

burden analysis correctly and appropriately accounts for the burden on regulated entities of collecting and maintaining applicant flow data under UGESP.

**Burden Statement:** There are no reporting requirements associated with UGESP. The burden being estimated is the cost of collecting and storing a job applicant's gender, race, and ethnicity data.

The only paperwork burden derives from this recordkeeping. Only employers covered under Title VII and Executive Order 11246 are subject to UGESP. However, for the purposes of burden calculation, data for all employers are counted.<sup>2</sup> The number of employers with 15 or more employees is estimated at 957,005 which combines estimates from private employment,<sup>3</sup> the public sector,<sup>4</sup> and referral unions.<sup>5</sup> Employers with 15 or more employees represent approximately 15.3% of all employers in the U.S. and employ about 87.7% of all employees in the U.S.<sup>6</sup>

This burden assessment is based on an estimate of the number of job applications submitted to all employers in one year, including paper-based and electronic applications. The total number of job applications submitted every year to covered employers is estimated to be 1,989,375,182, based on an average of approximately 29 applications<sup>7</sup> for every hire and a Bureau of Labor Statistics data estimate of 68,594,000 annual hires.<sup>8</sup> This figure

also includes 149,182 applicants for union membership reported on the EEO-3 form for 2018.

The employer burden associated with collecting and storing applicant demographic data is based on the following assumptions: Applicants would need to be asked to provide three pieces of information—sex, race/ethnicity, and an identification number (a total of approximately 13 keystrokes); the employer may need to transfer information received to a database either manually or electronically (although we believe it likely that many employers utilize HR software that handles employment applications as well as the rest of the employers HR needs); and the employer would need to store the 13 characters of information for each applicant. Recordkeeping costs and burden are assumed to be the time cost associated with entering 13 keystrokes.

Assuming that the required recordkeeping takes 30 seconds per record, and assuming a total of 1,989,375,182 paper and electronic applications per year (as calculated above), the resulting UGESP burden hours would be 16,578,127. Based on a wage rate of \$17.44<sup>9</sup> per hour for the individuals entering the data, the collection and storage of applicant demographic data would come to approximately \$289,122,526 per year. We expect that the foregoing assumptions are over-inclusive, because many employers have electronic job application processes that should be able to capture applicant flow data automatically.

While the burden hours and costs for the UGESP recordkeeping requirement seem very large, the average burden per employer is relatively small. We estimate that UGESP applies to 957,005 employers, which is about 15.3% of all employers in the U.S. and who employ about 87.7% of all employees in the U.S. (86.5% of private employees and 95.9% of government employees)<sup>10</sup>. Therefore, the estimated cost per covered employer

is about \$263.<sup>11</sup> Additionally, 35.0% of employees work for firms with at least 5,000 employees,<sup>12</sup> and it is likely the burden of entry for these firms is transferred to the applicants via use of electronic application systems. UGESP also allows for simplified recordkeeping for employers with more than 15 but less than 100 employees.<sup>13</sup>

For the Commission.

Dated: June 30, 2021.

**Charlotte A. Burrows,**  
Chair.

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## FEDERAL COMMUNICATIONS COMMISSION

[FRS 33694]

### Radio Broadcasting Services; AM or FM Proposals To Change the Community of License

**AGENCY:** Federal Communications Commission.

**ACTION:** Notice.

**DATES:** The agency must receive comments on or before September 7, 2021.

**ADDRESSES:** Federal Communications Commission, 45 L Street NE, Washington, DC 20554.

**FOR FURTHER INFORMATION CONTACT:** Rolanda F. Smith, 202-418-2054.

**SUPPLEMENTARY INFORMATION:** The following applicants filed AM or FM proposals to change the community of license: GEORGIA-CAROLINA RADIOCASTING COMPANY, LLC,

<sup>11</sup> This assumes that the new hires in 2018 were distributed equally across firm and agency sizes. In 2018, 64,286,000 new hires were in the private sector 86.5% of which would be 55,575,000 new hires estimated for firms with at least 15 employees. Similarly, 4,310,000 new hires were in the public sector. 95.9% of which would be 4,133,000 new hires into governments with at least 15 employees. This totals approximately 59,708,000 new hires in Title VII locations. The remainder of the burden hour calculations remain the same.

<sup>12</sup> Source for private employees: 2017 Economic Census. (<https://www.census.gov/content/census/en/data/datasets/2017/econ/susb/2017-susb.html>).

<sup>13</sup> See 29 CFR 1607.15A(1): *Simplified recordkeeping for users with less than 100 employees*. In order to minimize recordkeeping burdens on employers who employ one hundred (100) or fewer employees, and other users not required to file EEO-1, *et seq.*, reports, such users may satisfy the requirements of this section 15 if they maintain and have available records showing, for each year: (a) The number of persons hired, promoted, and terminated for each job, by sex, and where appropriate by race and national origin; (b) The number of applicants for hire and promotion by sex and where appropriate by race and national origin; and (c) The selection procedures utilized (either standardized or not standardized).

