



PUBLIC NOTICE

Federal Communications Commission
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Washington, D.C. 20554

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DA 14-1471
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FCC CONTINUES EEO AUDITS

On October 7, 2014, the Federal Communications Commission mailed the third set of its Equal Employment Opportunity (EEO) audit letters for 2014. 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 14-206, released February 18, 2014, and Public Notice DA 14-810, released June 11, 2014, 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 7, 2014 audit letters were sent is attached, along with a copy of the audit letter.

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

October 7, 2014

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, 2013. If the unit has a website, provide its web address. If the unit's most recent (2012) 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 21, 2014. 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
143204	ADVANCE NEWHOUSE PARTNERSHIP	SYRACUSE	NY
16001	ARMSTRONG UTILITIES INC.	BUTLER	PA
11805	ATLANTIC BROADBAND	WARREN	PA
11861	BCI ALLEGIANCE, LLC	FRANKLIN COUNTY	KS
3252	BCI JAMES CABLE, LLC	CALCASIEU COUNTY	LA
2127	BUCKEYE CABLEVISION, INC.	LUCAS	OH
4403	CABLE ONE, INC.	CHAVES COUNTY	NM
9976	CABLE ONE, INC.	ADAMS COUNTY	MS
1367	CABLE SERVICES, INC.	STUTSMAN COUNTY	ND
990166	CABLEVISION SYSTEMS CORPORATION - HEADQUARTERS	NASSAU COUNTY	NY
2220	CALIFORNIA OREGON BROADCASTING, INC.	CROOK COUNTY	OR
11009	CHARTER COMMUNICATIONS	MORGAN	CO
12395	CHARTER COMMUNICATIONS	GRAND TRAVERSE	MI
12452	CHARTER COMMUNICATIONS	TALLADEGA	AL
12460	CHARTER COMMUNICATIONS	FRANKLIN	AL
12491	CHARTER COMMUNICATIONS	HENRY COUNTY	GA
12540	CHARTER COMMUNICATIONS	OSTEGO	MI
12543	CHARTER COMMUNICATIONS	BENZIE	MI
12580	CHARTER COMMUNICATIONS	BUNCOMBE	NC
12581	CHARTER COMMUNICATIONS	WATAUGA	NC
12629	CHARTER COMMUNICATIONS	GREENVILLE COUNTY	SC
12679	CHARTER COMMUNICATIONS	EAU CLAIRE	WI
12819	CHARTER COMMUNICATIONS	FAIRFIELD	CT
1568	CITY OF WILSON DBA GREENLIGHT	WILSON	NC
3691	COAXIAL CABLE TELEVISION CORPORATION	ERIE	PA
2993	COMCAST CABLE COMMUNICATIONS, LLC.	MARION	IN
5750	COMCAST CABLE COMMUNICATIONS, LLC.	DELAWARE	PA
10211	COMCAST CABLE COMMUNICATIONS, LLC.	BALTIMORE	MD
10347	COMCAST CABLE COMMUNICATIONS, LLC.	WAYNE	MI
11607	COMCAST CABLE COMMUNICATIONS, LLC.	LAKE	FL
11631	COMCAST CABLE COMMUNICATIONS, LLC.	WASHINGTON	OR
11682	COMCAST CABLE COMMUNICATIONS, LLC.	WASHINGTON	OR
11943	COMCAST CABLE COMMUNICATIONS, LLC.	EAGLE	CO
11954	COMCAST CABLE COMMUNICATIONS, LLC.	WASHTENOW	MI
12253	COMCAST CABLE COMMUNICATIONS, LLC.	BRISTOL	MA
12807	COMCAST CABLE COMMUNICATIONS, LLC.	HILLSBOROUGH	NH
12812	COMCAST CABLE COMMUNICATIONS, LLC.	PHILADELPHIA	PA
7299	COX COMMUNICATIONS, INC.	FAIRFAX COUNTY	VA
M00029	DIRECTV, LLC	LOS ANGELES COUNTY	CA

10777	GANS COMMUNICATIONS, LP	KING GEORGE	VA
12752	GOOGLE FIBER MISSOURI, LLC	JACKSON COUNTY	MO
11349	MEDIACOM COMMUNICATIONS CORPORATION	LIVINGTON	IL
11351	MEDIACOM COMMUNICATIONS CORPORATION	WOODFORD	IL
11435	MEDIACOM COMMUNICATIONS CORPORATION	POLK	IA
11447	MEDIACOM COMMUNICATIONS CORPORATION	WAPELLO	IA
9346	METROCAST COMMUNICATIONS OF MS, LLC	PRENTICE COUNTY	MS
10125	MUSCATINE POWER AND WATER	MUSCATINE COUNTY	IA
8377	NORTHLAND COMMUNICATIONS CORPORATION	SMITH COUNTY	TX
12764	PENCOR SERVICES, INC.	TIOGA	PA
11835	RCN TELECOM SERVICES, LLC	LEHIGH VALLEY	PA
10702	SHENANDOAH CABLE TELEVISION, LLC	SHENANDOAH	VA
589	TIME WARNER CABLE	MECKLENBURG	NC
6329	TIME WARNER CABLE	LOS ANGELES	CA
396	TV CABLE COMPANY OF ANDALUSIA, INC.	COVINGTON	AL
12134	WAVEDIVISION VI, LLC	YOLO	CA
5711	WESTERN WISCONSIN COMMUNICATIONS LLC.	TREMPEALEAU	WI