



PUBLIC NOTICE

Federal Communications Commission
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DA 21-1227

Released: November 12, 2021

ENFORCEMENT BUREAU CONTINUES 2021 EEO AUDITS

On November 12, 2021, the Enforcement Bureau mailed the third set of Equal Employment Opportunity (EEO) audit letters for 2021. These letters were sent to randomly selected multichannel video programming distributors (MVPDs). In accordance with sections 73.2080(f)(4) and 76.77(d) of the Commission's rules,¹ 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.²

A list of the MVPD employment units included in this audit as well as the text of the November 12, 2021 letter appears 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 December 13, 2021 and must be submitted via the Commission's Electronic Comment Filing System (ECFS) in Docket Number 21-398, which can be found at: <http://apps.fcc.gov/ecfs>.

Enforcement Bureau Contact: EB-EEO@fcc.gov or 202-418-1450

¹ 47 CFR §§ 73.2080(f)(4), 76.77(d)

² The Enforcement Bureau sent EEO audit letters to broadcasters on two occasions earlier this year. *See Enforcement Bureau Commences 2021 Broadcast EEO Audits*, Public Notice, 36 FCC Rcd 4436 (EB 2021) and *Enforcement Bureau Continues 2021 EEO Audits*, Public Notice, DA 21-822, 2021 WL 3478609 (EB Aug. 6, 2021).



Federal Communications Commission
Washington, D.C. 20554

November 12, 2021

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), it must provide only a list of the Unit's full-time employees identified by job title (no personal names should be provided), the number of hours each is regularly assigned to work per week and a response to question 2(b)(vi) below.

(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 September 30, 2021 (2021 EEO Public File Report). If the Unit maintains a website, provide its website address. If the Unit's 2021 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 2021 EEO Public File Report is linked.

(ii) For each full-time position filled during the period covered by the 2021 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 2021 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 2021 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 time period covered by the 2021 EEO Public File Report, such as participation at job fairs, events with educational institutions as well as 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).

(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 allegations and issues involved; (2) the name(s) 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 was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. All complaints must be reported, regardless of status or disposition.

(vii) 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.

(viii) 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 December 13, 2021. Do NOT send paper copies of your response. Responses must be submitted via the Commission's Electronic Comment Filing System (ECFS), found at <http://apps.fcc.gov/ecfs>, in Docket Number 21-398. 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 the above deadline 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 2021.

(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.

4. Please note that information submitted via ECFS is publicly available online. Accordingly, please do not include personal information in the Unit's submission, such as social security numbers, home addresses, or other personally identifiable information. The Commission does not require that MVPDs retain such information in their records, or that such information be provided in response to this audit letter.

Should you have any questions, contact EEO staff at (202) 418-1450 or EB-EEO@fcc.gov. Thank you for your cooperation.

Sincerely,

/s/ Elizabeth Goldin

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau

NOVEMBER 12, 2021 MVPD EEO AUDIT

UNITID #	MSO	OPERATOR	COUNTY	STATE
950502	Imon Communications, LLC	Imon Communications, LLC	United States	IA
12750	Plant Tiftnet, Inc.	Plant Tiftnet, Inc.	Tifton	GA
4242	T.V. Service, Inc.	Tv Service, Inc.	Knott	KY
10573	Cablevision Systems Corp	Cablevision - New York City Call Center	Bronx	NY
598257	Commzoom	Commzoom, LLC	Bexar	TX
4862	Service Electric Cablevision	Service Electric Cablevision, Inc	Berks	PA
502017	Knology, Inc.	Knology, Inc	Muscogee	GA
12220	Zito Media, L.P.	Zito Media, L.P.	Potter	PA
2805	Cass Cable Tv, Inc.	Cass Cable Television	Cass County	IL
716312	Knology, Inc.	Knology, Inc	Richmond	GA
11437	Mediacom Communications Corporation	Mediacom Communications Corporation	Webster	IA
775611	City Of Fort Collins Connexion	Fort Collins Electric Utility Enterprise	Larimer	CO
7759	Vexus	Nts Communications, LLC, DbA Vexus	Taylor	TX
10818	Maxxsouth Broadband	Bci Mississippi Broadband, LLC	Lafayette	MS
12295	Grande Communications Networks LLC	Grande Communications Networks, Inc.	Midland	TX
396	Ind.	Mediacom Communications Corporation	Covington	AL
77788	Ozarksgo, LLC	Ozarksgo, LLC	Washington	AR
10867	Scottsboro Electric Power Board	Scottsboro Electric Power Board	Jackson	AL
862861	Sierra Nevada Communications	Sierra Nevada Communications	Tuolumne	CA
10692	Wire Tele-View	Wire Tele-View Corporation	Pottsville	PA
12721	Telecommunications Management, LLC	Telecommunications Management, LLC	Clay	IN
5060	Brc Lansford	Pencor Services, Inc.	Carbon	PA
5641	Northland Communications Corporation	Northland Communications Corporation	Rutherford	NC
1761	Eagle Broadband Investments LLC	Northland Communications Corporation	Ellis	KS
11809	Atlantic Broadband (Delmar) LLC	Atlantic Broadband	New Castle	DE
13529	Charter Communications	Time Warner Cable	Brevard	FL
12760	Brc Newberry	Pencor Services, Inc.	York	PA
1605	Midcontinent Communications	Midcontinent Communications	Burleigh	ND
13536	Charter Communications	Time Warner Cable	Jefferson	KY
12098	Wideopenwest Michigan, LLC	Wideopenwest Networks, LLC	Wayne County	MI
4686	Cable One, Inc.	Cable One, Inc.	Dyer County	TN

NOVEMBER 12, 2021 MVPD EEO AUDIT

UNITID #	MSO	OPERATOR	COUNTY	STATE
10748	Dish Network L.L.C.	Dish Network L.L.C.	Arapahoe	CO
800	Allen's Tv Cable Service, Inc.	Allen's Tv Cable Service, Inc.	St. Mary Parish	LA
11843	Mid-Rivers Telephone Cooperative, Inc.	Mid-Rivers Telephone Cooperative, Inc.	McCone	MT
11997	Cox Communications, Inc.	Coxcomm, LLC	Washington	AR
1265	Harlan Community Television, Inc.	Harlan Community Television, Inc.	Harlan	KY
4315	Cable One, Inc.	Cable One, Inc.	Adair	MO
21958	Vast Broadband	Clarity Telecom, LLC DbA Vast Broadband	Turner	SD
738163	Wehco Video, Inc.	East Arkansas Video, Inc	St. Francis	AR
12853	Wabash Independent Networks, Inc	Wabash Independent Networks, Inc	Clay	IL
11568	Comcast Cable Communications	Comcast Corporation	Duval	FL
12278	Shenandoah Cable Television, LLC	Shenandoah Cable Television, LLC	Alleghany	VA
12781	Ultra Communications Group, LLC	Ultra Communications Group, LLC	Plaquemines	LA
12133	Wave Broadband	Wavedivision Vii, LLC	Marion	OR
10865	Shenandoah Cable Television, LLC	Shenandoah Cable Television, LLC	Logan	WV
12782	Ultra Communications Group, LLC	Ultra Communications Group, LLC	Caddo	LA
11834	Rcn Telecom Services LLC	Rcn Telecom Services, LLC	Delaware	PA
12131	Astound Broadband	Wavedivision Vi, LLC	Placer	CA
12279	Shenandoah Cable Television, LLC	Shenandoah Cable Television, LLC	Lewis	WV
7677	Broadstripe	Wavedivision I, LLC	King	WA