

April 2010 Radio EEO Audits

ID Number	Call Sign	Class	Licensee Name	Licensee City	Licensee State
48341	KAHI	AM	1HR Educational Broadcasting	Auburn	CA
49042	WGNU	AM	920AM, LLC	Granite City	IL
201	KZHE	FM	A-1 Communications, Inc.	Stamps	AR
56751	WZBD	FM	Adams County Radio, Inc.	Berne	IN
434	WKXM	AM	Ad-Media Management Corp.	Winfield	AL
685	WSPO	AM	Akma Broadcast Network, Inc.	New Port Richey	FL
2398	KCXX	FM	All Pro Broadcasting, Inc.	Lake Arrowhead	CA
79036	KQMC	FM	American Educational Broadcasting, Inc.	Hawthorne	NV
62344	WTLG	FM	American Family Association	Starke	FL
72803	WNWF	AM	Andala Enterprises, Inc.	Destin	FL
68970	WAZY-FM	FM	Artistic Media Partners, Inc.	Lafayette	IN
61100	WMGM	FM	Atlantic Broadcasting of Linwood NJ	Atlantic City	NJ
57444	KSVN	AM	Azteca Broadcasting Corporation	Ogden	UT
74474	WMVO	AM	Bas Broadcasting, Inc.	Mount Vernon	OH
53106	WKNV	AM	Base Communications, Inc.	Fairlawn	VA
70419	WBXN	CA	Belo TV, Inc.	New Orleans	LA
5115	KYFS	FM	Bible Broadcasting Network, Inc.	San Antonio	TX
5348	WNZK	AM	Birach Broadcasting Corp.	Dearborn Heights	MI
5848	WFIN	AM	Blanchard River Broadcasting Company	Findlay	OH
63453	KXPZ	FM	Bravo MIC Communications LLC	Las Cruces	NM
69657	KSKR-FM	FM	Brooke Communications, Inc.	Sutherlin	OR
20596	WMNV	FM	Capital Media Corp.	Rupert	VT
33057	KWTX	AM	Capstar TX Limited Partnership	Waco	TX
500	WKEE-FM	FM	Capstar TX Limited Partnership	Huntington	WV
73398	WOLR	FM	Capstar TX Limited Partnership	Lake City	FL
41080	WWWW-FM	FM	Capstar TX Limited Partnership	Ann Arbor	MI
35218	WSKX	FM	Capstar TX LLC	York Center	ME
9613	WBBM-FM	FM	CBS Radio East Inc.	Chicago	IL
16784	WNSL	FM	CC Licenses LLC	Laurel	MS
11666	WKDW	AM	CC Licenses, LLC	Staunton	VA
122	WDDD	AM	CC Licenses, LLC	Johnstown City	IL
35527	KRCH	FM	CC Licenses, LLC	Rochester	MN
60300	KHLX	FM	CC Licenses, LLC	Pollock Pines	CA
63870	KRKX	FM	CCR-Billings IV LLC	Billings	MT
56665	KLFM	FM	CCR-Great Falls IV, LLC	Great Falls	MT
35392	KCIN	FM	CCR-St. George IV, LLC	Cedar City	UT
3068	WCNX	FM	Charles River Broadcasting	Hope Valley	RI
42076	WLCM	AM	Christian Broadcasting Systems, LTD.	Holt	MI
54791	WTCB	FM	Citadel Broadcasting, Co.	Orangeburg	SC
72372	WNBF	FM	Citadel Broadcasting, Co.	Binghamton	NY
62208	WIZE	AM	Citicasters Licenses, Inc.	Springfield	OH
15324	WRVW	FM	Clear Channel Broadcasting Licenses	Harrisonburg	PA
164156	KCEL	FM	Coloma Mojave, LLC	Mojave	CA
19864	WRTM-FM	FM	Commander Communications Corp.	Port Gibson	MS
12733	WFMI	FM	Communications Systems, Inc.	Shores	NC
14062	KNEU	AM	Country Gold Broadcasting	Roosevelt	UT
17390	KRVZ	AM	Countrywide Mountain Airwaves LLC	Springerville	AZ

