

February 6, 2015

Dear Licensee:

1. In accordance with 47 C.F.R. § 73.2080(f)(4) of the Commission's rules, the station employment unit (the "Unit") that includes your above-referenced station (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 enclosed for your reference.

2. If the Unit is not required under our rules to have an EEO recruitment program due to the nature of its full-time workforce (having fewer than five full-time employees, defined as employees regularly assigned to work 30 hours a week or more), you must still respond to this audit letter. However, in your response, you are required only to provide a list of the Unit's full-time employees, each noted by job title, 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.** If the Unit employs five or more full-time employees (and all units, for Question 3(e)), 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 included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, 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 47 C.F.R. § 2080(c)(6).

(b) For each Unit full-time position 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 Unit 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 full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

(d) Documentation of Unit 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 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, 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 of the hiree 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.** 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 March 24, 2015. You need only submit your original response; no copies are needed. You should direct your response to the above address, *not* the office of the FCC Secretary. The Secretary does not process responses to EEO audit letters. If you file your response in person and wish to have the filing date-stamped, personnel at the

security desk in the 12th Street lobby of the FCC headquarters building can date-stamp the filing. 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 Section 1.16.) 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), 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 in writing (or sent 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 such a request 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).

6. In accordance with Sections 73.3526(e)(10) (for commercial stations) and 73.3527(e)(11) (for noncommercial educational stations), copies of which are enclosed, you must place a copy of this letter and your response in the public inspection 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.

