



Resolution

EEO Rules

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- WHEREAS** NRB overwhelmingly endorses the concept of equal opportunity in employment, and
- WHEREAS** the past the FCC has enacted various EEO rules to be followed by radio and television stations, and
- WHEREAS** Two previous sets of EEO rules were struck down by the DC Circuit Court, and
- WHEREAS** The FCC now prepares to adopt new EEO rules similar to Option A under the previous rules, and
- WHEREAS** While we generally oppose any new EEO rules, NRB believes some aspects of these proposed rules would be overly burdensome and expensive, especially to smaller stations with few, if any, desirable results. *Therefore, be it*
- RESOLVED** While we oppose any new EEO rules, that the NRB requests the FCC to include the following provisions in any new EEO rules:
- a. The FCC should not require recruitment for every job.
 - b. The EEO mandate should focus on outreach.
 - c. The FCC should adopt an outreach rule that gives stations a menu of options to meet EEO requirements.
 - d. The EEO should not be connected to license review.
 - e. Stations could comply by:
 - i. Participating in BEDA careers programs
 - ii. Complying with OFCCP affirmative action rules, or
 - iii. Undertaking a mix of outreach initiatives (job fairs, scholarships, on-air announcements, contacts with minority and female organizations, etc.)
 - f. No annual employment report.
 - g. Stations would certify compliance every four years, but not be required to submit records or include information in the public file or on the Web site.
 - h. Stations in communities with less than five percent minority population would be exempt.
 - i. Stations with 10 or fewer full-time employees would be exempt.