



PUBLIC NOTICE

Federal Communications Commission
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Washington, D.C. 20554

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ENFORCEMENT BUREAU CONTINUES 2020 EEO AUDITS

The Enforcement Bureau sent the second of its Equal Employment Opportunity (EEO) audit letters for 2020 to randomly selected radio stations on June 9, 2020. On February 6, 2020, the Bureau sent the first EEO audit letters for broadcasters for 2020.¹ In accordance with section 73.2080(f)(4) of the Commission's EEO rules,² 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 9, 2020 audit letter. The list and the letter can also 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>

Enforcement Bureau Contact: Lewis Pulley at 202-418-1450

¹ See Public Notice DA 20-131, released February 6, 2020.

² 47 CFR § 73.2080(f)(4)



Federal Communications Commission
Washington, D.C. 20554

June 9, 2020

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), the station employment unit (the Unit) that includes your station, referenced above (the Station), has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. This is a link to section 73.2080 of the Commission's rules: <https://www.fcc.gov/enforcement/eb-eeo/equal-employment-opportunity-rules>

2. You must still respond to this letter, even if the Unit is not required under our rules to have an EEO recruitment program due to the nature of its full-time workforce (because it has fewer than five full-time employees, defined as employees regularly assigned to work 30 hours a week or more). 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.** All Units must provide information for Question 3(e). If the Unit employs five or more full-time employees, 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 posted on each of these websites, indicate each relevant website and provide an explanation of why the report is not posted, 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 section 73.2080(c)(6).

(b) For each of the Unit's full-time positions 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 the Unit's 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 of the Unit's full-time vacancies filled during the period covered by the above-noted EEO public file reports.

(d) Documentation of the Unit's 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 that referred the person hired 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. *You must upload your response to this audit letter to your station's online public inspection file on www.fcc.gov by July 24, 2020, and include in your response your station's Facility ID Number and an e-mail address where a station representative can be contacted about your response.* The response should be filed in the online file under "EEO Records" which will appear as a briefcase icon on the left side of the screen when you go into the online public file. You should not direct your response to 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* 47 CFR § 1.16.)

6. 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). Extensions of time must be requested 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 an extension 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), available through these links:

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 online public 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 2018, 2019, or 2020 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, via e-mail to lewis.pulley@fcc.gov.

We will then advise you if a response is necessary. Also, if your most recent license renewal

application was granted after June 1, 2018, you may not need to respond to this letter. To find out if you are exempt from responding, send an e-mail to 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, Investigations & Hearings Division
Enforcement Bureau

Licensee	Facility#	Call Sign	City	State	Service
CHRISTIAN HERITAGE BROADCASTING, INC.	8060	KCGN-FM	ORTONVILLE	MN	FM
FUTURES AND OPTIONS, INC.	9421	KFNX	CAVE CREEK	AZ	AM
SAGA BROADCASTING, LLC	34467	KGMI	BELLINGHAM	WA	AM
NEW BRAUNFELS COMMUNICATIONS, INC.	48378	KGNB	NEW BRAUNFELS	TX	AM
RUFUS RESOURCES, LLC	74441	KIBL	BEEVILLE	TX	AM
GREAT NORTHERN BROADCASTING, INC.	76431	KICR	COEUR D'ALENE	ID	FM
ALWAYS MOUNTAIN TIME, LLC	57339	KIDN-FM	HAYDEN	CO	FM
TOWNSQUARE MEDIA BOISE LICENSE, LLC	17396	KIDO	NAMPA	ID	AM
ENTERCOM LICENSE, LLC	9641	KMNB	MINNEAPOLIS	MN	FM
NEW LIFE EVANGELISTIC CENTER, INC	48536	KMRF	MARSHFIELD	MO	AM
BIG D CONSULTING, INC.	165992	KNAN	NANAKULI	HI	FM
NEW MEXICO JUNIOR COLLEGE FOUNDATION	40206	KNMJ	EUNICE	NM	FM
WORLD RADIO NETWORK, INC.	73755	KNOG	NOGALES	AZ	FM
SUBARCTIC MEDIA, LLC	51524	KNSG	MARSHALL	MN	FM
NEW WAVE CORPORATION	48674	KOPN	COLUMBIA	MO	FM
EDUCATIONAL MEDIA FOUNDATION	84763	KPGA	MORTON	TX	FM
ROONEY MOON BROADCASTING, INC.	4816	KSEL-FM	PORTALES	NM	FM
KIRX, INC.	471	KTUF	KIRKSVILLE	MO	FM
CROSSTEXAS MEDIA, INC.	35708	KTXJ-FM	JASPER	TX	FM
PROGRAMMERS BROADCASTING, INC.	162321	KWGO	BURLINGTON	ND	FM
ROCKING M MEDIA, LLC	31894	KWME	WELLINGTON	KS	FM
KWTF RADIO	175619	KWTF	BODEGA BAY	CA	FM
RADIO ACTIVO BROADCASTING LICENSE, LLC	164097	KXLI	MOAPA	NV	FM
TEMPLO DE DIOS, INC. 1	175376	KYCL-FM	CLARENDON	TX	FM
WOORI MEDIA GROUP, LLC	18273	KYPA	LOS ANGELES	CA	AM
MONTANA STATE UNIVERSITY - BILLINGS	172578	KYPM	LIVINGSTON	MT	FM
SUNRISE BROADCASTING LLC.	170968	WAVL	ROTHSCHILD	WI	FM
STEVEN V. BEILFUSS	63424	WDEE-FM	REED CITY	MI	FM
WAYNE STATE UNIVERSITY	71189	WDET-FM	DETROIT	MI	FM
PROVIDENCE COLLEGE	53676	WDOM	PROVIDENCE	RI	FM
TOWER BROADCASTING LLC	55271	WEHH	ELMIRA HTS-HORSEHDS	NY	AM
MAINSTREAM MEDIA, LLC	69855	WHTP	KENNEBUNKPORT	ME	FM
FAMILY STATIONS, INC.	20847	WJCH	JOLIET	IL	FM
GALAXY UTICA LICENSEE LLC (NEW)	53657	WRNY	ROME	NY	AM
SMILE FM	176215	WVMV	CHINA TOWNSHIP	MI	FM