7. If our EEO random audits sent any time in 2013 or 2014 included the Station, or if the Station's most recent license renewal application was granted, by final order, within the past 18 months, you may not have to respond to this letter. If the Station falls within one of these categories, before responding, please tell us the dates of public file reports included in an audit response or the date of the Station's renewal, in an e-mail sent to lewis.pulley@fcc.gov. We will then advise you if a response is necessary. 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

Enclosures

LICENSEE NAME	CALL SIGN	CLASS	FCC-ID	COMMUNITY CITY	STATE
ABC, INC.	WPVI-TV	DT	8616	PHILADELPHIA	PA
BLUE RIDGE PUBLIC TELEVISION, INC	WBRA-TV	DT	5981	ROANOKE	VA
CALIFORNIA OREGON BROADCASTING, INC.	KLSR-TV	DT	8322	EUGENE	OR
CBS LITV LLC	WLNY-TV	DT	73206	RIVERHEAD	NY
COMMONWEALTH PUBLIC BROADCASTING	WCVE-TV	DT	9987	RICHMOND	VA
COMMONWEALTH PUBLIC BROADCASTING CORPORATION	WCVV	DT	9989	RICHMOND	VA
DEERFIELD MEDIA (ROCHESTER) LICENSEE, LLC	WHAM-TV	DT	73371	ROCHESTER	NY
FOX TELEVISION STATIONS, INC.	WWOR-TV	DT	74197	SECAUCUS	NJ
GOOD LIFE BROADCASTING, INC.	WTGL	DT	9881	LEESBURG	FL
GRAY TELEVISION LICENSEE, LLC	WJHG-TV	DT	73136	PANAMA CITY	FL
HARRISBURG TELEVISION, INC.	WHTM-TV	DT	72326	HARRISBURG	PA
HEARST STATIONS INC.	KITV	DT	64548	HONOLULU	HI
HOAK MEDIA OF COLORADO LICENSE, LLC	KREX-TV	DT	70596	GRAND JUNCTION	CO
INDIANA BROADCASTING, LLC	WTHI-TV	DT	70655	TERRE HAUTE	IN
ION MEDIA CHARLESTON LICENSE, INC.	WLTX-TV	DT	73189	CHARLESTON	WV
ION MEDIA LICENSE COMPANY, LLC	WPXH-TV	DT	73312	GADSDEN	AL
ION MEDIA LICENSE COMPANY, LLC	WPXN-TV	DT	73356	NEW YORK	NY
ION MEDIA LICENSE COMPANY, LLC	WPXR-TV	DT	70251	ROANOKE	VA
ION MEDIA SCRANTON LICENSE, INC.	WQPX-TV	DT	64690	SCRANTON	PA
ION MEDIA SPOKANE LICENSE, INC.	KGFX-TV	DT	81694	SPOKANE	WA
ION MEDIA SYRACUSE LICENSE, INC.	WSPX-TV	DT	64352	SYRACUSE	NY
ION MEDIA TULSA LICENSE, INC.	KTPX-TV	DT	7078	OKMULGEE	OK
ITV OF BUFFALO, LLC	WBBZ-TV	DT	9088	SPRINGVILLE	NY
LENFEST BROADCASTING, LLC	WMCN-TV	DT	9739	ATLANTIC CITY	NJ
LILLY BROADCASTING, L.L.C.	WENY-TV	DT	71508	ELMIRA	NY
LOCAL TV PENNSYLVANIA LICENSE, LLC	WNBP-TV	DT	73318	SCRANTON	PA
MEREDITH CORPORATION	WGCL-TV	DT	72120	ATLANTA	GA
NY CITY DEPT. INFO TECHNOLOGY & TELECOMMUNICATIONS	WNYE-TV	DT	6048	NEW YORK	NY
NEXSTAR BROADCASTING INC	KFDX-TV	DT	65370	WICHITA FALLS	TX
NEXSTAR BROADCASTING, INC.	WBGH-CA	CA	15569	BINGHAMTON	NY
NEXSTAR BROADCASTING, INC.	WETM-TV	DT	60653	ELMIRA	NY
NEXSTAR BROADCASTING, INC.	WROC-TV	DT	73964	ROCHESTER	NY
NEXSTAR BROADCASTING, INC.	WSYR-TV	DT	73113	SYRACUSE	NY
NPG OF IDAHO, INC	KIKI-TV	DT	66258	IDAHO FALLS	ID
NRJ TV HOUSTON LICENSE CO., LLC	KUBE-TV	DT	70492	BAYTOWN	TX

