



PUBLIC NOTICE

Federal Communications Commission
445 12th St., S.W.
Washington, D.C. 20554

News Media Information 202 / 418-0500
Internet: <https://www.fcc.gov>
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Released: February 6, 2020

ENFORCEMENT BUREAU COMMENCES 2020 EEO AUDITS

On February 6, 2020, the Enforcement Bureau sent the first of its Equal Employment Opportunity (EEO) audit letters for 2020 to randomly selected radio and television stations. In accordance with section 73.2080(f)(4) of the Commission's EEO rules,¹ the Bureau annually audits the EEO programs of randomly selected broadcast licensees. Each year, approximately five percent of all radio and television stations are selected for EEO audits.

Attached are a list of the radio and television stations included in this audit, as well as the text of the February 6, 2020 audit letter. The list and the letter can also be viewed by accessing the Enforcement Bureau's current EEO headline page on the FCC website at <http://www.fcc.gov/encyclopedia/equal-employment-opportunity-headlines>

Enforcement Bureau Contact: Lewis Pulley at 202-418-1450

¹ 47 CFR § 73.2080(f)(4)



Federal Communications Commission
Washington, D.C. 20554

February 6, 2020

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), the station employment unit (the Unit) that includes your station, referenced above (the Station), has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of section 73.2080 of the Commission's rules is attached at the end of this letter for your reference.

2. You must still respond to this letter, even if the Unit is not required under our rules to have an EEO recruitment program due to the nature of its full-time workforce (because it has fewer than five full-time employees, defined as employees regularly assigned to work 30 hours a week or more). However, in your response, you are required to provide only a list of the Unit's full-time employees, identified only by job title (no names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 3(e) below. Also, in formulating your response, please see Questions 4(a)-(d) below regarding brokers and brokered stations for instructions for situations in which the applicable employment unit has fewer than five full-time employees.

3. **Audit Data Requested.** All Units must provide information for Question 3(e). If the Unit employs five or more full-time employees, provide the following information, including an explanation regarding any requested information that you are unable to provide:

(a) Copies of the Unit's two most recent EEO public file reports, described in section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not posted on each of these websites, indicate each relevant website and provide an explanation of why the report is not posted, as required by section 73.2080(c)(6). In accordance with section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. 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 section 73.2080(c)(6).

(b) For each of the Unit's full-time positions filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not

provide them at this time. 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 the Unit's job openings, as described in section 73.2080(c)(1)(ii).

(c) In accordance with section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all of the Unit's full-time vacancies filled during the period covered by the above-noted EEO public file reports.

(d) Documentation of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and 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 any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.

(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before anybody 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, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names 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 by which it 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 section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

(g) In accordance with section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

(h) In accordance with section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. 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.

(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(j) Among items we do not need in your response to this letter are copies of applicants' resumes, your company training manuals, posters, employee handbooks, or corporate guidebooks. If you believe any of the information in various corporate manuals or posters are relevant to any part of this audit letter, you may summarize what is in them. If you believe this letter requires you to provide an unusually burdensome volume of documentation, you may contact us prior to the response deadline to discuss possible ways of condensing your response.

4. **Time Brokerage.**

(a) **Licensee of brokered station(s).** If the Unit employs fewer than five full-time employees and any station included in it is subject to a time brokerage agreement, in addition to responding to this letter and providing us a list of the Unit's full-time employees listed by job title (and the number of hours each employee is assigned to work) and a response to Question 3(e) above, you must immediately forward a copy of this letter to the broker under each such agreement, which must respond to Question 4(b) below. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 3 above, and also forward the letter to the broker so the broker may respond to Question 4(b) below.

(b) **Broker receiving audit letter from brokered station licensee.** If you are the broker of a station, and the station you are brokering receives an audit letter, the licensee of the brokered station must forward the audit letter to you. You should respond to the audit letter concerning EEO information relating only to your own full-time employees at the brokered station. *See* section 73.2080(f)(3).

(c) **Broker receiving audit letter directly from Commission.** If you are a broker, but the target station in this audit letter is a station licensed to you, you must submit information requested herein for the EEO program at your station (or employment unit). If you maintain EEO data for a station you are brokering with that for your own station that is the target of this audit letter, and lack the ability to separate the information, you must include in your response the information requested herein pertaining to **your** full-time employees at the station(s) you broker. *See* section 73.2080(f)(3).

(d) **Broker described under 4(b) or 4(c) above.** If your full-time employees at the station you are brokering, combined with your full-time employees at your owned station(s), total fewer than five, however, you need only respond to this letter by the deadline described

below by submitting a list of your Unit's full-time employees (listed by job title and number of hours regularly assigned to work per week) and the same type of list for the full-time employees you employ at the brokered station(s), and a response to Question 3(e) above.

5. Procedures. *You must upload your response to this audit letter to your station's online public inspection file on www.fcc.gov by March 23, 2020, and include in your response your station's Facility ID Number and an e-mail address where a station representative can be contacted about your response.* The response should be filed in the online file under "EEO Records" which will appear as a briefcase icon on the left side of the screen when you go into the online public file. You should not direct your response to the office of the FCC Secretary. The Secretary does not process responses to EEO audit letters. The accuracy and completeness of the response must be certified by an officer, partner or other principal of the Station licensee or broker (as appropriate) or, in the case of a noncommercial educational station, by an officer, member or other principal of the licensee. (*See* 47 CFR § 1.16.)

6. 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; 47 CFR § 1.17), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Extensions of time must be requested by e-mail to lewis.pulley@fcc.gov and will be granted only upon a showing of extraordinary circumstances. Unless and until the EEO Staff grants an extension the original deadline remains in effect. Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with section 73.2080(g).

