



PUBLIC NOTICE

Federal Communications Commission
45 L Street NE
Washington, DC 20554

News Media Information 202-418-0500
Internet: www.fcc.gov
TTY: 888-835-5322

DA 25-1036

Released: December 12, 2025

ENFORCEMENT BUREAU ANNOUNCES 2025 MVPD EEO AUDITS

On December 12, 2025, the Enforcement Bureau issued the final Equal Employment Opportunity (EEO) audit letters for 2025, which were sent to randomly selected multichannel video programming distributors (MVPDs).¹ In accordance with sections 73.2080(f)(4) and 76.77(d) of the Commission's rules,² the Commission annually audits the EEO programs of randomly selected broadcast licensees and MVPDs. Each year, approximately five percent of all broadcast stations and MVPDs are selected.

A list of the MVPD employment units included in this audit and the text of the December 12, 2025 letter appear on the following pages, which are also located at the Enforcement Bureau's EEO headline page at: <https://www.fcc.gov/enforcement/eb-eeo/equal-employment-opportunity-headlines>. Responses to the audit letter are due no later than January 26, 2026, and must be submitted via the Commission's Electronic Comment Filing System (ECFS) in Docket Number 25-344, which can be found at: <http://apps.fcc.gov/ecfs>.

Further, in order to protect privacy and confidential business information from public disclosure, responses to certain audit questions 2(b)(vi)(a-b), (vii-viii) (the Inquiries) should not be filed via ECFS but rather submitted under separate cover via email to the Enforcement Bureau at EB-EEO@fcc.gov as directed in paragraph 3 of the audit letter. The email should also include a statement indicating that the remaining audit data was submitted via ECFS. Finally, as indicated in paragraph 2(a) of the audit letter, MVPD employment units with fewer than six full-time employees are exempt from responding to the Inquiries.

For further information, please contact the Enforcement Bureau at: EB-EEO@fcc.gov or 202-418-1450

- FCC -

¹ The Enforcement Bureau sent EEO audit letters to broadcasters earlier this year. *See Enforcement Bureau Announces 2025 EEO Audits*, Public Notice, DA 25-673, 2025 WL 2319319 (EB Aug. 8, 2025).

² 47 CFR §§ 73.2080(f)(4), 76.77(d).



Federal Communications Commission
Washington, D.C. 20554

December 12, 2025

Attn: Employment Unit ID # XXXXX

1. In accordance with 47 CFR § 76.77(d), employment unit # XXXXX (the Unit) has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of section 76.77 of the Federal Communications Commission (FCC or Commission) rules as well as other rules referenced in this letter are available here: <https://www.fcc.gov/enforcement/eb-eeo/equal-employment-opportunity-rules>.

2. Audit Data Requested.

(a) If the Unit has fewer than six full-time employees (defined by section 76.75(h) as employees regularly assigned to work 30 hours a week or more), submit a list of job titles of the Unit's full-time employees (no personal names should be provided), the number of hours each is regularly assigned to work per week, and a response to paragraph 2(b)(vi) below. Units with fewer than six full-time employees are exempt from responding to questions 2(b)(vi)(a-b), (vii-viii).

(b) If the Unit employs six or more full-time employees, it must provide the following information in response to this letter, including an explanation regarding any information the Unit is unable to provide:

(i) The Unit's most recent EEO program information, described in 47 CFR § 76.1702(b), which was required to be placed in the Unit's public file by October 1, 2025 (2025 EEO Public File Report). If the Unit maintains a website, provide its website address. If the Unit's 2025 EEO Public File Report is not posted to that website, as required by 47 CFR § 76.1702(b), explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit's 2025 EEO Public File Report is linked.