RAMAR COMMUNICATIONS, INC.	KTEL-TV	DT	83707	CARLSBAD	NM
RENARD COMMUNICATIONS CORP.	WONO-CA	CA	14315	SYRACUSE, ETC.	NY
SONSHINE FAMILY TELEVISION, INC.	WBPH-TV	DT	60850	ALLENTOWN	PA
SOUTH CAROLINA EDUCATIONAL TV COMMISSION	WITV	DT	61005	CHARLESTON	SC
TCCSA, INC., D/B/A TRINITY BROADCASTING NETWORK	WGTW-TV	DT	7623	BURLINGTON	NJ
THE PENNSYLVANIA STATE UNIVERSITY	WPSU-TV	DT	66219	CLEARFIELD	PA
THE SCHOOL BOARD OF MIAMI-DADE COUNTY FL	WLRN-TV	DT	66358	MIAMI	FL
TIDEWATER TV LLC	WSKY-TV	DT	76324	MANTEO	NC
VIRGIN BLUE, INC.	WCVI-TV	DT	83304	CHRISTIANSTED	VI
VIRGIN ISLANDS PUBLIC TELEVISION SYSTEM	WTJX-TV	DT	70287	CHARLOTTE AMALIE	VI
VIRGINIA BROADCASTING CORPORATION	WVIR-TV	DT	70309	CHARLOTTESVILLE	VA
WARWICK COMMUNICATIONS, INC.	KFXK-TV	DT	70917	LONGVIEW	TX
WASHINGTON STATE UNIVERSITY	KWSU-TV	DT	71024	PULLMAN	WA
WATE, G.P.	WATE-TV	DT	71082	KNOXVILLE	TN
WBNS-TV, INC.	WBNS-TV	DT	71217	COLUMBUS	OH
WBOC, INC.	WBOC-TV	DT	71218	SALISBURY	MD
WCGV LICENSEE, LLC	WCGV-TV	DT	71278	MILWAUKEE	WI
WCHS LICENSEE, LLC	WCHS-TV	DT	71280	CHARLESTON	WV
WCIU-TV LIMITED PARTNERSHIP	WCIU-TV	DT	71428	CHICAGO	IL
WCVB HEARST TELEVISION INC.	WCVB-TV	DT	65684	RALEIGH	NC
WDKY LICENSEE, LLC	WDKY-TV	DT	64017	DANVILLE	KY
WEAR LICENSEE, LLC	WEAR-TV	DT	71363	PENSACOLA	FL
WEST VIRGINIA MEDIA HOLDINGS, LLC	WBOY-TV	DT	71220	CLARKSBURG	WV
WEST VIRGINIA MEDIA HOLDINGS, LLC	WVNS-TV	DT	74169	LEWISBURG	WV
WESTERN NY PUBLIC BROADCASTING ASSOC.	WNED-TV	DT	71928	BUFFALO	NY
WFMJ TELEVISION, INC.	WFMJ-TV	DT	72062	YOUNGSTOWN	OH
WFMY TELEVISION CORPORATION	WFMY-TV	DT	72064	GREENSBORO	NC
WHP LICENSEE, LLC	WHP-TV	DT	72313	HARRISBURG	PA
WITF, INC.	WITF-TV	DT	73083	HARRISBURG	PA
WITHERS BROADCASTING COMPANY OF WEST VIRGINIA	WDTV	DT	70592	WESTON	WV
WITHERS BROADCASTING COMPANY OF WEST VIRGINIA	W31CQ	TX	125365	ELKINS	WV
WMBQ-CA STATION, LLC	WMBQ-CD	DC	14322	NEW YORK	NY
WOAI LICENSEE, LLC	WOAI-TV	DT	69618	SAN ANTONIO	TX
WPGH LICENSEE, LLC	WPGH-TV	DT	73875	PITTSBURGH	PA
WPHL, LLC	WPHL-TV	DT	73879	PHILADELPHIA	PA
WRNN LICENSE COMPANY, LLC	WRNN-TV	DT	74156	KINGSTON	NY
WSBS LICENSING, INC.	WSBS-TV	DT	72053	KEY WEST	FL
WSKG PUBLIC TELECOMMUNICATIONS COUNCIL	WSKG-TV	DT	74034	BINGHAMTON	NY
WTAE HEARST TELEVISION INC.	WTAE-TV	DT	65681	PITTSBURGH	PA
WTOV LICENSEE, LLC	WTOV-TV	DT	74122	STEUBENVILLE	OH
WVTV LICENSEE, INC.	WVTV	DT	74174	MILWAUKEE	WI
YOUNG BROADCASTING OF ALBANY, INC.	WCDC-TV	DT	74419	ADAMS	MA
YOUNG BROADCASTING OF LANSING, INC.	WLNS-TV	DT	74420	LANSING	MI
YOUNG BROADCASTING OF RICHMOND, INC.	WRIC-TV	DT	74416	PETERSBURG	VA
YOUNG BROADCASTING OF SAN FRANCISCO INC.	KRON-TV	DT	65526	SAN FRANCISCO	CA