51124	WXRG	FM	County Broadcasting Co., LLC	Athol	MA
28894	WOKV-FM	FM	Cox Radio, Inc.	Ponte Vedra Beach	FL
38392	KOLL	FM	Crain Media Group, LLC	Lonoke	AR
14478	KTMP	AM	Creek Broadcasting Corp.	Heber City	UT
135909	WECU	AM	CTC Media Group	Winterville	NC
41567	KQIZ-FM	FM	Cumulus Licensing LLC	Amarillo	TX
64711	KMXC	FM	Cumulus Licensing, LLC	Sioux Falls	SD
8582	WQSM	FM	Cumulus Licensing, LLC	Fayetteville	NC
60771	WODI	AM	D & M Communication, Inc.	Brookneal	VA
17609	KVDP	FM	Dry Prong Educational Broadcasting Foundation, Inc.	Dry Prong	LA
34002	WZLK	FM	East Kentucky Broadcasting Corp.	Virgie	KY
39870	WCKU	FM	Educational Media Foundation	Clarksburg	WV
63546	WKVB	FM	Educational Media Foundation	Port Matilda	PA
88401	KKRI	FM	Educational Media Foundation	Pocola	OK
16378	KMRL	FM	Educational Media Foundation	Buras	LA
43243	KJLV	FM	Educational Media Foundation	Hoxie	AR
93355	KAER	FM	Educational Media Foundation	Mesquite	NV
94212	KLLU	FM	Educational Media Foundation	Gallup	NM
2536	KALR	FM	Educational Media Foundation	Hot Springs	AR
24623	WJLR	FM	Educational Media Foundation	Seymour	IN
54255	WQFL	FM	Educational Media Foundation	Rockford	IL
70351	WRNR-FM	FM	Empire Broadcasting System Inc.	Grasonville	MD
87143	KXTR	AM	Entercom Boston License LLC	Kansas City	KS
19633	WKAF	FM	Entercom Boston License LLC	Brockton	MA
34390	WFBC-FM	FM	Entercom Greenville License, LLC	Greenville	SC
318	WROQ	FM	Entercom Greenville License, LLC	Anderson	SC
34375	WRVR	FM	Entercom Memphis License, LLC	Memphis	TX
11295	WVEI-FM	FM	Entercom Springfield License, LLC	East Hampton	MA
19543	WGGI	FM	Entercom Wilkes-Barre Scranton, LLC	Benton	PA
51159	WMXG	FM	Escanaba License Corp	Stephenson	MI
106561	KNBE	FM	Family Worship Center Church Inc.	Beatrice	NE
57035	KOOK	FM	Foster Charitable Foundation, Inc.	Junction	TX
22294	WNBN	AM	Frank Rackley, Jr.	Meridian	MS
7112	WQEL	FM	Franklin Communications, Inc.	Bucyrus	OH
30563	WODB	FM	Franklin Communications, Inc.	Richwood	OH
2694	KSRQ	FM	Gap Broadcasting Missoula License, LLC	Thief River Falls	MN
12312	KYGL	FM	Gap Broadcasting Texarkana License, LLC	Texarkana	AR
32187	KHZR	FM	Gateway Creative Broadcasting, Inc.	Potosi	MO
24721	WLMR	AM	Grace Media, Inc.	Chattanooga	TN
24456	WPAK	AM	Great Virginia Venture, Inc.	Farmville	VA
26360	KARM	FM	Harvest Broadcasting Company, Inc.	Visalia	CA
94214	KWDS	FM	Horizon Christian Fellowship	Kettleman City	CA
28283	WPGU	FM	Illini Media Company	Urbana	IL
122627	KWOI	FM	Iowa State University of Science & Technology	Carroll	IA
29118	WOI-FM	FM	Iowa State University of Science & Technology	Ames	IA
59595	WTAM	AM	Jacor Broadcasting Corp.	Cleveland	OH
30584	WITZ-FM	FM	Jasper on the Air, Inc.	Jasper	IN
29496	KXIO	FM	Jody Copeland	Clarksville	AR
57721	KCKN	AM	Joe Licenses LLC	Roswell	NM
31909	KBOE-FM	FM	Jomast Corp.	Oskaloosa	IA
31936	WKTZ	FM	Jones College	Jacksonville	FL
37121	KYQQ	FM	Journal Broadcast Corporation	Arkansas City	KS

