



# PUBLIC NOTICE

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

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DA 16-662

Released: June 15, 2016

## FCC CONTINUES 2016 EEO AUDITS

On June 13, 2016, the Federal Communications Commission mailed the second of its Equal Employment Opportunity (EEO) audit letters for 2016 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. By Public Notice DA 16-201, released on February 25, 2016, the Commission announced the first mailing of audit letters for 2016 to radio and television stations.

Attached are a list of the radio and television stations to which the audit letters were sent, as well as the text of the June 13, 2016 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 <https://www.fcc.gov/general/equal-employment-opportunity-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 13, 2016

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. 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 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 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 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 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.** 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 28, 2016. 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 12<sup>th</sup> 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, 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 any time in 2014, 2015, or 2016 included the Station, 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 the Station's recent audit response, 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

Enclosures

Assistant Chief, Policy Division  
Media Bureau

LicenseeName	Callsign	Class	Facility ID	Community City	State
BAY BROADCASTING CORPORATION	WYRE	AM	70352	ANNAPOLIS	MD
CLEAR CHANNEL BROADCASTING LICENSES, INC.	WDIZ	AM	66666	PANAMA CITY	FL
COMBINED COMMUNICATIONS, INC.	KBND	AM	9943	BEND	OR
CRAM COMMUNICATIONS LLC	WSIV	AM	22133	EAST SYRACUSE	NY
CRISTA MINISTRIES	KCIS	AM	14504	EDMONDS	WA
CUMBERLAND CITY BROADCASTING, INC.	WCPM	AM	14729	CUMBERLAND	KY
ENTERCOM BUFFALO LICENSE, LLC	WBEN	AM	34381	BUFFALO	NY
ENTERCOM WILKES-BARRE SCRANTON, LLC	WBZU	AM	36200	SCRANTON	PA
GOOD TIDINGS TRUST, INC.	WAYR	AM	24625	ORANGE PARK	FL
LAPORTE COUNTY BROADCASTING CO., INC.	WLOI	AM	36542	LA PORTE	IN
MAGNUM COMMUNICATIONS, INC.	WBKV	AM	71541	WEST BEND	WI
MARBLE CITY MEDIA, LLC	WLMA	AM	60762	ALEXANDER CITY	AL
NELSON MULTIMEDIA, INC.	WSPY	AM	69700	GENEVA	IL
NEW INSPIRATION BROADCASTING COMPANY	KRLA	AM	61267	GLENDALE	CA
PIEDMONT BROADCASTING CORP.	WBTM	AM	52544	DANVILLE	VA
PILGRIM PATHWAY, INC.	WBBX	AM	52597	KINGSTON	TN
POLNET COMMUNICATIONS, LTD.	WKTA	AM	52909	EVANSTON	IL
RADIO FELICIDAD, INC	WPPC	AM	52948	PENUELAS	PR
RADIO PALOUSE, INC.	KQQQ	AM	54724	PULLMAN	WA
SALEM MEDIA OF COLORADO, INC.	KRKS	AM	58632	DENVER	CO
SAMFORD UNIVERSITY	WVSU-FM	FM	58757	BIRMINGHAM	AL
SANDLIN BROADCASTING CO., INC.	KMKS	FM	58979	BAY CITY	TX
SANTA CRUZ EDUCATIONAL BROADCASTING FOUNDATION	KFER	FM	59064	SANTA CRUZ	CA
SARANAC LAKE RADIO, L.L.C.	WYZY	FM	73315	SARANAC	NY
SCHOOL DISTRICT OF THE CITY OF OMAHA	KIOS-FM	FM	17416	OMAHA	NE
SILVER SPRINGS COMMUNICATIONS	WOGK	FM	49962	OCALA	FL
SIOUX FALLS COLLEGE	KCFS	FM	60487	SIOUX FALLS	SD
SKY KING, INC.	WDOT	FM	4001	DANVILLE	VT
SOUND OF LIFE, INC.	WLJH	FM	77582	GLENS FALLS	NY
SOUTHERN BROADCASTERS, INC.	WWPL	FM	61259	SMITHFIELD	NC
SOUTHERN COMMUNICATIONS CORPORATION	WBKW	AM	61276	BECKLEY	WV
SOUTHERN ELECTRONICS COMPANY, INC.	WONA-FM	FM	61281	SHERMAN	MS
SOUTHWESTERN OHIO SENIORS' SERVICES, INC.	WMKV	FM	61575	READING	OH
SPARTAN BROADCASTING, INC.	WCSY-FM	FM	57954	SOUTH HAVEN	MI
STARBOARD MEDIA FOUNDATION, INC.	WKBM	AM	48240	SANDWICH	IL
TENNESSEE TECHNOLOGICAL UNIVERSITY	WTTU	FM	65217	COOKEVILLE	TN
THE EAST CAROLINA UNIVERSITY MEDIA BOARD	WZMB	FM	65601	GREENVILLE	NC
THE FLACK BROADCASTING GROUP L.L.C.	WLLG	FM	38934	LOWVILLE	NY
THE MACDONALD BROADCASTING COMPANY	WMJO	FM	73111	ESSEXVILLE	MI
THE OHIO STATE UNIVERSITY	WOSU-FM	FM	66191	COLUMBUS	OH
THE PUBLIC BROADCASTING FOUNDATION OF NORTHWEST OHIO	WGLE	FM	53715	LIMA	OH
THE TUSCARAWAS BROADCASTING COMPANY	WNPQ	FM	68421	NEW PHILADELPHIA	OH
TOWER BROADCASTING, LLC	WABH	AM	52119	BATH	NY
TOWER BROADCASTING, LLC	WABH	AM	52119	BATH	NY
TRI-STATE COMMUNICATIONS, INC.	WLJA-FM	FM	36892	ELLIJAY	GA
TROY STATE UNIVERSITY	WRWA	FM	68185	DOTHAN	AL
TRUSTEES OF CENTRAL WASHINGTON UNIVERSITY	KCWU	FM	87833	ELLENSBURG	WA
TSCHUDY BROADCASTING CORPORATION	WPDX-FM	FM	68303	CLARKSBURG	WV
TYLER BROADCASTING CORPORATION	KTUZ-FM	FM	14762	OKARCHE	OK
UNIVERSITY OF NEW HAMPSHIRE	WUNH	FM	69327	DURHAM	NH
UNIVERSITY OF NEW HAVEN	WNHU	FM	69070	WEST HAVEN	CT
UNIVERSITY OF NORTHERN IOWA	KHKE	FM	69027	CEDAR FALLS	IA
UNIVERSITY OF OKLAHOMA	KGOU	FM	69369	NORMAN	OK
UNIVERSITY OF TENNESSEE	WUTK-FM	FM	69329	KNOXVILLE	TN
WINNIPESAUKEE NETWORK, INC.	WASR	AM	54889	WOLFEBORO	NH
WORLD HARVEST COMMUNICATIONS, INC.	WKMB	AM	32985	STIRLING	NJ
Y-TOWN RADIO BROADCASTING, LLC	WASN	AM	72100	YOUNGSTOWN	OH
ZWERLING BROADCASTING SYSTEM, LTD	KOMY	AM	22694	LA SELVA BEACH	CA