LICENSEE NAME	CALL SIGN	CLASS	FCC-ID	COMMUNITY CITY	STATE
ALLIANCE COMMUNICATIONS, INC.	WPNA	AM	1093	OAK PARK	IL
ALMAVISION OF MIAMI	WKIZ	AM	11193	KEY WEST	FL
ALUM SPRINGS VISION & OUTREACH CORP	WDFB	AM	1197	JUNCTION CITY	KY
AMFM RADIO LICENSES, L.L.C.	KMNS	AM	10775	SIOUX CITY	IA
ANCHOR RADIO OF LOUISVILLE, LLC	WLLV	AM	1125	LOUISVILLE	KY
AURIO A. MATOS BARRETO	WDNO	AM	11621	QUEBRADILLAS	PR
BAKEWELL MEDIA OF LOUISIANA, LLC	WBOK	AM	10917	NEW ORLEANS	LA
BIBLE BROADCASTING NETWORK, INC.	WYFN	AM	8725	NASHVILLE	TN
BIG RADIO	WFRL	AM	63135	FREEPORT	IL
CAPSTAR TX LLC	WMMB	AM	11408	MELBOURNE	FL
CAPSTAR TX LLC	WVOC	AM	11902	COLUMBIA	SC
CARON BROADCASTING, INC.	WGUL	AM	1177	DUNEDIN	FL
CC LICENSES, LLC	WVON	AM	87178	BERWYN	IL
CENTRAL BROADCASTING COMPANY, INC.	WZOB	AM	9797	FORT PAYNE	AL
CENTRAL BROADCASTING CORPORATION	WUPR	AM	9791	UTUADO	PR
CHEROKEE BROADCASTING COMPANY	WCVP	AM	10695	MURPHY	NC
CHRISTIAN BROADCASTING SYSTEM, LTD.	WCVX	AM	35065	FLORENCE	KY
CHRISTIAN EVANGELICAL BROADCASTING ASSOCIATION	WFLT	AM	11025	FLINT	MI
CHRISTIAN RADIO COALITION, INC.	WTHU	AM	10538	THURMONT	MD
CIRCUIT BROADCASTING CO.	WORV	AM	11227	HATTIESBURG	MS
CLASSIC BROADCASTING, INC.	WMRO	AM	11749	GALLATIN	TN
CLEAR CHANNEL BROADCASTING LICENSES, INC.	WKII	AM	35214	SOLANA	FL
CLINTON BROADCASTERS, INC.	WYSH	AM	12049	CLINTON	TN
CLINTON LICENSE CO, LLC	KDKD	AM	12058	CLINTON	MO
COFFEE COUNTY BROADCASTERS, INC.	WOKA	AM	12202	DOUGLAS	GA
COFFEE COUNTY BROADCASTING, INC.	WMSR	AM	12205	MANCHESTER	TN
COLONIAL BROADCASTING CO., INC.	WFLO	AM	12317	FARMVILLE	VA
COLQUITT BROADCASTING COMPANY, LLC	WMTM	AM	12382	MOULTRIE	GA
CORUM INDUSTRIES, INC	KKOZ	AM	35030	AVA	MO
CRAIG BAKER AND DEBRA BAKER	WYTH	AM	9884	MADISON	GA
CUMBERLAND RADIO PARTNERS, INC.	WJZM	AM	12495	CLARKSVILLE	TN
CUMULUS LICENSING LLC	KFRU	AM	12396	COLUMBIA	MO
CUMULUS LICENSING LLC	WCOA	AM	12142	PENSACOLA	FL
CUMULUS LICENSING LLC	WMSP	AM	12316	MONTGOMERY	AL
DAVIDSON MEDIA STATION WNOW LICENSEE, LLC	WNOW	AM	10646	MINT HILL	NC
DAVIS BROADCASTING OF ATLANTA, L.L.C.	WCHK	AM	10694	CANTON	GA
DICKEY BROADCASTING COMPANY	WIFN	AM	1098	ATLANTA	GA
EAGLE COMMUNICATIONS, INC.	KESJ	AM	8767	ST. JOSEPH	MO
FESTUS/ FARMINGTON LICENSE CO, LLC	KJFF	AM	35532	FESTUS	MO
FESTUS/ FARMINGTON LICENSE CO, LLC	KREI	AM	35531	FARMINGTON	MO
FIFE COMMUNICATION COMPANY, L.L.C.	KCFI	AM	9726	CEDAR FALLS	IA
GEORGIA-CAROLINA RADIOCASTING COMPANY, LLC	WNEG	AM	63330	TOCCOA	GA
GOOD KARMA BROADCASTING, LLC	WAUK	AM	10824	JACKSON	WI
GOOD KARMA BROADCASTING, LLC	WEFL	AM	35148	TEQUESTA	FL
HARBIT COMMUNICATIONS, INC	KNEM	AM	35216	NEVADA	MO
HIGH KNOB BROADCASTERS, INC.	WGTH	AM	12043	RICHLANDS	VA
HOG RADIO, INC.	KUOA	AM	35729	SILOAM SPRINGS	AR