4198	WKDS	FM	Kalamazoo Public Schools	Kalamazoo	MI
88404	KENR	FM	KENR-FM	Superior	MT
35101	WOCH	CA	KM LPTV of Chicago- 28, LLC	Chicago	IL
1092	KZRR	FM	KRZZ Licensing, LLC	San Francisco	CA
84271	KXMO-FM	FM	KTTR-KZNN, Inc.	Owensville	MO
36283	WJIA	FM	Lake City Educational Broadcasting, Inc.	Guntersville	AL
50233	WWCL	AM	Latino Media Corporation	Lehigh Acres	FL
36853	KLEA	AM	Lea County Broadcasting Company	Lovington	NM
29596	KYTT-FM	FM	Lighthouse Radio Group	Coos Bay	OR
72143	WHBG	AM	M. Belmont Verstanding Inc.	Harrisonburg	VA
60313	KTMT-FM	FM	Mapleton License of Medford LLC	Medford	OR
40502	WKVG	AM	Martin & Associates, Inc.	Jenkins	KY
83211	WCMS-FM	FM	Max Radio of the Carolinas Licenses LLC	Hatteras	SC
66224	WARO	FM	Meridian Broadcasting, Inc.	Naples	FL
6751	WTOT	AM	MFR, Inc.	Marianna	FL
52616	WLUN	FM	Michigan Radio Communications LLC	Pinconning	MI
42065	WFLM	FM	Midway Broadcasting Company	White City	FL
60912	WMFG	FM	Midwest Communications, Inc.	Hibbing	MN
60042	WXER	FM	Midwest Communications, Inc.	Plymouth	WI
79008	WTIM-FM	FM	Miller Communications, Inc.	Taylorville	IL
92141	KNWF	FM	Minnesota Public Radio	Fergus Falls	MN
164307	KHZY	FM	Mission Nebraska Inc.	Overton	NE
10108	WIKZ	FM	MLB-Hagerstown-Chambersburg IV, LLC	Chambersburg	PA
19058	WJPF	AM	MMR License LLC	Herrin	IL
43482	WMCX-FM	FM	Monmouth University	West Long Branch	NJ
42114	WPBG	FM	Monterey Licenses, LLC	Peoria	IL
52256	KATD	AM	Multicultural Radio Broadcasting Licensee	Pittsburgh	CA
48258	WSEO	FM	Nelsonville TV Cable, Inc.	Nelsonville	OH
59599	KTKZ	AM	New Inspiration Broadcasting Co., Inc.	Sacramento	CA
88802	KJJM	FM	Newell Broadcasting Corporation	Baker	MT
73171	WERV-FM	FM	NM Licensing LLC Debtor in Possession	Aurora	IL
49213	KDSU	FM	North Dakota State University	Fargo	ND
12187	KVAK	AM	North Wave Communications, Inc.	Valdez	AK
53745	WBOI	FM	Northeast Indiana Public Radio, Inc.	Fort Wayne	IN
24112	WINY	AM	Osbreyc Broadcasting Company	Putnam	CT
49958	KJMD	FM	Pacific Radio Group, Inc.	Pukalani	HI
88314	KPBB	FM	Paulino Bernal Evangelism	Brownfield	TX
8516	WKJZ	AM	People's Broadcast Network, LLC	Bridgeport	CT
53311	KCGM	FM	Prairie Communications, Inc.	Scobey	MT
39268	KBUR	AM	Pritchard Broadcasting Corporation	Burlington	IA
87104	KPRH	FM	Public Broadcasting of Colorado, Inc.	Montrose	CO
53953	WHIF	FM	Putnam Radio Ministries, Inc.	Palatka	FL
7701	KMIK	AM	Radio Disney Group, LLC	Tempe	AZ
54705	WRDZ-FM	FM	Radio Disney Group, LLC	Plainfield	IN
55005	WMEL	AM	Rama Communications, Inc.	Cocoa Beach	FL
37457	WLHT-FM	FM	Regent Broadcasting of Grand Rapids, Inc.	Grand Rapids	MI
73981	KOKC	AM	Renda Broadcasting Corp. of Nevada	Oklahoma City	OK
24816	KBMI	FM	Rio Grande Bible Institute	Roma	TX
37120	KSMM-FM	FM	Rocking M Radio, Inc.	Liberal	KS
1073	WSTI-FM	FM	RTG Radio, LLC, Debtor-in-Possession	Quitmas	GA
57467	WKJR	AM	Ruben's Productions, Inc.	Rantoul	IL
58629	KPDQ-FM	FM	Salem Media of Oregon, Inc.	Portland	OR

