



# PUBLIC NOTICE

**Federal Communications Commission**  
**45 L Street NE**  
**Washington, DC 20554**

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**DA 22-1073**

**Released: October 21, 2022**

## **ENFORCEMENT BUREAU ANNOUNCES 2022 MVPD EEO AUDITS**

On October 21, 2022, the Enforcement Bureau issued the third set of Equal Employment Opportunity (EEO) audit letters for 2022, which 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,<sup>1</sup> 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.<sup>2</sup>

A list of the MVPD employment units included in this audit and the text of the October 21, 2022 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 December 7, 2022, and must be submitted via the Commission's Electronic Comment Filing System (ECFS) in Docket Number 22-354, which can be found at: <http://apps.fcc.gov/ecfs>.

Please be advised that, in contrast with past practice, the Enforcement Bureau will no longer issue letters to MVPDs upon completion of our review of audit responses. If questions arise during staff review, the Enforcement Bureau will contact the employment unit.

Enforcement Bureau Contact: [EB-EEO@fcc.gov](mailto:EB-EEO@fcc.gov) or 202-418-1450

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<sup>1</sup> 47 CFR §§ 73.2080(f)(4), 76.77(d)

<sup>2</sup> The Enforcement Bureau sent EEO audit letters to broadcasters on two occasions earlier this year. See *Enforcement Bureau Commences 2022 EEO Audits*, Public Notice, DA 22-275, 2022 WL 850337 (EB Mar. 21, 2022) and *Enforcement Bureau Continues 2022 EEO Audits*, Public Notice, DA 22-854, 2022 WL 3636697 (EB Aug. 19, 2022).



Federal Communications Commission  
Washington, D.C. 20554

October 21, 2022

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, 2022 (2022 EEO Public File Report). If the Unit maintains a website, provide its website address. If the Unit's 2022 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 2022 EEO Public File Report is linked.

(ii) For each full-time position filled during the period covered by the 2022 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 2022 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 2022 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 2022 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 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 7, 2022.** 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 22-354. ECFS assistance is available by contacting the ECFS Help Desk at (202) 418- 0193 or via e-mail at [ECFSHelp@fcc.gov](mailto: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 December 7, 2022, 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 2022.

(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](mailto: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.

(d) Upon receipt, audit responses will be reviewed for completeness. If any questions arise or there are missing materials, EEO staff will contact you. The Enforcement Bureau no longer issues letters to licensees upon completion of our review of audit responses.

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](mailto:EB-EEO@fcc.gov). Thank you for your cooperation.

Sincerely,

/s/ Elizabeth Goldin

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

## OCTOBER 21, 2022 MVPD EEO AUDIT

UNIT ID #	MSO	OPERATOR	COUNTY	STATE
598257	COMMZOOM	COMMZOOM, LLC	BEXAR	TX
11973	SUDDENLINK COMMUNICATIONS	CEQUEL COMMUNICATIONS, LLC	SMITH CO	TX
1587	BLOCK COMMUNICATIONS	ERIE COUNTY CABLEVISION, INC.	ERIE	OH
12074	SUDDENLINK COMMUNICATIONS	CEQUEL COMMUNICATIONS, LLC	UPSHUR CO	WV
841872	SUDDENLINK COMMUNICATIONS	CEQUEL COMMUNICATIONS, LLC	GILA CO	AZ
650936		JACKSON ENERGY AUTHORITY	MADISON	TN
7861	SERVICE AREA 5 CABLE LLC	FULL CHANNEL, INC.	UNITED STATES	RI
11990	SUDDENLINK COMMUNICATIONS	CEQUEL COMMUNICATIONS, LLC	RAPIDES PARISH	LA
4963		CATAWBA SERVICES	YORK COUNTY	SC
12122		VISION COMMUNICATIONS, LLC	LAFOURCHE	LA
11987	SUDDENLINK COMMUNICATIONS	CEQUEL COMMUNICATIONS, LLC	FAULKNER CO	AR
997067	KNOLOGY, INC.	KNOLOGY, INC	DORCHESTER	SC
6604	SUDDENLINK COMMUNICATIONS	CEQUEL COMMUNICATIONS, LLC	MOHAVE CO	AZ
12201	SUDDENLINK COMMUNICATIONS	CEQUEL COMMUNICATIONS, LLC	CUSTER CO	OK
713353	KNOLOGY, INC.	KNOLOGY, INC	MADISON	AL
6117	WAVE BROADBAND	WAVEDIVISION II, LLC	SKAGIT	WA
1277	BROADSTRIPE	WAVEDIVISION VII, LLC	LINCOLN COUNTY	OR
11479	MEDIACOM COMMUNICATIONS CORPORATION	MEDIACOM COMMUNICATIONS CORPORATION	CRAWFORD	WI
008602	VEXUS	NTS COMMUNICATIONS, LLC, DBA VEXUS	AMARILLO	TX
007751	VEXUS	NTS COMMUNICATIONS, LLC, DBA VEXUS	ABILENE	TX
888570	LOVELAND PULSE	CITY OF LOVELAND - MUNICIPAL FIBER	LARIMER	CO
11443	MEDIACOM COMMUNICATIONS CORPORATION	MEDIACOM COMMUNICATIONS CORPORATION	MARSHALL	IA
2567	WAVE BROADBAND	WAVEDIVISION IV, LLC	KITSAP	WA
11469	MEDIACOM COMMUNICATIONS CORPORATION	MEDIACOM COMMUNICATIONS CORPORATION	REDWOOD	MN
990171	MIDCONTINENT COMMUNICATIONS	MIDCONTINENT COMMUNICATIONS	HENNEPIN	MN
11390	MEDIACOM COMMUNICATIONS CORPORATION	MEDIACOM COMMUNICATIONS CORPORATION	CLAY	MO
11483	MEDIACOM COMMUNICATIONS CORPORATION	MEDIACOM COMMUNICATIONS CORPORATION	SUMTER	GA
10773		MASHELL TELECOM, INC	PIERCE COUNTY	WA
11313	MEDIACOM COMMUNICATIONS CORPORATION	MEDIACOM COMMUNICATIONS CORPORATION	BALDWIN	AL
11831	RCN TELECOM SERVICES	RCN TELECOM SERVICES, LLC	MIDDLESEX	MA
13557	CHARTER COMMUNICATIONS	TIME WARNER CABLE	MILWAUKEE	WI
2854		ARMSTRONG UTILITIES INC.	MAHONING	OH