HOLLADAY BROADCASTING OF LOUISIANA, LLC	KMLB	AM	35249	MONROE	LA
HOMETOWN BROADCASTING OF PORTSMOUTH, INC.	WNXT	AM	62328	PORTSMOUTH	OH
JOULE BROADCASTING LLC	WNZZ	AM	12321	MONTGOMERY	AL
KMA BROADCASTING L.P.	KMA	AM	35107	SHENANDOAH	IA
KMB BROADCASTING, INC.	WDBC	AM	35115	ESCANABA	MI
KOVAS FAMILY GST TRUST, JOSEPH W. WALBURN, TRUSTEE	WCGO	AM	35447	EVANSTON	IL
KROS BROADCASTING, INC.	KROS	AM	35557	CLINTON	IA
KSMO ENTERPRISES	KSMO	AM	35610	SALEM	MO
KTLO, L.L.C.	KTLO	AM	35671	MOUNTAIN HOME	AR
KTRR-KZNN, INC.	KTRR	AM	35681	ROLLA	MO
LIGHTHOUSE BROADCASTING, INC.	WBHN	AM	62338	BRYSON CITY	NC
MAGNUM COMMUNICATIONS, INC.	WPDR	AM	35516	PORTAGE	WI
MIDWEST COMMUNICATIONS, INC.	WQLR	AM	87325	KALAMAZOO	MI
MONTICELLO MEDIA LLC	WKAV	AM	10651	CHARLOTTESVILLE	VA
MULTICULTURAL RADIO BROADCASTING LICENSEE, LLC	WEXY	AM	9730	WILTON MANORS	FL
NEWTON LICENSE CO, LLC	KCOB	AM	9900	NEWTON	IA
NM LICENSE, LLC	WJOL	AM	62235	JOLIET	IL
NM LICENSE, LLC	WKRS	AM	10450	WAUKEGAN	IL
NORSAN CONSULTING AND MANAGEMENT, INC.	WEWC	AM	11214	CALLAHAN	FL
NRG LICENSE SUB, LLC	KLGZ	AM	35429	ALGONA	IA
OZARK MEDIA, INC.	KELE	AM	12699	MOUNTAIN GROVE	MO
PACKER RADIO GREENVILLE, INC.	WGLM	AM	35423	GREENVILLE	MI
PENNSYLVANIA MEDIA ASSOCIATES, INC.	WBZW	AM	1185	APOPKA	FL
QUEENB RADIO WISCONSIN, INC.	WPVL	AM	35514	PLATTEVILLE	WI
RADFORD COMMUNICATIONS, INC.	WKRK	AM	10829	MURPHY	NC
RADIO 810 NASHVILLE, LIMITED	WMGC	AM	12313	MURFREESBORO	TN
RADIO BROADCAST COMMUNICATIONS, INC.	WKHZ	AM	11667	EASTON	MD
RADIO WORLD, INC.	WDCF	AM	12294	DADE CITY	FL
RED PEACH LLC	WUBR	AM	11188	BATON ROUGE	LA
RED ZEBRA BROADCASTING LICENSEE, LLC	WSPZ	AM	11846	BETHESDA	MD
SOVEREIGN COMMUNICATIONS, LLC	WKNW	AM	978	SAULT SAINTE MARIE	MI
STANFORD COMMUNICATIONS, INC.	WAMY	AM	62223	AMORY	MS
STAR COMMUNICATIONS, INC.	WVRC	AM	62294	SPENCER	WV
STARADIO CORP.	WKAN	AM	62359	KANKAKEE	IL
STARBOARD MEDIA FOUNDATION, INC.	WDVM	AM	1131	EAU CLAIRE	WI
STARCAST SYSTEMS, INC.	WKLP	AM	62340	KEYSER	WV
STATE OF WISCONSIN - EDUCATIONAL COMMUNICATIONS BOARD	WLBL	AM	63138	AUBURNDALE	WI
STATE RADIO LICENSE, INC.	WMLT	AM	62475	DUBLIN	GA
STEPHEN W. STAPLES, JR.	WFLW	AM	63324	MONTICELLO	KY
SYNERGY MEDIA, INC.	WKLA	AM	10810	LUDINGTON	MI
TBLC MEDIA #2, LLC	WMDB	AM	3540	NASHVILLE	TN
TILLMAN BROADCASTING NETWORK, INC.	WCHJ	AM	6315	BROOKHAVEN	MS
VAZQUEZ BROADCASTING CORPORATION	WSDS	AM	35335	SALEM TOWNSHIP	MI
VIPER COMMUNICATIONS, INC	KRMS	AM	35554	OSAGE BEACH	MO
WALKING BY FAITH MINISTRIES, INC.	WMLC	AM	12046	MONTICELLO	MS
WISDOM, LLC	WGCD	AM	10761	CHESTER	SC
WLXX-AM LICENSE CORP.	WRTO	AM	11196	CHICAGO	IL
WORD BROADCASTING NETWORK, INC.	WYMM	AM	11127	JACKSONVILLE	FL
WTXY RADIO LLC	WTXY	AM	62232	WHITEVILLE	NC