58655	WDIH	FM	Salisbury Educational B/C Foundation	Salisbury	MD
59421	WWIC	AM	Scottsboro Broadcasting Co., Inc.	Scottsboro	AL
77779	WVVV	FM	Seven Rangers Radio Co., Inc.	Williamstown	WV
73141	WJJC	AM	Side Communications, Inc.	Commerce	GA
60479	WROX	FM	Sinclair Telecable, Inc.	Exmore	VA
60002	KUQQ	FM	Sorenson Broadcasting Corp.	Milford	IA
61040	WJXB-FM	FM	South Central Communications Corporation	Knoxville	TN
61174	KNTH	AM	South Texas Broadcasting, Inc.	Houston	TX
67681	KMRC	AM	Sportlight Broadcasting, LLC	Morgan City	LA
65691	WEAE	AM	Sports Radio Group, LLC	Pittsburgh	PA
62295	WVRC-FM	FM	Star Communications, Inc.	Spencer	WV
55458	KVFX	FM	Sun Valley Radio, Inc.	Logan	UT
70900	KEXT	CA	Telefutura Sacramento LLC	Modesto	CA
65559	WEOS	FM	The Colleges of the Seneca	Geneva	NY
24714	KGCR	FM	The Praise Network, Inc.	Goodland	KS
1020	KVRH-FM	FM	Three Eagles Communications, LLC	Salida	CO
60859	KZLB	FM	Three Eagles of Joliet, Inc.	Fort Dodge	IA
88673	KTKE	FM	Todd Robinson, Inc.	Truckee	CA
36891	WPGY	AM	Tri-State Communications, Inc.	Ellijay	GA
173310	WHDD-FM	FM	Tri-State Public Communications, Inc.	Sharon	CT
6606	KDTA	AM	United Ministries	Delta	CO
49404	KXUL	FM	University of Louisiana At Monroe	Monroe	LA
69035	KRNI	AM	University of Northern Iowa	Mason City	IA
69833	WVCR-FM	FM	Vassar College	Poughkeepsie	NY
4820	WSBS	AM	Vox Comm Group LLC and Berkshire Broad. Co.	Great Barrington	MA
25467	WGUS-FM	FM	WAEC License Limited Partnership	New Ellenton	SC
17762	WDNC	AM	WDNC-AM, LLC.	Durham	NC
57668	KUMX	FM	West Central Broadcasting, Inc.	North Fort Polk	LA
71637	WPEB	FM	West Philadelphia Edu. Broad Foundation	Philadelphia	PA
71691	WWVU-FM	FM	West Virginia University Board of Governors	Morgantown	WV
72034	WCLX	FM	Westport Broadcasting	Westport	NY
72178	WHIN	AM	WHIN, Inc.	Gallatin	TN
59959	KXKL-FM	FM	Wilks License Company-Denver LLC	Denver	CO
1302	KBTE	FM	Wilks License Company-Lubbock LLC.	Tulia	TX
164121	KAYF	FM	Winton Road Broadcasting Co., LLC	Mayfield	CO
74144	WTUZ	FM	WTUZ Radio, Inc.	Uhrichsville	OH
74558	WGES	AM	ZGS Broadcasting of Tampa	St Petersburg	FL
71605	KZRG	AM	Zimmer Radio, Inc.	Joplin	MO