(ii) For each full-time position filled during the period covered by the 2025 EEO Public File Report, or since acquisition of the Unit (if such acquisition occurred during that period), dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in 47 CFR § 76.75(c)(3). However, to reduce the burden of responding to this audit, if a job notice was sent to multiple sources, the Unit may provide: (1) documentation showing one such notice was sent; (2) a list of the sources to which the Unit sent the notice; and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 76.75(c). 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 its job openings, as described in 47 CFR § 76.75(b)(1)(ii).

(iii) The date that each full-time position was filled during the period covered by the 2025 EEO Public File Report and the recruitment source that referred the hire, as described in 47 CFR § 76.75(c)(6).

(iv) In accordance with 47 CFR § 76.75(c)(5), 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 2025 EEO Public File Report.

(v) Dated documentation demonstrating the Unit's performance of recruitment initiatives described in 47 CFR § 76.75(b)(2) during the period covered by the 2025 EEO Public File Report, such as participation at job fairs, events with educational institutions, and mentoring and training programs for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the Unit's total number of full-time employees and state whether the population of the market in which the Unit is located is 250,000 or more. Based upon these two factors, determine and state whether the unit is required to perform one or two recruitment initiatives within a 12-month period, pursuant to 47 CFR § 76.75(b)(2). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., one or two points worth. If any documentation provided appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask for additional verification.

(vi) Any pending or resolved complaints involving the Unit filed during the past five years 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, age, or sex. For each such complaint, provide: (1) a brief description of the complaint(s); (2) the persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that the Unit must report all complaints, regardless of their status or disposition.

- a) Further, report any employee complaints filed internally with the Unit or its parent company or externally with any body having competent jurisdiction described above about any bias, sensitivity or any other matters related to race, color, religion, national origin or sex involving the Unit made during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)). Provide copies of all complaints and the Unit's responses to the complaints, and state the Unit's formal or informal policies in addressing such complaints. If any changes were implemented in response to a complaint, provide all related documentation.
- b) State whether any Unit employee(s) has been reprimanded, reclassified, repositioned, demoted, dismissed or otherwise sanctioned for failing to comply with or affirm policies or programs regarding race, color, religion, national origin or sex. If the answer is "yes," list any such employee(s) by title/position, sanctions imposed and the detailed reason(s) for such sanctions.

(vii) A copy of any formal or informal agreement, contract, policy, practice, or other document that impose requirements or goals (aspirational or otherwise) regarding race, color, religion, national origin or sex on the Unit, contractors, employees or any third parties providing services on behalf of the Unit. Also state whether any Unit employees, its contractors or third parties acting on behalf of the Unit are or can be selected, promoted, or terminated as a result of such agreements, contracts, policies or practices.

(viii) List and describe any use by the Unit of race-based hiring databases, and specify the position(s) for which they were used.

(ix) In accordance with 47 CFR § 76.75(f), a description of the Unit's efforts to analyze its recruitment program to ensure that it is effective in achieving broad outreach and how the unit has addressed any problems found as a result of such analysis.

(x) In accordance with 47 CFR § 76.75(g), a description of the Unit's efforts to analyze its EEO policies and employment practices to examine seniority, promotions, pay, benefits, selection techniques, and tests to ensure that they provide equal opportunity and do not have a discriminatory effect and, if the Unit has one or more union agreements, a description of how the unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job

applicants. Address any problems found as a result of this 47 CFR § 76.75(g) analysis and how the Unit has resolved them.

3. Procedures.

(a) **The response to this audit letter must be received by the Commission by no later than January 26, 2026.** Responses must be submitted via the Commission's Electronic Comment Filing System (ECFS), found at <http://apps.fcc.gov/ecfs>, in Docket number 25-344. **PLEASE NOTE:** To protect privacy and confidential business information from public disclosure, responses to questions 2(b)(vi)(a-b), (vii-viii) should be submitted under separate cover via email to the Enforcement Bureau at EB-EEO@fcc.gov. The email should also include a statement indicating that the remaining audit data was uploaded to ECFS. ECFS assistance is available by contacting the ECFS Help Desk at (202) 418- 0193 or via e-mail at ECFSHelp@fcc.gov.