7. In accordance with sections 73.3526(e)(10) (for commercial stations) and 73.3527(e)(11) (for noncommercial educational stations), available through these links:

https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73_13526&rgn=div8

https://www.ecfr.gov/cgi-bin/text-idx?SID=05bcd2d178b35195633871d209cc728e&mc=true&node=se47.4.73_13527&rgn=div8

you must place a copy of this letter and your response in the online public file, of each affected station. Consequently, your response should not include personal information about individuals, such as social security numbers, home addresses, or other personally identifiable information. We do not require that employment units retain such information in their records, or that such information be provided in response to this letter.

8. If our EEO random audits sent in 2017, 2018, or 2019 included the Station, you may not have to respond to this letter. If the Station completed an audit in that timeframe, before responding, please tell us the dates of public file reports included in the Station's recent audit response, via e-mail to lewis.pulley@fcc.gov.

We will then advise you if a response is necessary. Also, if your most recent license renewal application was granted after February 1, 2018, you may not need to respond to this letter. To find out if you are exempt from responding, send an e-mail to lewis.pulley@fcc.gov. 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, Investigations & Hearings Division
Enforcement Bureau

Enclosure

| Callsign | Facility ID | Licensee | City | State | Service |
|----------|-------------|--|-------------------|-------|---------|
| KACT | 74562 | ZIA BROADCASTING COMPANY | ANDREWS | TX | AM |
| KAGH | 2937 | ASHLEY COUNTY BROADCASTERS, INC. | CROSSETT | AR | AM |
| KAIA | 76841 | EDUCATIONAL MEDIA FOUNDATION | BLOOMFIELD | MO | FM |
| KAPE | 70594 | WITHERS B'CASTING COMPANY OF MO, LLC | CAPE GIRARDEAU | MO | AM |
| KARF | 78930 | COMMUNITY BROADCASTING, INC. | INDEPENDENCE | KS | FM |
| KATK-FM | 54514 | CARLSBAD RADIO, INC. | CARLSBAD | NM | FM |
| KBCR-FM | 63190 | BLIZZARD BROADCASTING LLC | STEAMBOAT SPRINGS | CO | FM |
| KBEE | 53497 | RADIO LICENSE HOLDING CBC, LLC | SALT LAKE CITY | UT | FM |
| KBIE | 63953 | FLOOD BROADCASTING, INC. | AUBURN | NE | FM |
| KBLF | 48853 | HUTH-PENNEY BROADCASTING LLC | RED BLUFF | CA | AM |
| KBOO | 65755 | THE KBOO FOUNDATION | PORTLAND | OR | FM |
| KBRY | 164308 | MID NEBRASKA BROADCASTING, LLC | SARGENT | NE | FM |
| KBRZ-FM | 18756 | ALELUYA BROADCASTING NETWORK | VICTORIA | TX | FM |
| KBWS-FM | 36355 | PRAIRIE WINDS BROADCASTING, INC. | SISSETON | SD | FM |
| KCDZ | 43811 | MORONGO BASIN BROADCASTING CORP. | TWENTYNINE PALMS | CA | FM |
| KCHL | 40486 | MARTIN BROADCASTING, INC. | SAN ANTONIO | TX | AM |
| KCJZ | 183345 | ADELMAN INVESTMENTS, LLC | CAMBRIA | CA | FM |
| KCKE | 173707 | LAKE AREA EDUCATIONAL BROADCASTING | CHILLICOTHE | MO | FM |
| KCMD | 185438 | BICOASTAL MEDIA LICENSES VI, LLC | GRANTS PASS | OR | FM |
| KCMO-FM | 6385 | CMP HOUSTON-KC, LLC | SHAWNEE | KS | FM |
| KCNB | 164168 | EAGLE COMMUNICATIONS, INC. | CHADRON | NE | FM |
| KCPS | 5224 | JOHN M. GIANNETTINO | BURLINGTON | IA | AM |
| KCSC-FM | 82843 | UNIVERSITY OF CENTRAL OKLAHOMA | WOODWARD | OK | FM |
| KDJF | 164233 | TOR INGSTAD LICENSES, LLC | ESTER | AK | FM |
| KDKT | 41175 | DIGITAL SYNDICATE NETWORK, LLC | BEULAH | ND | AM |
| KDLO-FM | 60865 | ALPHA 3E LICENSEE LLC | WATERTOWN | SD | FM |
| KDNO | 88672 | EDWARDS COMMUNICATIONS, LC | THERMOPOLIS | WY | FM |
| KEDI | 189526 | STRAIT MEDIA LLC | BETHEL | AK | FM |
| KEKA-FM | 19839 | EUREKA BROADCASTING CO., INC. | EUREKA | CA | FM |
| KENM | 174720 | EASTERN NEW MEXICO UNIVERSITY | TUCUMCARI | NM | FM |
| KEST | 17410 | MULTICULTURAL RADIO BROADCASTING LICENSEE, | SAN FRANCISCO | CA | AM |
| KFFA-FM | 16518 | SPEARMAN LAND AND DEVELOPMENT | HELENA | AR | FM |
| KFIL | 34429 | TOWNSQUARE MEDIA ROCHESTER LICENSE, LLC | PRESTON | MN | AM |
| KFIR | 23024 | RADIO FIESTA NETWORK, LLC | SWEET HOME | OR | AM |
| KFIS | 50553 | SALEM COMMUNICATIONS HOLDING | SCAPPOOSE | OR | FM |
| KGCD | 172509 | THE PRAISE NETWORK, INC. | WRAY | CO | FM |
| KGDC | 35124 | TWO HEARTS COMMUNICATIONS, LLC | WALLA WALLA | WA | AM |
| KGEM | 6328 | SALT & LIGHT RADIO, INC. | BOISE | ID | AM |
| KGRE-FM | 76780 | GREELEY BROADCASTING CORPORATION | ESTES PARK | CO | FM |
| KGWU | 69620 | LA PROMESA FOUNDATION | UVALDE | TX | AM |
| KHQN | 58480 | SACE BROADCASTING CORPORATION | SPANISH FORK | UT | AM |
| KICD-FM | 29079 | SAGA COMMUNICATIONS OF IOWA, LLC | SPENCER | IA | FM |
| KICY-FM | 2677 | ARCTIC BROADCASTING ASSOCIATION | NOME | AK | FM |
| KIEA | 180909 | KOTZEBUE BROADCASTING, INC. | SELAWIK | AK | FM |
| KIOT | 73117 | AGM NEVADA, LLC | LOS LUNAS | NM | FM |
| KITZ | 9737 | KITZ RADIO, INC. | SILVERDALE | WA | AM |
| KIUN | 52064 | PECOS RADIO CO., INC. | PECOS | TX | AM |
| KIWA | 60088 | SHELDON BROADCASTING CO., INC | SHELDON | IA | AM |
| KIXT | 170995 | PROPHECY MEDIA GROUP, LLC | HEWITT | TX | FM |
| KJHA | 77894 | EVANGELISTIC ALASKA MISSIONARY FL'SHIP, INC. | HOUSTON | AK | FM |
| KJZ | 165313 | R M BROADCASTING, LLC | INDIAN WELLS | CA | FM |
| KJLG | 10904 | GREAT PLAINS CHRISTIAN RADIO, INC. | EMPORIA | KS | FM |
| KJMG | 15095 | KP MUSIC GROUP, LLC | BASTROP | LA | FM |
| KJSA | 176248 | RADIO 74 INTERNATIONALE | JONESBORO | AR | FM |
| KLCU | 82834 | CAMERON UNIVERSITY | ARDMORE | OK | FM |
| KLJN | 35087 | COOS RADIO INCORPORATED | COOS BAY | OR | FM |