April 2010 TV EEO Audits

ID Number	Call Sign	Class	Licensee Name	Licensee City	Licensee State
144	KNVA	DT	54 Broadcasting, Inc.	Austin	TX
70138	WBDB	DT	Acme Television Licenses of Ohio, LLC	Springfield	OH
706	WAIQ	DT	Alabama Educational Television Commission	Montgomery	AL
56548	WMYA-TV	TV	Anderson (WFBC-TV) Licensee, Inc.	Anderson	SC
2728	KAET	DT	Arizona Board of Regents	Phoenix	AZ
21253	WPBN-TV	TV	Barrington Traverse City Licensee LLC	Hoffman Estates	IL
4318	WNMU	DT	Board of Control, Northern Michigan University	Marquette	MI
4297	WSIU-TV	TV	Board of Trustees of Southern Illinois University	Carbondale	IL
68713	KCWY-DT	DT	Bozeman Trail Communications Company	Casper	WY
49153	KTLN-TV	DT	Christian Communications Chicago Land	Novato	CA
74215	WXTV-DT	DT	EXTV License Partnership. GP	Paterson	NJ
1255	KXTF	DT	Falls Broadcasting Company	Twin Falls	ID
21656	KOMO-TV	TV	Fisher Broadcasting	Seattle	WA
22093	WINK-TV	DT	Fort Myers Broadcasting Company	Fort Myers	FL
22211	WFLD	TV	Fox Television Stations, Inc.	Washington	DC
62009	WRSP-TV	TV	Gocom Media of Illinois, LLC	Springfield	IL
4692	WBKO	DT	Gray Television Licensee, LLC	Bowling Green	KY
6863	WILX-TV	DT	Gray Television Licensee, LLC	Onondaga	MI
6669	KBTX-TV	DT	Gray Television Licensee, LLC	Bryan	TX
51598	KALB-TV	DT	Hoak Media of Alexandria License, LLC	Alexandria	LA
71326	WDBD	DT	Jackson Broadcasting LLC	Jackson	MS
34171	WKAS	DT	Kentucky Authority for Educational TV	Ashley	KY
8620	KFSN-TV	DT	KFSN Television, LLC	Fresno	CA
66781	KIRO-TV	TV	KIRO-TV, Inc.	Seattle	WA
70034	KMOV	TV	KMOV-TV Inc.	St. Louis	MO
85114	KOBG-TV	DT	KOB-TV, LLC	Silver City	NM
35585	KRWF	DT	KSAX-TV Inc.	Redwood Falls	MN
11908	KTTU	DT	KTTU-TV, INC.	Tucson	AZ
35883	KWGN-TV	DT	KWGN Inc. Debtor-in-Possession	Denver	CO
37102	WHMB-TV	DT	Lesea Broadcasting of Indianapolis, Inc.	Indianapolis	IN
41893	WMFD-TV	TV	Mid State Television Inc.	Mansfield	OH
42007	KWES-TV	DT	Midessa Television LP	Odessa	TX
81448	WZMQ	DT	MMMRC, LLC	Marquette	MI
65130	WQCW	DT	Mountain TV, LLC	Portsmouth	OH
51864	WNEU	DT	NBC Telemundo License Co.	Merrimack	NH
70119	WSNS-TV	DT	NBC Telemundo License Co.	Chicago	IL
47975	KLNE-TV	DT	Nebraska Educational Telecommunications Commission	Lexington	NE
8523	KAMR-TV	DT	Nexstar Broadcasting, Inc.	Amarillo	TX
37005	KARZ-TV	TV	Nexstar Broadcasting, Inc.	Little Rock	AR
49157	WCCB	DT	North Carolina Broadcasting Partners	Charlotte	NC
72358	KSNW	DT	NVT Wichita Licensee, LLC	Wichita	KS
50588	KOAB-TV	DT	Oregon Public Broadcasting	Bend	OR
20295	WWCP-TV	DT	Peak Media of PA Licensee LLC	Johnstown	PA
46991	WMAZ-TV	DT	Pacific and Southern Company, Inc.	Macon	GA