<sup>2</sup> In calculating burden, data from multiple sources are used. Some of these sources do not allow us to identify only those employers who are covered by Title VII (employers with 15 or more employees).

<sup>3</sup> Source of original data: 2017 Economic Census. (<https://www.census.gov/content/census/en/data/datasets/2017/econ/susb/2017-susb.html>). Local Downloadable CSV data. *Select U.S. & states, 6 digit NAICS*. The original number of employers was adjusted to only include those with 15 or more employees.

<sup>4</sup> Source of original data: 2017 Census of Governments: Employment. Individual Government Data File (<https://www.census.gov/data/tables/2017/econ/apes/annual-apes.html>), Local Downloadable Data zip file "individual files". The original number of government entities was adjusted to only include those with 15 or more employees.

<sup>5</sup> EEO-3 Reports filed by referral unions in 2018 with EEOC.

<sup>6</sup> Source of original data: 2017 Economic Census. (<https://www.census.gov/content/census/en/data/datasets/2017/econ/susb/2017-susb.html>). Local Downloadable CSV data. *Select U.S. & states, 6 digit NAICS*; 2017 Census of Governments (<https://www.census.gov/data/tables/2017/econ/apes/annual-apes>).

<sup>7</sup> The average number of applications received per job opening in 2018, according to the private career advice website Zety. (<https://zety.com/blog/hr-statistics>).

<sup>8</sup> Bureau of Labor Statistics Job Openings and Labor Turnover Survey, 2018 annual level data (Not seasonally adjusted), (<http://www.bls.gov/jlt/>

[data.htm](#)) is the source of the original data. The BLS figure includes new hires in both the public and the private sectors across all employer sizes.

<sup>9</sup> Based on the 10th percentile hourly wage for Human Resources Specialist in 2018 (<https://www.bls.gov/oes/2018/may/oes131071.htm>). The 10th percentile is slightly lower than the average salary for an entry-level Human Resources Specialist (<https://www.ziprecruiter.com/Salaries/Entry-Level-Human-Resources-Specialist-Salary>).

<sup>10</sup> Source for private employees: 2017 Economic Census. (<https://www.census.gov/content/census/en/data/datasets/2017/econ/susb/2017-susb.html>). Local Downloadable CSV data. *Select U.S. & states, 6 digit NAICS*. Source for public employees: 2017 Census of Governments (<https://www.census.gov/data/tables/2017/econ/apes/annual-apes>).

WHTD(AM), Fac. ID No. 54562, From ELBERTON, GA, To CLAYTON, GA, File No. BP–20200728AAE; NELSON MULTIMEDIA, INC, WDYS(AM), Fac. ID No. 69700, From GENEVA, IL, To SOMONAUK, IL, File No. BMP–20210524AAJ; BRANTLEY BROADCAST ASSOCIATES LLC, WWTM(AM), Fac. ID No. 54328, From DECATUR, AL, To MOORESVILLE, AL, File No. BP–20210505AAG; ZIMMER MIDWEST COMMUNICATIONS, INC., KBFL–FM, Fac. ID No. 33654, From BUFFALO, MO, To FAIR GROVE, MO, File No. 0000143246; CLARO COMMUNICATIONS, LTD, KUKA(FM), Fac. ID No. 2818, From SAN DIEGO, TX, To BISHOP, TX, File No. 0000145176; ZIMMER MIDWEST COMMUNICATIONS, INC., KWTO–FM, Fac. ID No. 63339, From SPRINGFIELD, MO, To BUFFALO, MO, File No. 0000143248; FAMILY LIFE MINISTRIES, INC., WCGT(FM), Fac. ID No. 172665, From TIDIOUTE, PA, TO CLINTONVILLE, PA, File No. 0000145265; RADIOACTIVE, LLC, WKFC(FM), Fac. ID No. 164241, From NORTH CORBIN, KY, TO CRAB ORCHARD, KY File No. 0000145184; CHOICE RADIO CORPORATION, WKKQ(FM), Fac. ID No. 3954, FROM BARBOURVILLE, KY, TO NORTH CORBIN, KY, File No. 0000145185; SALEM COMMUNICATIONS HOLDING CORPORATION, WLTE(FM), Fac. ID No. 170949, From PENDLETON, SC, To POWERSVILLE, SC, File No. 0000148015; RADIOACTIVE, LLC, WPBK(FM), Fac. ID No. 164242, From CRAB ORCHARD, KY, HUSTONVILLE, KY, File No. 0000145182; SUTTON RADIOCASTING CORPORATION, WRBN(FM), Fac. ID No. 56201, From CLAYTON, GA, To TOCCOA, GA, File No. 0000143723; REVIVAL CHRISTIAN MINISTRIES, INC., WSGG(FM), Fac. ID No. 92857, From CANAAN, CT, To NORFOLK, CT, File No. 0000145109; and RADIOJONES, LLC, WXRS–FM, Fac. ID No. 36212, From PORTAL, GA, To STATESBORO, GA, File No. 0000143396. The full text of these applications is available electronically via the Media Bureau's Consolidated Data Base System, [https://licensing.fcc.gov/prod/cdbs/pubacc/prod/app\\_sear.htm](https://licensing.fcc.gov/prod/cdbs/pubacc/prod/app_sear.htm) or Licensing and Management System (LMS), <https://apps2int.fcc.gov/dataentry/public/tv/publicAppSearch.html>.