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|---------|--------|---|----------------|----|----|
| KLLA | 52139 | PENE BROADCASTING COMPANY, INC. | LEESVILLE | LA | AM |
| KLLT | 13793 | CITICASTERS LICENSES, INC. | COLUMBIA | IL | FM |
| KLNG | 72464 | WILKINS COMMUNICATIONS NETWORK, INC. | COUNCIL BLUFFS | IA | AM |
| KLRG | 14053 | BROADCAST INDUSTRY GROUP, LLC | SHERIDAN | AR | AM |
| KMBV | 171632 | MY BRIDGE RADIO | VALENTINE | NE | FM |
| KMHT-FM | 72451 | HANSZEN BROADCAST GROUP, INC. | MARSHALL | TX | FM |
| KMJ | 26923 | CUMULUS LICENSING LLC | FRESNO | CA | AM |
| KMVA | 68566 | RIVIERA BROADCASTING, LLC | DEWEY-HUMBOLDT | AZ | FM |
| KMXD | 164258 | SANPETE COUNTY BROADCASTING CO. | MONROE | UT | FM |
| KNCH | 9776 | TEXAS TECH UNIVERSITY | SAN ANGELO | TX | FM |
| KNFO | 8780 | ALWAYS MOUNTAIN TIME, LLC | BASALT | CO | FM |
| KNMC | 49580 | NORTHERN MONTANA COLLEGE | HAVRE | MT | FM |
| KNOX | 54592 | LEIGHTON ENTERPRISES, INC. | GRAND FORKS | ND | AM |
| KOKO-FM | 3970 | BIG BROADCASTING, INC | KERMAN | CA | FM |
| KOSG | 56088 | SOUTH CENTRAL OKLAHOMA CHRISTIAN | PAWHUSKA | OK | FM |
| KPLI | 91212 | PACIFIC PUBLIC MEDIA | OLYMPIA | WA | FM |
| KPMD | 94097 | WESTERN INSPIRATIONAL BROADCASTERS, INC. | EVANSTON | WY | FM |
| KPRE | 53722 | PUBLIC BROADCASTING OF COLORADO, INC. | VAIL | CO | FM |
| KPRP | 13880 | SM-KRTR-AM, LLC | HONOLULU | HI | AM |
| KPRX | 72186 | WHITE ASH BROADCASTING, INC. | BAKERSFIELD | CA | FM |
| KQMO | 84490 | FALCON BROADCASTING, INC. | SHELL KNOB | MO | FM |
| KQPA-FM | 174946 | IGLESIA CRISTIANA EBENEZER | PARIS | TX | FM |
| KQZB | 164223 | PACIFIC EMPIRE RADIO CORPORATION | TROY | ID | FM |
| KRGE | 11081 | CHRISTIAN MINISTRIES OF THE VALLEY | WESLACO | TX | AM |
| KRNG | 60327 | SIERRA NEVADA CHRISTIAN MUSIC ASSOC., INC | FALLON | NV | FM |
| KROU | 69175 | THE UNIVERSITY OF OKLAHOMA | SPENCER | OK | FM |
| KROY | 65316 | SUZANNE HENDERSON | SAN SABA | TX | AM |
| KRQU | 82198 | APPALOOSA BROADCASTING COMPANY, INC. | LARAMIE | WY | FM |
| KRRT | 94047 | REGENTS OF THE UNIVERSITY OF NEW MEXICO | ARROYO SECO | NM | FM |
| KRSU | 42981 | MINNESOTA PUBLIC RADIO | APPLETON | MN | FM |
| KRSV-FM | 72018 | WESTERN WYOMING RADIO, INC. | AFTON | WY | FM |
| KSDO | 51166 | HI-FAVOR BROADCASTING, LLC | SAN DIEGO | CA | AM |
| KSED | 55402 | STONE CANYON OF FLAGSTAFF, LLC | SEDONA | AZ | FM |
| KSHO | 18038 | EADS BROADCASTING CORPORATION | LEBANON | OR | AM |
| KSJM | 176979 | CHRISTIAN MINISTRIES OF THE VALLEY, INC. | ST. JAMES | MN | FM |
| KSLG-FM | 71700 | LOST COAST COMMUNICATIONS, INC | ARCATA | CA | FM |
| KSRA-FM | 71526 | BITTERROOT COMMUNICATIONS, INC. | SALMON | ID | FM |
| KSUP | 820 | JUNEAU ALASKA COMMUNICATIONS, LLC | JUNEAU | AK | FM |
| KSWI | 79302 | MEREDITH COMMUNICATIONS, L.C. | ATLANTIC | IA | FM |
| KSYD | 59341 | LANE COUNTY SCHOOL DISTRICT NO. 4J | REEDSPORT | OR | FM |
| KSYN | 73244 | ZIMMER RADIO, INC. | JOPLIN | MO | FM |
| KTCH | 35659 | WAYNE RADIO WORKS LLC | EMERSON | NE | FM |
| KTDH | 174797 | KANZA SOCIETY, INC. | DALHART | TX | FM |
| KTEZ | 86142 | BALDRIDGE-DUMAS COMMUNICATIONS, INC. | ZWOLLE | LA | FM |
| KTHH | 39485 | BICOASTAL MEDIA LICENSES V, LLC | ALBANY | OR | AM |
| KTKT | 2744 | ARIZONA LOTUS CORP. | TUCSON | AZ | AM |
| KTLU | 19518 | EAST TEXAS RESULTS MEDIA, LLC | RUSK | TX | AM |
| KTRT | 164605 | KTRT RADIO, INC. | WINTHROP | WA | FM |
| KTYD | 14528 | RINCON BROADCASTING LS LLC | SANTA BARBARA | CA | FM |
| KUAL-FM | 60495 | HBI RADIO BRAINERD/WADENA, LLC | BRAINERD | MN | FM |
| KUDU | 76851 | LIFETALK RADIO, INC. | TOK | AK | FM |
| KULH | 84290 | RESOURCES MANAGEMENT UNLIMITED, INC. | WHEELING | MO | FM |
| KVCF | 92640 | VCY AMERICA, INC. | FREEMAN | SD | FM |
| KVCK-FM | 73384 | WOLFTRAX BROADCASTING, LLC | WOLF POINT | MT | FM |
| KVMX | 160999 | LOTUS SACRAMENTO CORP. | OLIVEHURST | CA | AM |
| KVOM-FM | 43831 | EAB OF MORRILTON, LLC | MORRILTON | AR | FM |
| KWFS | 6639 | TOWNSQ. MEDIA WICHITA FALLS LICENSE, LLC | WICHITA FALLS | TX | AM |
| KWG | 60418 | IMMACULATE HEART MEDIA, INC. | STOCKTON | CA | AM |

