUIN B'CASTING CO., NON-PROFIT CORP.
KCRU	OXNARD	59085	FM	CA	SANTA MONICA COMM. COLLEGE DISTRICT
KCCB	CORNING	60196	AM	AR	SHIELDS-ADKINS BROADCASTING, INC.
KDDR	OAKES	60499	AM	ND	SIOUX VALLEY BROADCASTING, COMPANY
KACE	BEATTY	189484	FM	NV	SMITH AND FITZGERALD, PARTNERSHIP
KJRN	KEENE	61585	FM	TX	SOUTHWESTERN ADVENTIST UNIVERSITY
KBZD	AMARILLO	33449	FM	TX	TEJAS BROADCASTING LTD., LLP
KDAE	SINTON	63346	AM	TX	THE WORSHIP CENTER OF KINGSVILLE
KIFG-FM	IOWA FALLS	52020	FM	IA	TIMES-CITIZEN COMMUNICATIONS, INC.
KFMX-FM	LUBBOCK	60799	FM	TX	TOWNSQUARE MEDIA LUBBOCK LICENSE, LLC
KLNV	SAN DIEGO	51515	FM	CA	UNIVISION RADIO LICENSE CORPORATION
KLQV	SAN DIEGO	51164	FM	CA	UNIVISION RADIO LICENSE CORPORATION
KIGC	OSKALOOSA	72710	FM	IA	WILLIAM PENN UNNIVERSITY
KBNX	BANGS	191503	FM	TX	WILLIAM W. MCCUTCHEN III
KKNG-FM	BLANCHARD	73947	FM	OK	WPA RADIO LLC
KJIK	DUNCAN	78307	FM	AZ	WSK FAMILY TRUST (CATHY KONOPNICKI MANAGER/TRUSTEE)