35103	KBEO	DT	Pocatello Channel 15, LLC	Jackson	WY
58342	WJWN-TV	TV	S & E Network, Inc.	San Sebastian	PR
58605	KCVU	DT	Sainte Partners II, L.P.	Paradise	CA
35822	KUSG	TV	SLC TV Licensee Corp.	Salt Lake	UT
162115	KWKS	DT	Smoky Hills Public Television Corp	Colby	KS
61009	WNSC-TV	DT	South Carolina Educational TV Commission	Rock Hill	SC
72871	WSFX-TV	TV	Southeastern Media Holdings, Inc.	Birmingham	AL
62137	WNPI-DT	DT	St. Lawrence Valley Educational TV Council, Inc.	Norwood	NY
18798	WPNE-TV	DT	State of Wisconsin - Educational Communications Board	Green Bay	WI
63046	WLEF-TV	TV	State of Wisconsin - Educational Communications Board	Madison	WI
63867	WSST-TV	DT	Sunbelt-South Telecommunications LTD	Cordele	GA
60537	KFTH-DT	DT	Telefutura Houston LLC	Alvin	TX
67893	WDLI-TV	DT	Trinity Broadcasting Network, Inc.	Canton	OH
33764	KDBC-TV	TV	TTBG/KDBC License Sub, LLC	El Paso	TX
60553	WFTY-DT	DT	Univision New York LLC	Smithtown	NY
72342	WVCY-TV	DT	VCY America, Inc.	Milwaukee	WI
136751	WNYA	DT	Venture Technologies Group, LLC	Pittsfield	MA
69940	WVTB	DT	Vermont ETV, Inc.	St. Johnsbury	VT
71549	KWCM-TV	DT	West Central Minnesota Educational Television Company	Appleton	MN
71680	WSWP-TV	DT	West Virginia Educational Broadcasting Authority	Grandview	WV
71905	WNLO	DT	WIVB Broadcasting, LLC	Buffalo	NY
73188	WKRN-TV	DT	WKRN, G.P., Debtor-in-Possession	Nashville	TN
13993	WSFA	DT	WSFA License Subsidiary, LLC	Montgomery	AL
12793	WAXN-TV	TV	WSOC Television, Inc.	Kannapolis	NC
74109	WTNH	DT	WTNH Broadcasting, Inc.	New Haven	CT
74256	KFNB	DT	WYO Media Corporation	Casper	WY
35101	WOCH-CA	CA	KM LPTV of Chicago-28, LLC	Chicago	IL
70900	KEXT-CA	CA	Telefutura Houston LLC	Modesto	CA
70419	WBXN-CA	CA	Belo TV, Inc.	New Orleans	LA
167440	KAOB-LD	LD	Windsong Communications, Inc.	Beaumont	TX
168209	K30JT-D	DT	NPG of Oregon, Inc.	La Pine	OR
125563	K33HX-D	DT	Garfield County	Tropic & Cannonville	UT



Federal Communications Commission
Washington, D.C. 20554

April 19, 2010

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, 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.
 - (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), for the period from March 10, 2003 (or from the first day of the Station's current license term, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management to ensure enforcement of 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), for the period from March 10, 2003 (or from the first day of the Station's current license term, 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), for the period from March 10, 2003 (or from the first day of the Station's current license term, 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 maintained. 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 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 12th Street, S.W., Washington, DC 20554. The response must be received by the Commission by June 1, 2010. 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) 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 2008 or 2009 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 provide a response to this letter. If the Station falls within one of these categories, before responding to this letter, please provide the specifics of the audit or renewal, in an e-mail sent to lewis.pulley@fcc.gov. Upon receipt, we will advise you if a response is necessary under the circumstances. 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