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|---------|--------|--|-----------------|----|----|
| KWIM | 71795 | WESTERN INDIAN MINISTRIES, INC. | WINDOW ROCK | AZ | FM |
| KWKQ | 35643 | HIGH PLAINS RADIO NETWORK, LLC | GRAHAM | TX | FM |
| KWLM | 36377 | LAKELAND BROADCASTING COMPANY | WILLMAR | MN | AM |
| KWOA | 48971 | ABSOLUTE COMMUNICATIONS II, L.L.C. | WORTHINGTON | MN | AM |
| KWRE | 33467 | KASPAR BROADCASTING CO. OF MISSOURI | WARRENTON | MO | AM |
| KXEQ | 57445 | AZTECA BROADCASTING CORPORATION | RENO | NV | AM |
| KXFR | 91553 | FAMILY STATIONS, INC. | SOCORRO | NM | FM |
| KYMV | 81867 | BROADWAY MEDIA LS, LLC | WOODRUFF | UT | FM |
| KYPF | 172585 | MONTANA STATE UNIVERSITY - BILLINGS | STANFORD | MT | FM |
| KYTZ | 49019 | SIMMONS BROADCASTING, INC. | WALHALLA | ND | FM |
| KYW | 25441 | ENTERCOM LICENSE, LLC | PHILADELPHIA | PA | AM |
| KZKZ-FM | 20611 | FAMILY COMMUNICATIONS, INC. | GREENWOOD | AR | FM |
| KZLE | 72262 | WRD ENTERTAINMENT, INC. | BATESVILLE | AR | FM |
| KZNE | 7632 | BRYAN BROADCASTING LICENSE CORPORATION | COLLEGE STATION | TX | AM |
| KZRF-FM | 174020 | TEMPLO DE DIOS INC 1 | SULPHUR SPRINGS | TX | FM |
| KZSZ | 51638 | BUSTOS MEDIA HOLDINGS, LLC | COLUSA | CA | FM |
| KZWC | 24660 | FIELDVIEW BROADCASTING LLC | WEBSTER CITY | IA | AM |
| KZZU-FM | 38493 | QUEENB RADIO, INC. | SPOKANE | WA | FM |
| WAKP | 172935 | FRIENDS IN NEED FOUNDATION INC. | SMITHBORO | GA | FM |
| WANB | 32211 | BROADCAST COMMUNICATIONS, INC. | WAYNESBURG | PA | AM |
| WAQY | 58551 | SAGA COMMUNICATIONS OF NEW ENGLAND, LLC | SPRINGFIELD | MA | FM |
| WATN | 11624 | COMMUNITY BROADCASTERS, LLC | WATERTOWN | NY | AM |
| WAWT | 61686 | EDUCATIONAL MEDIA FOUNDATION | IRONTON | OH | FM |
| WBET | 22120 | SWICK BROADCASTING COMPANY, INC. | STURGIS | MI | AM |
| WBGR-FM | 25132 | BIG RADIO | MONROE | WI | FM |
| WBHA | 54624 | Q MEDIA GROUP, LLC | WABASHA | MN | AM |
| WBHX | 56233 | PRESS COMMUNICATIONS, L.L.C. | TUCKERTON | NJ | FM |
| WBPR | 69163 | UNIVERSITY OF MASSACHUSETTS | WORCESTER | MA | FM |
| WBUV | 29687 | CC LICENSES, LLC | MOSS POINT | MS | FM |
| WCCW | 20421 | WCCW RADIO, INC. | TRAVERSE CITY | MI | AM |
| WCFT-FM | 39605 | SOUTHERN BELLE, LLC | BLOOMSBURG | PA | FM |
| WCLS | 61922 | MID-AMERICA RADIO OF INDIANA, INC. | SPENCER | IN | FM |
| WCMK | 88180 | CHRISTIAN MINISTRIES, INC. | PUTNEY | VT | FM |
| WCMY | 70305 | NRG LICENSE SUB, LLC | OTTAWA | IL | AM |
| WDBG | 183372 | RADIOJONES, LLC | DEXTER | GA | FM |
| WDEO | 73689 | AM MEDIA SERVICES | YPSILANTI | MI | AM |
| WDMO | 65632 | ZOE COMMUNICATIONS, INC. | BALDWIN | WI | FM |
| WDTP | 176302 | SMILE FM | HURON TOWNSHIP | MI | FM |
| WDXX | 27455 | BROADSOUTH COMMUNICATIONS, INC. | SELMA | AL | FM |
| WEAI | 30970 | JACKSONVILLE AREA RADIO B'CASTERS, INC. | LYNNVILLE | IL | FM |
| WEBT | 36527 | LANGDALE EDUCATIONAL BROADCASTING | LANGDALE | AL | FM |
| WEGL | 6107 | BOARD OF TRUSTEES AUBURN UNIVERSITY | AUBURN | AL | FM |
| WFAT | 37459 | MIDWEST COMMUNICATIONS, INC. | BATTLE CREEK | MI | AM |
| WFEB | 700 | LAKE BROADCASTING, INC. | SYLACAUGA | AL | AM |
| WFKY | 54567 | SOUTHERN BELLE, LLC | FRANKFORT | KY | FM |
| WFNO | 14538 | CROCODILE BROADCASTING CORP., INC. | GRETNA | LA | AM |
| WFRM | 21196 | L-COM, INC. | COUDERSPORT | PA | AM |
| WFRR | 11041 | CHRISTIAN FRIENDS BROADCASTING, INC. | WALTON | IN | FM |
| WGBH | 70510 | WGBH EDUCATIONAL FOUNDATION | BOSTON | MA | FM |
| WGCC-FM | 23603 | GENESEE COMMUNITY COLLEGE | BATAVIA | NY | FM |
| WGCC | 64493 | POLLACK BROADCASTING CO. | HAYTI | MO | FM |
| WGFP | 50232 | JUST BECAUSE, INC. | WEBSTER | MA | AM |
| WGKR | 60904 | SOUND OF LIFE, INC. | GRAND GORGE | NY | FM |
| WGXI | 32846 | GALAXIE BROADCASTING, LLC | PLYMOUTH | WI | AM |
| WGZS | 172280 | FOND DU LAC BAND OF L. SUPERIOR CHIPPEWA | CLOQUET | MN | FM |
| WHMH- | 67694 | TRI-COUNTY BROADCASTING INC. | SAUK RAPIDS | MN | FM |
| WHSF | 172402 | STATE OF WISCONSIN - EDUCATIONAL | RHINELANDER | WI | FM |
| WHTB | 60701 | SNE BROADCASTING, LTD. | FALL RIVER | MA | AM |

