



PUBLIC NOTICE

Federal Communications Commission
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DA 15-1176
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FCC CONTINUES EEO AUDITS

On October 9, 2015, the Federal Communications Commission mailed the third set of its Equal Employment Opportunity (EEO) audit letters for 2015. This mailing was sent to randomly selected multi-channel video programming distributors (MVPDs). In accordance with the provisions of Sections 73.2080(f)(4) and 76.77(d) of the Commission's Rules, 47 C.F.R. §§ 73.2080(f)(4), 76.77(d), the FCC 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 for these random EEO audits. By Public Notice DA 15-197, released February 11, 2015, and Public Notice DA 15-718, released June 18, 2015, the Media Bureau announced its mailing of similar audit letters to the broadcast stations listed in the attachments to those Public Notices.

A list of the MVPD units to which these October 9, 2015 audit letters were sent is attached, along with a copy of the audit letter.

Media Bureau Contact: EEO Staff at 202-418-1450.

October 9, 2015

Dear Manager:

1. In accordance with the provisions of 47 C.F.R. § 76.77(d) of the Commission's Equal Employment Opportunity ("EEO") rules, your employment unit has been randomly selected for an audit of its EEO program. (A copy of 47 C.F.R. § 76.77 and the other rules referred to in this letter are enclosed for your reference.)

2. If the unit is not required under our rules to have an EEO recruitment program due to the size of its full-time workforce (having fewer than six full-time employees, defined as employees regularly assigned to work 30 hours a week or more), you still must respond to this audit letter. In your response, however, you must provide only a list of the unit's full-time employees, identified only by job title (no names should be provided) and the number of hours each is regularly assigned to work per week, **and a response to question 3(e) below**.

3. **Audit Data Requested.** If the unit employs six or more full-time employees (as defined above), provide the following information in your response to this letter, including an explanation regarding any requested information that you are unable to provide:

(a) The employment unit's most recent EEO program information, described in 47 C.F.R. § 76.1702(b), which should have been placed in the unit's public file by October 1, 2015. If the unit has a website, provide its web address. If the unit's most recent (2015) EEO public file report is not included on or linked to by the website, in violation of 47 C.F.R. § 76.1702(b), provide an explanation of why the report is not so posted or linked to. 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. § 76.1702(b).

(b) For each full-time position filled during the period covered by the above EEO program information, or since your acquisition of the unit, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in 47 C.F.R. § 76.75(c)(3). 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 47 C.F.R. § 76.75(b)(1)(ii). Also include the date that each position was filled and the recruitment source that referred the hiree, as described in 47 C.F.R. § 76.75(c)(6).

(c) In accordance with 47 C.F.R. § 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 above-noted EEO program information.

(d) Documentation demonstrating performance of unit recruitment initiatives described in 47 C.F.R. § 76.75(b)(2) during the time period covered by the above-noted EEO program information, such as participation at job fairs, engaging in mentoring programs, and providing 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 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 initiatives within a 12-

month period, pursuant to 47 C.F.R. § 76.75(b)(2).

(e) Disclose 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 of the complaint's filing; (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 all complaints must be reported, regardless of their status or disposition.

(f) In accordance with 47 C.F.R. § 76.75(f), describe 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.

(g) In accordance with 47 C.F.R. § 76.75(g), describe 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, describe 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 C.F.R. § 76.75(g) analysis and how the unit has resolved them.

4. **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 November 25, 2015. The accuracy and completeness of the response must be certified to by an authorized officer, partner or other principal of the owner of the unit. 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), 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 C.F.R. § 76.77(f) and may result in a certification that the unit is not in compliance for 2013 with the Commission's EEO rules. Extensions of time must be requested in writing (or e-mail sent to lewis.pulley@fcc.gov) and will be granted only upon a showing of extraordinary circumstances.

5. In accordance with 47 C.F.R. § 76.79, a copy of this letter and your response will be placed in the Commission's public file for the unit. Consequently, your response should not include personal data about individuals, such as social security numbers, home addresses, or other personally identifiable information. We do not require that units retain such information in their records, or that such information be provided in response to this audit letter. 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

