

WNAB qualifies as an exempt Station Employment Unit as it employs fewer than 5 full-time employees.

By definition a “station employment unit” (“SEU”) is comprised of one or more stations that are commonly owned or controlled, located in the same market, and share at least one employee. SEUs with fewer than five full-time employees are exempt from the EEO Rule outreach requirements but must abide by the FCC’s general equal employment opportunity and anti-discrimination requirements. WNAB meets the definition of an SEU with fewer than five full-time employees.

Equal Employment Opportunity. On November 7, 2002, the FCC adopted new equal employment opportunity regulations under Section 73.2080 (the “new EEO Rule”). Those regulations became effective on March 10, 2003. Station employment units (“SEUs”) with 5 or more full-time employees (“Nonexempt SEUs”) must, in addition to other obligations spelled out in the new EEO Rule, retain certain records as well as annually, on the anniversary of the date a station is due to file its license renewal application, place in the public inspection files of all stations comprising the Nonexempt SEU, and on the web sites of all such stations, an EEO Public File Report containing the following information (although if a broadcast licensee acquires a station pursuant to FCC Form 314 or 315 during the twelve months covered by the EEO Public File Report, its EEO Public File Report shall cover the period starting with the date it acquired the station):