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|---------|--------|---|--------------------|----|----|
| WIBA | 17384 | CAPSTAR TX, LLC | MADISON | WI | AM |
| WILI-FM | 66179 | HALL COMMUNICATIONS, INC. | WILLIMANTIC | CT | FM |
| WILL | 68941 | THE BD OF TRUSTEES OF THE UNIV. OF ILLINOIS | URBANA | IL | AM |
| WJBP | 10670 | FAMILY LIFE BROADCASTING, INC | RED BANK | TN | FM |
| WJCU | 31478 | JOHN CARROLL UNIVERSITY | UNIVERSITY HEIGHTS | OH | FM |
| WJJQ-FM | 14981 | ALBERT BROADCASTING II LLC | TOMAHAWK | WI | FM |
| WJOB | 12219 | VAZQUEZ DEVELOPMENT, LLC | HAMMOND | IN | AM |
| WJOB-FM | 185048 | THE BROOME COUNTY URBAN LEAGUE, INC. | SUSQUEHANNA | PA | FM |
| WJR | 8626 | RADIO LICENSE HOLDINGS LLC | DETROIT | MI | AM |
| WKBH-FM | 17040 | MISSISSIPPI VALLEY BROADCASTERS, LLC | WEST SALEM | WI | FM |
| WKGN | 68146 | HODGES MEDIA, LLC | KNOXVILLE | TN | AM |
| WKLT | 49591 | NORTHERN RADIO OF MICHIGAN, INC. | KALKASKA | MI | FM |
| WKMJ-FM | 13867 | J & J BROADCASTING, INC. | HANCOCK | MI | FM |
| WKOZ-FM | 41541 | JOHNNY BOSWELL RADIO LLC | CARTHAGE | MS | FM |
| WKTU | 6595 | AMFM RADIO LICENSES, L.L.C. | LAKE SUCCESS | NY | FM |
| WKXM- | 435 | AD-MEDIA MANAGEMENT CORP. | WINFIELD | AL | FM |
| WKXQ | 36579 | LB SPORTS PRODUCTIONS LLC | RUSHVILLE | IL | FM |
| WLHS | 36445 | LAKOTA LOCAL SCHOOL DISTRICT | WEST CHESTER | OH | FM |
| WLHV | 173238 | TRI-STATE PUBLIC COMMUNICATIONS, INC. | ANNANDALE-ON- | NY | FM |
| WLKS-FM | 43776 | MORGAN COUNTY INDUSTRIES, INC. | WEST LIBERTY | KY | FM |
| WLRC | 3494 | B. R. AND MARTHA S. CLAYTON | WALNUT | MS | AM |
| WLZT | 189548 | MID-AMERICA RADIO GROUP, INC. | WORTHINGTON | IN | FM |
| WLZW | 169 | TOWNSQUARE MEDIA LIC. OF UTICA/ROME, INC. | UTICA | NY | FM |
| WMGQ | 55179 | BEASLEY MEDIA GROUP LICENSES, LLC | NEW BRUNSWICK | NJ | FM |
| WMID | 1307 | EQUITY COMMUNICATIONS, L.P. | ATLANTIC CITY | NJ | AM |
| WMMI | 9915 | LATITUDE MEDIA, LLC | SHEPHERD | MI | AM |
| WMNR | 43531 | TOWN OF MONROE, CONNECTICUT | MONROE | CT | FM |
| WMVN | 85534 | WOLF RADIO, INC. | SYLVAN BEACH | NY | FM |
| WNAP | 73313 | WNAP, INC | NORRISTOWN | PA | AM |
| WNTO | 50736 | VANDALIA MEDIA PARTNERS 2, LLC | RACINE | OH | FM |
| WNYV | 52637 | PINE TREE BROADCASTING COMPANY | WHITEHALL | NY | FM |
| WOCO-FM | 36465 | LAMARDO INC. | OCONTO | WI | FM |
| WOUB | 50145 | OHIO UNIVERSITY | ATHENS | OH | AM |
| WPDQ | 172966 | SOUTHERN WABASH COMM. OF MIDDLE TN, INC. | SCOTTSVILLE | KY | FM |
| WPEO | 52641 | WPEO RADIO FOUNDATION | PEORIA | IL | AM |
| WPGL | 60890 | SOUND OF LIFE, INC. | PATTERSONVILLE | NY | FM |
| WPKE-FM | 32973 | MOUNTAIN TOP MEDIA LLC | COAL RUN | KY | FM |
| WPXK | 53387 | CAPSTAR TX, LLC | ROCHESTER | NH | AM |
| WPNJ | 174811 | PENN-JERSEY EDUCATIONAL RADIO CORP. | EASTON | PA | FM |
| WRJB | 69768 | COMMUNITY BROADCASTING SERVICES, INC. | CAMDEN | TN | FM |
| WRPI | 55742 | RENSSELAER POLYTECHNIC INSTITUTE | TROY | NY | FM |
| WRXV | 91941 | INVISIBLE ALLIES MINISTRIES | STATE COLLEGE | PA | FM |
| WSEV | 17058 | BRISTOL BROADCASTING COMPANY, INC. | SEVIERVILLE | TN | AM |
| WSOG | 91823 | SPIRIT EDUCATIONAL ASSOCIATION, INC. | SPRING VALLEY | IL | FM |
| WSPN | 60538 | SKIDMORE COLLEGE | SARATOGA SPRINGS | NY | FM |
| WSTJ | 49403 | VERMONT BROADCAST ASSOCIATES, INC. | ST. JOHNSBURY | VT | AM |
| WTHB | 15843 | PERRY BROADCASTING OF AUGUSTA, INC. | AUGUSTA | GA | AM |
| WTJB | 68186 | TROY UNIVERSITY | COLUMBUS | GA | FM |
| WTOD | 67275 | THE MAINSTAY STATION TRUST LLC | DELTA | OH | FM |
| WTOS | 3670 | BLUEBERRY BROADCASTING, LLC | BANGOR | ME | AM |
| WTF | 70527 | TIFFIN BROADCASTING II, LLC | TIFFIN | OH | AM |
| WTTY | 190401 | VICTOR M. VICKERS | TY TY | GA | FM |
| WUUF | 71153 | WAYNCO RADIO | SODUS | NY | FM |
| WVEZ | 53595 | SM-WVEZ, LLC | ST. MATTHEWS | KY | FM |
| WVHM | 26646 | HEARTLAND MINISTRIES, INC. | BENTON | KY | FM |
| WVIG | 66296 | DLC MEDIA, INC. | SEELYVILLE | IN | FM |
| WVJJ | 52768 | FM RADIO LICENSES, LLC | SALEM | NJ | AM |
| WVUR-FM | 69776 | THE LUTHERAN UNIVERSITY ASSOC., INC | VALPARAISO | IN | FM |