ZOE COMMUNICATIONS, INC.	WCSW	AM	10532	SHELL LAKE	WI
3 DAUGHTERS MEDIA, INC.	WMNA-FM	FM	9985	GRETNA	VA
ABSOLUTE COMMUNICATIONS, L.L.C.	KZTP	FM	164085	SIBLEY	IA
ALTA COMMUNICATIONS IX MANAGERS, LLC	WBAM-FM	FM	16379	MONTGOMERY	AL
BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY	KSMW	FM	94057	WEST PLAINS	MO
BROADCAST MEDIA LLC	WKXX	FM	957	ATTALLA	AL
CALDWELL MEDIA LLC	KERL	FM	164112	COTTON PLANT	AR
CALVARY CHAPEL OF CRAWFORDSVILLE, INC.	WSRC	FM	92984	WAYNETOWN	IN
CALVARY RADIO NETWORK, INC.	WOJC	FM	93802	CROTHERSVILLE	IN
CBS RADIO EAST INC.	WIAD	FM	9619	BETHESDA	MD
CEDAR RIDGE CHILDREN'S HOME & SCHOOL, INC	WCRH	FM	9723	WILLIAMSPORT	MD
CENLA BROADCASTING LICENSING COMPANY, LLC	KQID-FM	FM	9751	ALEXANDRIA	LA
CENTENARY COLLEGE OF LOUISIANA	KSCL	FM	9758	SHREVEPORT	LA
CENTERVILLE CITY BOARD OF EDUCATION	WCWT-FM	FM	9780	CENTERVILLE	OH
CENTRAL CAROLINA COMMUNITY COLLEGE	WDCC	FM	9841	SANFORD	NC
CENTRAL EDUCATIONAL BROADCASTING, INC.	WSCF-FM	FM	9871	VERO BEACH	FL
CENTRAL FLORIDA EDUCATIONAL FOUNDATION, INC.	WHYZ	FM	92508	PALM COAST	FL
CENTRAL ILLINOIS RADIO FELLOWSHIP, INC.	WBNH	FM	9893	PEKIN	IL
CENTRAL MICHIGAN UNIVERSITY	WCMB-FM	FM	9914	OSCODA	MI
CENTRAL MICHIGAN UNIVERSITY	WCML-FM	FM	9907	ALPENA	MI
CENTRAL MICHIGAN UNIVERSITY	WCMZ-FM	FM	9911	SAULT STE. MARIE	MI
CENTRAL MICHIGAN UNIVERSITY	WMHW-FM	FM	9910	MOUNT PLEASANT	MI
CENTRAL MICHIGAN UNIVERSITY	WUCX-FM	FM	9921	BAY CITY	MI
CENTRAL STATE UNIVERSITY	WCSU-FM	FM	9958	WILBERFORCE	OH
CHURCH FAITH TRINITY ASSEMBLIES	WZYZ	FM	92532	SPENCER	TN
CHURCH OF THE LIVING GOD MINISTRIES	WTKC	FM	92793	FINDLAY	OH
CLENNEY BROADCASTING	WKJQ-FM	FM	12001	PARSONS	FM
CLINTON COUNTY BROADCASTING	WCXO	FM	12052	CARLYE	IL
CLINTON LICENSEE COMPANY	KDKD-FM	FM	12056	CLINTON	MO
CLYDE EDUCATIONAL BROADCASTING FOUNDATION	WHVT	FM	12081	CLYDE	OH
CONNOISSEUR MEDIA LICENSES, LLC	WBBE	FM	164104	HEYWORTH	IL
CORNERSTONE COMMUNITY RADIO, INC.	WJWR	FM	93641	BLOOMINGTON	IL
COSECHA COMMUNICATIONS LLC, AS TRUSTEE	KSYR	FM	9681	BENTON	LA
COVENANT COMMUNICATIONS, INC.	WKNG-FM	FM	92876	HEFLIN	AL
CRAIN MEDIA GROUP	KWCK-FM	FM	11744	SEARCY	AR
CRAVEN COMMUNITY COLLEGE	WZNB	FM	94050	NEW BERN	NC
CUMULUS LICENSING LLC	WRRX	FM	94009	GULF BREEZE	FL
DARBY ADVERTISING	WMJZ-FM	FM	11756	GAYLORD	MI
DAYSTAR PUBLIC RADIO, INC.	WKSG	FM	9714	CEDAR CREEK	FL
DEKALB COUNTY RADIO, LIMITED	WDKB	FM	16408	DEKALB	IL
DELTA MEDIA CORPORATION	KFXZ-FM	FM	9416	OPELOUSAS	LA
EASTERN KENTUCKY UNIVERSITY	WEKF	FM	92574	CORBIN	KY
EDUCATIONAL INFORMATION CORPORATION	WZPE	FM	93744	BATH	NC
EDUCATIONAL MEDIA FOUNDATION	KKLG	FM	92477	NEWTON	IA
EDUCATIONAL MEDIA FOUNDATION	KLFS	FM	93775	VAN BUREN	AR
EDUCATIONAL MEDIA FOUNDATION	KLRO	FM	9785	HOT SPRINGS	AR
EDUCATIONAL MEDIA FOUNDATION	KYAI	FM	92949	MCKEE	KY
EDUCATIONAL MEDIA FOUNDATION	WKMV	FM	93830	MUNCIE	IN
EDUCATIONAL MEDIA FOUNDATION	WKVY	FM	93774	SOMERSET	KY

