



PUBLIC NOTICE

Federal Communications Commission
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DA 24-1120

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ENFORCEMENT BUREAU ANNOUNCES 2024 MVPD EEO AUDITS

On November 8, 2024, the Enforcement Bureau issued the third set of Equal Employment Opportunity (EEO) audit letters for 2024, 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,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 and the text of the November 8, 2024 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 9, 2024, and must be submitted via the Commission's Electronic Comment Filing System (ECFS) in Docket Number 24-563, which can be found at: <http://apps.fcc.gov/ecfs>. MVPD employment units in the states of Florida, Georgia, North Carolina, South Carolina, Tennessee and Virginia impacted by the disruption caused by Hurricanes Helene or Milton do not need to request an extension, and may respond by January 8, 2025, if they find the additional time necessary. In addition, MVPD employment units in the impacted areas may contact the Enforcement Bureau to discuss options if unique circumstances prevent them from responding to their audits by this extended deadline.

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 or 202-418-1450

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¹ 47 CFR §§ 73.2080(f)(4), 76.77(d).

² The Enforcement Bureau sent EEO audit letters to broadcasters earlier this year. *See Enforcement Bureau Commences 2024 EEO Audits*, Public Notice, DA 24-179, 2024 WL 1270129 (EB Mar. 22, 2024). *See also, Enforcement Bureau Continues 2024 EEO Audits*, Public Notice, DA 24-1075, 2024 WL 4565440 (EB Oct. 18, 2024).



Federal Communications Commission
Washington, D.C. 20554

November 8, 2024

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 paragraph 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 October 1, 2024 (2024 EEO Public File Report). If the Unit maintains a website, provide its website address. If the Unit's 2024 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 2024 EEO Public File Report is linked.

(ii) For each full-time position filled during the period covered by the 2024 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 2024 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 2024 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 2024 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 complaint(s); (2) the 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. Note that the Unit must report all complaints, regardless of their 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 9, 2024.** 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 24-563. 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 December 9, 2024, 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 2024.

(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. Unless and

until an extension is granted, the original deadline remains in effect. MVPD employment units in the states of Florida, Georgia, North Carolina, South Carolina, Tennessee and Virginia impacted by the disruption caused by Hurricanes Helene or Milton do not need to request an extension, and may respond by January 8, 2025, if they find the additional time necessary. In addition, MVPD employment units in the impacted areas may contact the Enforcement Bureau to discuss options if unique circumstances prevent them from responding to their audits by this extended deadline.¹

(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. Should you have any questions about your response, please contact EEO staff of the Investigations & Hearings Division in the Commission's Enforcement Bureau at EB-EEO@fcc.gov or (202) 418-1540 at least five business days prior to the December 9, 2024 response deadline. Thank you for your cooperation.

¹ Any waiver request will be forwarded to Media Bureau for consideration.

NOVEMBER 8, 2024 MVPD EEO AUDIT

#	Unit ID #	MSO	Operator	County	State
1	05491	VYVE BROADBAND J, LLC.	VYVE BROADBAND J, LLC.	Claiborne	TN
2	11984	SUDDENLINK COMMUNICATIONS	CEQUEL COMMUNICATIONS, LLC	Pope	AR
3	1847	CABLE ONE, INC.	CABLE ONE, INC.	Labette	KS
4	4242	T.V. SERVICE, INC.	T.V. SERVICE, INC.	Knott	KY
5	931260	BENDCABLE	BENDCABLE	Deschutes	OR
6	12301	GRANDE COMMUNICATIONS LLC	GRANDE COMMUNICATIONS LLC	Nueces	TX
7	1599	MASSILLON CABLE TV INC	MASSILLON CABLE TV INC	Stark	OH
8	11346	MEDIACOM COMMUNICATIONS CORPORATION	MEDIACOM COMMUNICATIONS CORPORATION	Marshall	IL
9	12753	DALTON UTILITIES	DALTON UTILITIES	Whitfield	GA
10	7677	BROADSTRIPE	WAVEDIVISION I, LLC	King	WA
11	13527	CHARTER COMMUNICATIONS	TIME WARNER CABLE	Bexar	TX
12	11802	COGECO US (PENN), LLC D/B/A BREEZELINE	COGECO US (PENN), LLC D/B/A BREEZELINE	Cambria	PA
13	12887	SHENANDOAH CABLE TELEVISION, LLC	SHENANDOAH CABLE TELEVISION, LLC	Johnson	KY
14	EUID99004	CLARITY TELECOM, LLC	BLUEPEAK FIBER	Denver	CO
15	EUID99013	UNITED SERVICES, INC.	UNITED SERVICES, INC.	Nodaway	MO
16	7429	HAEFELE TV INC.	HAEFELE TV INC.	Tioga	NY
17	12240	TEL-STAR CABLEVISION, INC.	TEL-STAR CABLEVISION, INC.	Woodford	IL

NOVEMBER 8, 2024 MVPD EEO AUDIT

#	Unit ID #	MSO	Operator	County	State
18	11676	COMCAST CABLE COMMUNICATIONS, LLC.	COMCAST CABLE COMMUNICATIONS, LLC.	Cobb	GA
19	11	SCHURZ COMMUNICATIONS, INC.	ANTIETAM CABLE TELEVISION, LLC	Washington	MD
20	10881	COX COMMUNICATIONS	COXCOM, LLC	Tulsa	OK
21	502017	KNOLOGY, INC.	KNOLOGY, INC.	Muscogee	GA
22	0001	GIGGLE FIBER	GIGGLE FIBER	Los Angeles	CA
23	122231	ELECTRIC POWER BOARD OF CHATTANOOGA	EPB FIBER OPTICS	Hamilton	TN
24	4232	STANDARD TABACCO CO. INC.	STANDARD TABACCO CO. INC.	Mason	KY
25	4862	SERVICE ELECTRIC CABLEVISION	SERVICE ELECTRIC CABLEVISION	Berks	PA
26	11843	MID-RIVERS TELEPHONE COOPERATIVE, INC.	MID-RIVERS TELEPHONE COOPERATIVE, INC.	McCone	MT
27	11825	CENTRACOM INTERACTIVE	CENTRAL TELCOM SERVICES	Sanpete	UT
28	693505	WEHCO VIDEO, INC.	HOPE COMMUNITY TV, INC.	Hempstead	AR
29	12281	SHENANDOAH CABLE TELEVISION, LLC	SHENANDOAH CABLE TELEVISION, LLC	Campbell	VA
30	1265	HARLAN COMMUNITY TELEVISION, INC.	HARLAN COMMUNITY TELEVISION, INC.	Harlan	KY