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|---------|--------|--|----------------|----|----|
| WWCF | 85292 | COVE MOUNTAIN EDUC. BROADCASTING, INC. | MCCONNELLSBURG | PA | FM |
| WWPA | 58315 | BACKYARD BROADCASTING OF PA, LLC | WILLIAMSPORT | PA | AM |
| WWWA | 37467 | LIGHT OF LIFE MINISTRIES, INC. | WINSLOW | ME | FM |
| WWWD | 86172 | RADIO TRAINING NETWORK | BOLINGBROKE | GA | FM |
| WXAN | 26173 | SOUTHERN GOSPETALITY, LLC | AVA | IL | FM |
| WXEM | 36158 | LA FAVORITA, INC. | BUFORD | GA | AM |
| WXKU-FM | 3347 | BK MEDIA, LLC | AUSTIN | IN | FM |
| WYDI | 175362 | HORIZON CHRISTIAN FELLOWSHIP | DERRY | NH | FM |
| WZCP | 74298 | RIVER RADIO MINISTRIES | CHILLICOTHE | OH | FM |
| WZLR | 15649 | CAMELOT RADIO BUYER, LLC | XENIA | OH | FM |
| WZMF | 19563 | GEOS COMMUNICATIONS | TUNKHANNOCK | PA | AM |