EDUCATIONAL MEDIA FOUNDATION	WQRA	FM	93526	GREENCASTLE	IN
EDUCATIONAL MEDIA FOUNDATION	WSRI	FM	93787	SUGAR GROVE	IL
EDUCATIONAL MEDIA FOUNDATION	WZKL	FM	94208	WOODSTOCK	IL
FIFTH AVENUE BROADCASTING COMPANY, INC.	WMGA	FM	164110	KENOVA	WV
FLORIDA STATE UNIVERSITY BOARD OF TRUSTEES	WFSL	FM	93708	THOMASVILLE	GA
FORT WAYNE RADIO CORP.	WJFX	FM	1065	NEW HAVEN	IN
GULF SOUTH COMMUNICATIONS, INC.	WTVY-FM	FM	73639	DOTHAN	AL
INNER BANKS MEDIA, LLC	WTIB	FM	9643	WILLIAMSTON	NC
IOWA STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY	KICL	FM	164103	PLEASANTVILLE	IA
JDL CORPORATION	WRBE-FM	FM	1063	LUCEDALE	MS
LA GIGANTE SIEMBRA INC.	WZCA	FM	93424	QUEBRADILLAS	PR
LARIEN COMMUNICATIONS, INC.	WDPW	FM	121790	GREENVILLE	MI
LATITUDE MEDIA, LLC	WCZY-FM	FM	9920	MOUNT PLEASANT	MI
LAY WITNESS OUTREACH, INC.	WPTJ	FM	93789	PARIS	KY
MARSHALLTOWN EDUCATION PLUS, INC.	KTDV	FM	92457	STATE CENTER	IA
MAX RADIO OF THE CAROLINA LICENSES LLC	WZPR	FM	12158	NAGS HEAD	NC
MEL WHEELER, INC.	WVBE-FM	FM	9690	LYNCHBURG	VA
MICHIGAN COMMUNITY RADIO	WDTR	FM	92635	IMLAY CITY	MI
MICHIGAN COMMUNITY RADIO	WJOH	FM	121795	RACO	MI
MIDWEST COMMUNICATIONS, INC.	WBFM	FM	9968	SHEBOYGAN	WI
MINN-IOWA CHRISTIAN BROADCASTING, INC.	KJIA	FM	92473	SPIRIT LAKE	IA
NASHVILLE PUBLIC RADIO	WTML	FM	94201	TULLAHOMA	TN
NEWTON LICENSE CO, LLC	KCOB-FM	FM	9899	NEWTON	IA
NRG LICENSE SUB, LLC	WSEY	FM	1641	OREGON	IL
OUR LADY OF GUADALUPE RADIO, INC D/B/A ANNUNCIATION RADIO	WFOT	FM	92877	LEXINGTON	OH
PONTIFICAL CATHOLIC UNIV OF PUERTO RICO SERVICE ASSN, INC.	WPUC-FM	FM	9351	PONCE	PR
POSTVILLE CHAMBER OF COMMERCE	KPVL	FM	92649	POSTVILLE	IA
PRESTIGE COMMUNICATIONS INC	WJEQ	FM	9896	MACOMB	IL
PUBLIC TELEVISION 19, INC.	KTBG	FM	9928	WARRENSBURG	MO
QANTUM OF MYRTLE BEACH LICENSE CO.	WWXM	FM	12181	GARDEN CITY	SC
RADIO LICENSE HOLDING CBC, LLC	WIXO	FM	9894	PEORIA	IL
RADIO MARIA, INC.	WOLM	FM	93359	D'IBERVILLE	MS
RADIO MARIA, INC.	WRMW	FM	92563	PESHTIGO	WI
REACH COMMUNICATIONS, INC.	WREH	FM	93423	CYPRESS QUARTERS	FL
RR AND WWT BROADCASTING	WRIC-FM	FM	12044	RICHLANDS	VA
ST. GABRIEL COMMUNICATIONS	KIHS	FM	92489	ADEL	IA
STAR EDUCATIONAL MEDIA NETWORK, INC.	WCKZ	FM	93623	ORLAND	IN
THE MOODY BIBLE INSTITUTE OF CHICAGO	WMBU	FM	9926	FOREST	MS
TRUMAN STATE UNIVERSITY	KKTR	FM	92738	KIRKSVILLE	MO
TYLER COUNTY BOARD OF EDUCATION	WRSG	FM	94051	MIDDLEBOURNE	WV
VISION MINISTRIES, INC.	KBHN	FM	92814	BOONEVILLE	AR