(b) The accuracy and completeness of the response must be certified by an authorized officer, partner or other principal of the owner of the Unit. 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 CFR § 1.17), and/or forfeiture (47 U.S.C. § 503). Absent an extension of time, failure to respond to this audit letter by January 26, 2026 is also punishable by sanctions in accordance with 47 CFR § 76.77(f) and may result in a certification that the unit is not in compliance with the Commission's EEO rules for 2025.

(c) Any extension of time must be requested at least five days prior to the aforementioned deadline (via e-mail to EB-EEO@fcc.gov), should indicate the additional time the Unit believes it needs to complete its response (not to exceed 15 days), and will be granted only upon a showing of good cause. Unless and until an extension is granted, the original deadline remains in effect.

4. Should you have any questions about your response, please contact EEO staff of the Investigations & Hearings Division in the Commission's Enforcement Bureau at EB-EEO@fcc.gov or (202) 418-1540 at least five business days prior to the January 26, 2026 response deadline. Thank you for your cooperation.

DECEMBER 12, 2025 MVPD EEO AUDIT

#	Unit ID #	MSO	Operator	County	State
1	11921	Comcast Cable Communications, LLC	Comcast Cable Communications, LLC	Philadelphia	PA
2	11804	Cogeco Us (Penn), LLC D/B/A Breezeline	Breezeline	Fayette	PA
3	12220	Zito Media, L.P.	Zito Media, L.P.	Potter	PA
4	EUID00046	TDS Broadband	Tds Broadband	Dane	WI
5	10867	Scottsboro Electric Power Board	Scottsboro Electric Power Board	Jackson	AL
6	13554	Charter Communications	Charter Communications	Hillsborough	FL
7	12074	Suddenlink Communications	Cequel Communications, LLC	Upshur	WV
8	10801	Cable One, Inc.	Cable One, Inc.	Bonneville	ID
9	1568	City Of Wilson DbA Greenlight	City Of Wilson DbA Greenlight	Wilson	NC
10	6282	Cox Communications Inc	Cox Communications Omaha, LLC	Douglas	NE
11	003154	The Pioneer Telephone Association, Inc.	The Pioneer Telephone Association, Inc.	Grant	KS
12	EUID00045	Grande Communications Networks LLC	ETS Cablevision, Inc.	Harris	TX
13	13529	Charter Communications	Charter Communications	Brevard	FL
14	6445	Cox Communications, Inc.	Cox Com, LLC	Kent	RI
15	10720	Independence Telecommunications Utility	Independence Telecommunications Utility	Buchanan	IA
16	39045	Cincinnati Bell Extended Territories, LLC	Cincinnati Bell Extended Territories, LLC	Warren	OH
17	12197	Suddenlink Communications	Cequel Communications, LLC	Placer	CA

DECEMBER 12, 2025 MVPD EEO AUDIT

#	Unit ID #	MSO	Operator	County	State
18	950502	Imon Communications, LLC	Imon Communications, LLC	Linn	IA
19	11218	Schurz Communications Inc.	Hiawatha Broadband Communications, Inc.	Winona	MN
20	020482	Vexus	Vexus Fiber, LLC DBA Vexus Fiber	Wichita	TX
21	EUID99060	Back 2 Roots, LLC	Usa Connections	Sumner	KS
22	3585	Armstrong Utilities, Inc.	Armstrong Utilities Inc.	Lawrence	OH
23	12798	Cable One, Inc.	Cable One, Inc.	Kleberg	TX
24	11418	Mediacom Communications Corporation	Mediacom Communications Corporation	Winneshek	IA
25	990171	Midcontinent Communications	Midcontinent Communications	Hennepin	MN
26	800	Allen's TV Cable Service, Inc.	Allen's TV Cable Service, Inc.	St. Mary	LA
27	12851	Wehco Video, Inc.	Wehco Video, Inc.	Pulaski	AR