Federal Communications Commission.

**Nazifa Sawez,**

*Assistant Chief, Audio Division, Media Bureau.*

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**BILLING CODE 6712–01–P**

## FEDERAL COMMUNICATIONS COMMISSION

[MD Docket No. 20–270; DA 21–747; FR ID 35696]

### Schedule of Application Fees of the Commission's Rules

**AGENCY:** Federal Communications Commission.

**ACTION:** Public notice.

**SUMMARY:** The Commission announces the effective date of new application fee rates for the Office of Engineering and Technology and for Media Services.

**DATES:** Applicable July 15, 2021.

**FOR FURTHER INFORMATION CONTACT:** Roland Helvajian, Office of Managing Director at (202) 418–0444.

**SUPPLEMENTARY INFORMATION:** The Commission adopted new application fee rates in a *Report and Order*, FCC 20–184, MD Docket No. 20–270, adopted on December 23, 2020 and released on December 29, 2020. This document provides notice that new application fee rates will become effective on July 15, 2021 for the Office of Engineering and Technology and the Media Bureau. DA 21–747

Released: June 25, 2021

### Effective Date of New Application Fees for the Office of Engineering and Technology and the Media Bureau

#### MD Docket No. 20–270

On December 23, 2020, the Commission adopted a Report and Order implementing a new application fee schedule which significantly updated the Commission's previous fee schedule.<sup>1</sup> As indicated in the *2020 Application Fee Report and Order*, the new application fee rates will become effective when the Commission's "information technology systems and internal procedures have been updated, and the Commission publishes notice(s) in the **Federal Register** announcing the effective date of such rules."<sup>2</sup> At this time, the systems and internal procedures have been updated for the Office of Engineering and Technology and for the Media Bureau. This Public Notice therefore announces that the new

<sup>1</sup> See *Amendment of the Schedule of Application Fees Set Forth in Sections 1.1102 through 1.1109 of the Commission's Rules*, MD Docket No. 20–270, Report and Order, 35 FCC Rcd 15089 (2020) (*2020 Application Fee Report and Order*). Pursuant to section 8(b)(1) of the Communications Act of 1934, as amended, the Commission is required to review application fees in every even-numbered year, adjust the fees to reflect increases or decreases in the Consumer Price Index, and round to the nearest \$5 increment. See 47 U.S.C. 158(b)(1).

<sup>2</sup> *2020 Application Fee Report and Order* at 15155, para. 201.

application fee rates in sections 1.1103 and 1.1104 of Commission's rules will become effective on July 15, 2021.<sup>3</sup>

For further information regarding this Public Notice, please contact Roland Helvajian, Program Analyst, Financial Operations, Office of the Managing Director, [Roland.Helvajian@fcc.gov](mailto:Roland.Helvajian@fcc.gov).

**Katura Jackson,**

*Federal Register Liaison Officer.*

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**BILLING CODE 6712–01–P**

## FEDERAL COMMUNICATIONS COMMISSION

[OMB 3060–0519; FR ID 35990]

### Information Collection Being Submitted for Review and Approval to Office of Management and Budget

**AGENCY:** Federal Communications Commission.

**ACTION:** Notice and request for comments.

**SUMMARY:** As part of its continuing effort to reduce paperwork burdens, as required by the Paperwork Reduction Act (PRA) of 1995, the Federal Communications Commission (FCC or the Commission) invites the general public and other Federal Agencies to take this opportunity to comment on the following information collection. Pursuant to the Small Business Paperwork Relief Act of 2002, the FCC seeks specific comment on how it can further reduce the information collection burden for small business concerns with fewer than 25 employees.

**DATES:** Written comments and recommendations for the proposed information collection should be submitted on or before August 5, 2021.

**ADDRESSES:** Comments should be sent to [www.reginfo.gov/public/do/PRAMain](http://www.reginfo.gov/public/do/PRAMain). Find this particular information collection by selecting "Currently under 30-day Review—Open for Public Comments" or by using the search function. Your comment must be submitted into [www.reginfo.gov](http://www.reginfo.gov) per the above instructions for it to be

<sup>3</sup> See 47 CFR 1.1103 (Schedule of charges for experimental radio services.), 1.1104 (Schedule of charges for applications and other filings for media services.). Applicants must continue to pay the current fees for their applications under the existing procedures until the new procedures and fees are in effect for their applications. The Commission will announce the effective date of the new application fee rates in sections 1.1102, 1.1105, 1.1106, 1.1107, and 1.1109 of the Commission's once the applicable information technology systems and internal procedures have been updated for those fees. See 47 CFR 1.1102, 1.1105, 1.1106, 1.1107, and 1.1109.