| Callsign | FacilityID | Licensee | City | State | Service |
|----------|------------|---|---------------|-------|---------|
| KALO | 51241 | KALO TV, INC. | HONOLULU | HI | DTV |
| KAWE | 49578 | NORTHERN MINNESOTA PUBLIC TELEVISION, INC. | BEMIDJI | MN | DTV |
| KBOI-TV | 49760 | SINCLAIR BOISE LICENSEE, LLC | BOISE | ID | DTV |
| KCBY-TV | 49750 | SINCLAIR EUGENE LICENSEE, LLC | COOS BAY | OR | DTV |
| KCWX | 24316 | CORRIDOR TELEVISION, L.L.P. | FREDERICKSB'G | TX | DTV |
| KDTN | 49326 | COMMUNITY TELEVISION EDUCATORS OF DFW, INC. | DENTON | TX | DTV |
| KECY-TV | 51208 | NPG OF YUMA-EL CENTRO, LLC | EL CENTRO | CA | DTV |
| KERA-TV | 49324 | NORTH TEXAS PUBLIC BROADCASTING, INC. | DALLAS | TX | DTV |
| KETC | 62182 | ST. LOUIS REGIONAL PUB MEDIA, INC. | ST. LOUIS | MO | DTV |
| KFFV | 49264 | KFFV-TV LLC | SEATTLE | WA | DTV |
| KFPH-DT | 41517 | UNIMAS PARTNERSHIP OF FLAGSTAFF | FLAGSTAFF | AZ | DTV |
| KFSF-DT | 51429 | UNIMAS SAN FRANCISCO LLC | VALLEJO | CA | DTV |
| KIXE-TV | 47285 | NORTHERN CALIFORNIA EDUCATIONAL TELEVISION | REDDING | CA | DTV |
| KMAX-TV | 51499 | SACRAMENTO TELEVISION STATIONS, INC | SACRAMENTO | CA | DTV |
| KMLU | 52046 | LEGACY BROADCASTING, LLC | COLUMBIA | LA | DTV |
| KMPH-TV | 51488 | KMPH LICENSEE, LLC | VISALIA | CA | DTV |
| KMSB | 44052 | SANDER OPERATING CO. V LLC D/B/A KMSB | TUCSON | AZ | DTV |
| KMTP-TV | 43095 | MINORITY TELEVISION PROJECT | SAN FRANCISCO | CA | DTV |
| KMYS | 51518 | DEERFIELD MEDIA (SAN ANTONIO) LICENSEE, LLC | KERRVILLE | TX | DTV |
| KNLC | 48525 | KNLC-TV LLC | ST. LOUIS | MO | DTV |
| KOAB-TV | 50588 | OREGON PUBLIC BROADCASTING | BEND | OR | DTV |
| KOFY-TV | 51189 | STRYKER MEDIA 2 LLC | SAN FRANCISCO | CA | DTV |
| KOZJ | 51101 | BOARD OF GOVERNORS OF MISSOURI STATE | JOPLIN | MO | DTV |
| KPBT-TV | 50044 | PERMIAN BASIN PUBLIC TELECOMMUNICATIONS, INC. | ODESSA | TX | DTV |
| KPTM | 51491 | KPTM LICENSEE, LLC | OMAHA | NE | DTV |
| KQDS-TV | 35525 | KQDS ACQUISITION CORP. | DULUTH | MN | DTV |
| KRDK-TV | 49134 | PARKER BROADCASTING OF DAKOTA LICENSE, LLC | VALLEY CITY | ND | DTV |
| KRGV-TV | 43328 | MOBILE VIDEO TAPES, INC. | WESLACO | TX | DTV |
| KRNE-TV | 47971 | NEBRASKA EDUCATIONAL TELECOMMUNICATIONS | MERRIMAN | NE | DTV |
| KRXI-TV | 48360 | KRXI LICENSEE, LLC | RENO | NV | DTV |
| KSDK | 46981 | MULTIMEDIA KSDK, LLC | ST. LOUIS | MO | DTV |
| KTKA-TV | 49397 | KTKA TELEVISION, LLC | TOPEKA | KS | DTV |
| KTNW | 71023 | WASHINGTON STATE UNIVERSITY | RICHLAND | WA | DTV |
| KTVA | 49632 | DENALI MEDIA ANCHORAGE, CORP. | ANCHORAGE | AK | DTV |
| KTXA | 51517 | TELEVISION STATION KTXA INC. | FORT WORTH | TX | DTV |
| KTXD-TV | 42359 | GREENVILLE (KTXD-TV) LICENSEE, INC. | GREENVILLE | TX | DTV |
| KUAM-TV | 51233 | PACIFIC TELESTATIONS, LLC | HAGATNA | GU | DTV |
| KUSM-TV | 43567 | MONTANA STATE UNIVERSITY | BOZEMAN | MT | DTV |
| KVIA-TV | 49832 | NPG OF TEXAS, L.P. | EL PASO | TX | DTV |
| KWET | 50194 | OKLAHOMA EDUCATIONAL TELEVISION AUTHORITY | CHEYENNE | OK | DTV |
| WABG-TV | 43203 | CALA BROADCAST PARTNERS LLC | GREENWOOD | MS | DTV |
| WACH | 19199 | WACH LICENSEE, LLC | COLUMBIA | SC | DTV |
| WAPT | 49712 | JACKSON HEARST TELEVISION INC. | JACKSON | MS | DTV |
| WBEC-TV | 51349 | THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA | BOCA RATON | FL | DTV |
| WBIR-TV | 46984 | WBIR-TV, LLC | KNOXVILLE | TN | DTV |
| WCCB | 49157 | NORTH CAROLINA BROADCASTING PARTNERS | CHARLOTTE | NC | DTV |
| WCFE-TV | 46755 | MOUNTAIN LAKE PUBLIC TELECOMMUNICATIONS | PLATTSBURGH | NY | DTV |
| WEAO | 49421 | NORTHEASTERN EDUCATIONAL TELEVISION OF OHIO, | AKRON | OH | DTV |
| WFOR-TV | 47902 | CBS TELEVISION STATIONS INC. | MIAMI | FL | DTV |
| WFYI | 41397 | METROPOLITAN INDIANAPOLIS PUBLIC MEDIA, INC. | INDIANAPOLIS | IN | DTV |
| WHNT-TV | 48693 | WHNT LICENSE, LLC | HUNTSVILLE | AL | DTV |
| WHPX-TV | 51980 | ION MEDIA HARTFORD LICENSE, INC. | NEW LONDON | CT | DTV |
| WIDP | 18410 | EBENEZER B'CASTG GROUP, INC. | GUAYAMA | PR | DTV |
| WJAR | 50780 | WJAR LICENSEE, LLC | PROVIDENCE | RI | DTV |
| WJFW-TV | 49699 | NORTHLAND TELEVISION, LLC | RHINELANDER | WI | DTV |
| WKBD-TV | 51570 | DETROIT TELEVISION STATION WKBD INC | DETROIT | MI | DTV |