**Declaration of A. Curtis Monk, President &CEO
of Commonwealth Public Broadcasting Corporation**

I, A. Curtis Monk, hereby declare as follows:

1. I am the President & CEO of Commonwealth Public Broadcasting Corporation, the licensee of Stations WCVE-TV (FIN 10016) and WCVW(TV) (FIN 9987) in Richmond, VA, both of which are a part of a station employment unit that also includes WCVE-FM, Richmond, VA (FIN 10016) (the "SEU"). The stations in this SEU are commonly owned and controlled by Commonwealth Public Broadcasting Corporation (collectively, "CPBC"). This Statement and relevant attachments are being submitted in response to the February 6, 2015 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the station's EEO compliance (the "EEO Audit Letter").

2. This SEU employs five or more full-time employees as the term is defined in the Commission's broadcast EEO rule, 47 C.F.R. § 73.2080(e)(1). In response to Question 3(a) of the EEO Audit Letter, the SEU's two most recent EEO public file reports, as described in 47 C.F.R. §73.2080(c)(6), are appended at Attachment A.

The web address of the stations in this SEU is as follows: <http://ideastations.org/>. A copy of the current report is included on or linked to this website.

The date of each full-time hire listed in the SEU's most recent EEO public file reports, as required by 47 C.F.R. §73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

3. In response to Question 3(b) of the EEO Audit Letter, the licensee acknowledges that it is required to retain records documenting outreach to its recruitment sources to fill its full-time positions, including those during the period covered by the above EEO public file reports. However, pursuant to the EEO Audit Letter, only one such notice per position is included at Attachment B.

4. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.

5. In response to Question 3(d) of the EEO Audit Letter, documentation of the Unit's performance of recruitment initiatives as described in §73.2080(c)(2) is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in Attachment C as well. This SEU employs a total of 49 full-time employees and at least one of our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four recruitment initiatives during a two-year period.

6. In response to Question 3(e) of the EEO Audit Letter, the licensee is aware of the following complaint alleging unlawful discrimination in employment practices filed against one or more stations in this SEU:

A complaint alleging gender and national origin discrimination was filed against the licensee by May-Lily Lee, a Producer, on January 13, 2013 at the Equal Employment Opportunities Commission ("EEOC"). *See* EEOC Charge No. 438-2013-00360. The complaint was settled out of court and dismissed on July 18, 2013.

7. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that CPBC has created and deployed an EEO compliance plan, with the assistance of our outside communications counsel, Wiley Rein LLP ("Wiley Rein"). We have obtained and disseminated copies of Wiley Rein's "EEO Basics Binder" in conjunction with the effective date of the current EEO regulations. The EEO Basics Binder contains advice on how SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives and provide sample forms for collecting and maintaining the necessary recruitment data. Maureen Kelly, our Director of Human Resources, supervises the SEU's outreach programs and compliance with the recordkeeping and reporting aspects of the FCC's EEO rules. Our SEU's outreach is multi-faceted and includes events with local schools and community groups, including children through our Ready to Learn and Science Matters initiatives and station tours for schools and scouts as well as older students through internships in our various departments such as Social Media and Production. Additionally, we reach out broadly for both our full-time and part-time positions. This SEU's compliance efforts include identifying our efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

8. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. Our SEU is always looking for better ways to reach out through new local sources for both its vacancies specifically as well as its recruitment initiatives generally.

9. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants.

Dated: March 24, 2015

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF A. CURTIS MONK PRESIDENT& CEO
OF COMMONWEALTH PUBLIC BROADCASTING CORPORAION**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

A. Curtis Monk President/CEO



Federal Communications Commission
Washington, D.C. 20554

June 30, 2015

Elizabeth Goldin, Esq.
1776 K Street NW
Washington, D.C. 20006

Re: WCVE-TV, Richmond, Virginia (Facility ID# 9987)
WCVW(TV), Richmond, Virginia (Facility ID. No. 9989)

Dear Ms. Goldin:

We have completed our review of the response of Commonwealth Public Broadcasting Corporation, licensee of the above-referenced stations, to the February 6, 2015 random audit letter sent to it in accordance with the provisions of Section 73.2080(f)(4) of the Commission's Equal Employment Opportunity (EEO) rules. As a result of our review, we find that no further action is required. In accordance with Section 73.2526(e)(10) of the Commission's rules for commercial stations or Section 73.3527(e)(11), for non-commercial stations, the stations must place copies of this letter, our February 6 audit letter, and the station's response in its public inspection file. It must maintain these materials in the file until the grant, by final order, of the next renewal application of the license for the stations. Additionally, pursuant to Section 73.3526(e)(10) of the Commission's rules for commercial stations or Section 73.3526(e)(11) for noncommercial stations, the licensee must upload copies of this letter, our February 6 audit letter, and its audit response in the online public inspection file for the stations. The materials must remain in the online public inspection file until the next grant of the renewal application, by final order, of the license for the station to which the file relates.

Should you have any questions concerning this matter, you may call the EEO staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,

A handwritten signature in blue ink that reads "Lewis C. Pulley".

Lewis C. Pulley
Assistant Chief, Policy Division
Media Bureau