## OCTOBER 21, 2022 MVPD EEO AUDIT

UNIT ID #	MSO	OPERATOR	COUNTY	STATE
12100	WIDOPENWEST CLEVELAND, LLC	WIDOPENWEST NETWORKS, LLC	CUYAHOGA COUNTY	OH
13556	CHARTER COMMUNICATIONS	TIME WARNER CABLE	ERIE	NY
12092	WIDOPENWEST NETWORKS, LLC	WIDOPENWEST NETWORKS, LLC	ARAPAHOE COUNTY	CO
10351	SIGECOM, LLC	WIDOPENWEST NETWORKS, LLC	VANDEBURGH COUNTY	IN
6445	COX COMMUNICATIONS, INC.	COXCOM, LLC	KENT COUNTY	RI
12814	COX COMMUNICATIONS, INC.	COX COMMUNICATIONS LOUISIANA, LLC	LAFAYETTE COUNTY	LA
9976	CABLE ONE, INC.	CABLE ONE, INC.	ADAMS COUNTY	MS
4484	CABLE ONE, INC.	CABLE ONE, INC.	CARTER COUNTY	OK
1231	TELE-COMMUNICATIONS, INC.	CABLE ONE, INC. D/B/A SPARKLIG	ALAMOSA	CO
20574	CONSOLIDATED TELEPHONE COMPANY (CTC)	CONSOLIDATED TELEPHONE COMPANY	CROW WING	MN
1408	CABLE ONE, INC.	CABLE ONE, INC.	HARRISON COUNTY	MS
3457	CABLE ONE, INC.	CABLE ONE, INC.	SAN PATRICIO COUNTY	TX
12751	AST TELECOM, LLC	AST TELECOM, LLC	PAGO PAGO	AS
12799	CABLE ONE, INC.	RURAL BROADBAND INVESTMENTS, LLC	SCOTT	MO
022201	VAST BROADBAND	CLARITY TELECOM, LLC DBA VAST BROADBAND	LYON	MN
3439	COX COMMUNICATIONS INC	COXCOM, LLC	CUYAHOGA COUNTY	OH
10517	COX COMMUNICATIONS, INC.	COX COMMUNICATIONS LOUISIANA, LLC	EAST BATON ROUGE PAR	LA
862	CABLE ONE, INC.	CABLE ONE, INC.	STEPHENS COUNTY	OK
4715	CABLE ONE, INC.	CABLE ONE, INC.	ECTOR COUNTY	TX
16001	ARMSTRONG UTILITIES INC.	ARMSTRONG UTILITIES INC.	BUTLER	PA
12091	WIDOPENWEST NETWORKS, LLC	WIDOPENWEST NETWORKS, LLC	EL PASO COUNTY	CO
11647		COMCAST CORPORATION	RAMSEY	MN
11545	COMCAST CABLE COMMUNICATIONS, LLC	COMCAST CORPORATION	COOK	IL
11504	COMCAST CABLE COMMUNICATIONS	COMCAST CABLE COMMUNICATIONS, LLC.	BALTIMORE	MD
HQ452	CHARTER COMMUNICATIONS	TIME WARNER CABLE	MECKLENBURG	NC
13534	CHARTER COMMUNICATIONS	TIME WARNER CABLE	HONOLULU	HI
13554	CHARTER COMMUNICATIONS	TIME WARNER CABLE	HILLSBOROUGH	FL
13541	CHARTER COMMUNICATIONS	TIME WARNER CABLE	ARAPAHOE	CO