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|---------|-------|---|--------------|----|-----|
| WKNO | 42061 | MID-SOUTH PUBLIC COMMUNICATIONS FOUNDATION | MEMPHIS | TN | DTV |
| WKOW | 64545 | WKOW LICENSE, LLC | MADISON | WI | DTV |
| WKYC | 73195 | WKYC-TV, LLC | CLEVELAND | OH | DTV |
| WMAW-TV | 43169 | MISSISSIPPI AUTHORITY FOR EDUCATIONAL TV | MERIDIAN | MS | DTV |
| WMBC-TV | 43952 | MOUNTAIN BROADCASTING CORPORATION | NEWTON | NJ | DTV |
| WMFD-TV | 41893 | MID-STATE TELEVISION, INC. | MANSFIELD | OH | DTV |
| WMFP | 41436 | NRJ TV BOSTON LICENSE CO, LLC | FOXBOROUGH | MA | DTV |
| WMGT-TV | 43847 | MORRIS NETWORK, INC. | MACON | GA | DTV |
| WMPN-TV | 43168 | MISSISSIPPI AUTHORITY FOR EDUCATIONAL | JACKSON | MS | DTV |
| WMVS | 42663 | MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT | MILWAUKEE | WI | DTV |
| WNIT | 41671 | MICHIANA PUBLIC BROADCASTING CORPORATION | SOUTH BEND | IN | DTV |
| WNPT | 41398 | NASHVILLE PUBLIC TELEVISION, INC. | NASHVILLE | TN | DTV |
| WOUC-TV | 50141 | OHIO UNIVERSITY | CAMBRIDGE | OH | DTV |
| WPPX-TV | 51984 | ION MEDIA PHILADELPHIA LICENSE, INC. | WILMINGTON | DE | DTV |
| WPSD-TV | 51991 | WPSD-TV, LLC | PADUCAH | KY | DTV |
| WPXA-TV | 51969 | ION MEDIA ATLANTA LICENSE, INC. | ROME | GA | DTV |
| WPXG-TV | 48406 | ION MEDIA BOSTON LICENSE, LLC | CONCORD | NH | DTV |
| WQMY | 52075 | NEW AGE MEDIA OF PENNSYLVANIA LICENSE, LLC | WILLIAMSPORT | PA | DTV |
| WSEE-TV | 49711 | LILLY BROADCASTING OF PENNSYLVANIA LICENSE | ERIE | PA | DTV |
| WTVQ-DT | 51597 | WTVQ-TV, LLC | LEXINGTON | KY | DTV |
| WXBU | 23338 | HOWARD STIRK HOLDINGS, LLC | LANCASTER | PA | DTV |
| WYIN | 49803 | NORTHWEST INDIANA PUBLIC BROADCASTING, INC. | GARY | IN | DTV |
| WZZM | 49713 | COMBINED COMMUNICATIONS OF OKLAHOMA, LLC | GRAND RAPIDS | MI | DTV |

PERRY BROADCASTING OF AUGUSTA
2019 ANNUAL EEO PUBLIC FILE REPORT
FOR EMPLOYMENT UNIT

WFXA-FM
WAKB-FM
WTHB-FM
WAEG-FM
WTHB-AM

FOR THE PERIOD

DECEMBER 1, 2018 – NOVEMBER 30, 2019

Part 1

Station Information

This report covers the following employment unit of Perry Broadcasting of Augusta, Inc.:

| <u>Call Sign</u> | <u>AM/FM</u> | <u>Facility ID#</u> | <u>Community of License</u> |
|-------------------------|---------------------|----------------------------|------------------------------------|
| WFXA | FM | 15848 | Augusta, Georgia |
| WAKB | FM | 31942 | Hephzibah, Georgia |
| WAEG | FM | 31941 | Evans, Georgia |
| WTHB | FM | 15849 | Wrens, Georgia |
| WTHB | AM | 15843 | Augusta, Georgia |

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this report.

A total of zero (0) full-time vacancy was filled by the employment unit.

A total of zero (0) people were interviewed for the full time vacancies.

Part 2

EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT

In fiscal year 2019, Perry Broadcasting of Augusta, Inc. had zero (0) complaints or charges of discrimination filed against the corporation.

ANNUAL EEO PUBLIC FILE REPORT

For the Period Beginning December 1, 2018 and Ending November 30, 2019

This Report is Not Required If Unit Has Fewer Than Five Full-Time Employees.

This Report consists of:

| | |
|--------|---|
| Part 1 | Station Information |
| Part 2 | Recruitment Sources/Interviewees for each Full-Time Vacancy |
| Part 3 | Recruitment Initiatives |
| Part 4 | Equal Employment Opportunity Complaint |

Preparer: Russell M. Perry

Signature: _____

Title: President

Date: November 30, 2019

Telephone: (405) 424-4695

*This report which usually covers the prior 12 month period is to be placed in each station public file and on each website (if applicable), every year on the anniversary of the due date of the station's renewal application.