Enclosure

Emp Unit ID #	MSO/Operator Name	County Location	State Location
2169	ARMSTRONG UTILITIES, INC.	CRAWFORD	PA
10588	ARMSTRONG UTILITIES, INC.	BUTLER	PA
11799	ATLANTIC BROADBAND (PENN) LLC..	BLAIR COUNTY	PA
2127	BLOCK COMMUNICATIONS	LUCAS	OH
12754	BRC DUNCANNON	PERRY	PA
7506	BRIGHT HOUSE NETWORKS, LLC	WAYNE COUNTY	MI
8795	BROADSTRIPE LLC	EATON COUNTY	MI
12775	BVU AUTHORITY	WASHINGTON	VA
659	CABLE ONE, INC.	GRENADA COUNTY	MS
5476	CABLE ONE, INC.	CASS COUNTY	ND
9913	CABLEVISION SYSTEMS CORP	MIDDLESEX	NJ
12381	CHARTER COMMUNICATIONS	SHASTA	CA
12392	CHARTER COMMUNICATIONS	GENESEE	MI
12403	CHARTER COMMUNICATIONS	STEARNS	MN
12412	CHARTER COMMUNICATIONS	BUNCOMBE	NC
12426	CHARTER COMMUNICATIONS	GREENVILLE COUNTY	SC
12437	CHARTER COMMUNICATIONS	MAURY	TN
12447	CHARTER COMMUNICATIONS	MARATHON	WI
12477	CHARTER COMMUNICATIONS	DENVER COUNTY	CO
12502	CHARTER COMMUNICATIONS	ST. TAMMANY PARISH	LA
12607	CHARTER COMMUNICATIONS	WASHOE COUNTY	NV
12621	CHARTER COMMUNICATIONS	UNION	OR
12635	CHARTER COMMUNICATIONS	BLOUNT	TN
12649	CHARTER COMMUNICATIONS	WILSON	TN
12663	CHARTER COMMUNICATIONS	ELLIS	TX
12682	CHARTER COMMUNICATIONS	FOND DU LAC	WI
1568	CITY OF WILSON DBA GREENLIGHT	WILSON	NC
11683	COMCAST CABLE COMMUNICATION	WASHINGTON	OR
726	COMCAST CABLE COMMUNICATIONS	BUCKS	PA
11525	COMCAST CABLE COMMUNICATIONS	PHILADELPHIA	PA
11653	COMCAST CABLE COMMUNICATIONS	SALT LAKE	UT
11892	COMCAST CABLE COMMUNICATIONS	MIDDLESEX	MA
12152	COMCAST CABLE COMMUNICATIONS	BALTIMORE	MD
12777	COMCAST CABLE COMMUNICATIONS	BROWARD	FL
12808	COMCAST CABLE COMMUNICATIONS	HILLSBOROUGH	NH
990418	COMCAST CABLE COMMUNICATIONS	CHESTER	PA
8364	COMCAST CABLE COMMUNICATIONS, LLC	BALTIMORE	MD
11537	COMCAST CABLE COMMUNICATIONS, LLC	ALAMEDA	CA
11546	COMCAST CABLE COMMUNICATIONS, LLC	COOK	IL
11593	COMCAST CABLE COMMUNICATIONS, LLC	LAKE	IN
11666	COMCAST CABLE COMMUNICATIONS, LLC	SNOHOMISH	WA
11915	COMCAST CABLE COMMUNICATIONS, LLC	FRESNO	CA

1352	COX COMMUNICATIONS	BIBB COUNTY	GA
7299	COX COMMUNICATIONS	FAIRFAX COUNTY	VA
10881	COX COMMUNICATIONS	TULSA COUNTY	OK
12041	EAGLE COMMUNICATIONS, INC.	DICKINSON COUNTY	KS
52684	FIDELITY CABLEVISION, INC.	FRANKLIN COUNTY	MO
5271	GANS MULTIMEDIA PARTNERSHIP	COLUMBIA	PA
12830	GOOGLE FIBER, INC.	UTAH COUNTY	UT
990460	GOOGLE FIBER, INC.	SANTA CLARA COUNTY	CA
12295	GRANDE COMMUNICATIONS NETWORKS LLC	MIDLAND	TX
12249	GREENE COUNTY PARTNERS, INC.	CASS COUNTY	IL
1575	LAWTON, OK	COMANCHE COUNTY	OK
11443	MEDIACOM COMMUNICATIONS CORPORATION	MARSHALL	IA
825	MERTOCAST COMMUNICATIONS	BENNETTSVILLE	SC
11868	METROCAST CABLEVISION OF NH LLC	BELKNAP	NH
12015	RITTER COMMUNICATIONS HOLDINGS	MARKED TREE	AR
12829	VYVE BROADBAND A, LLC	COMANCHE COUNTY	OK
738163	WEHCO VIDEO, IN.C	ST. FRANCIS	AR
193079	WEHCO VIDEO, INC.	GREGG	TX