

## APPLICABILITY OF 2002 EEO RULES (Maine)

	Station Employment Units with fewer than 5 full-time employees	Station Employment Units with 5 to 10 full-time employees	Station Employment Units with more than 10 full-time employees located in a smaller market <sup>1</sup>	Station Employment Units with more than 10 full-time employees NOT located in a smaller market
Must Prohibit Unlawful Employment Discrimination	Yes	Yes	Yes	Yes
Must Establish and Maintain an EEO Program	N/A	Yes	Yes	Yes
Must Recruit for All Full-Time Job Vacancies	N/A	Yes	Yes	Yes
Must Engage in Two "Menu Option" Outreach Efforts Over Two Years	N/A	Yes	Yes	N/A
Must Engage in Four "Menu Option" Outreach Efforts Over Two Years	N/A	N/A	N/A	Yes
Must Create and Maintain Documentation of Compliance with General EEO Program Requirements	Yes	Yes	Yes	Yes

<sup>1</sup> A station employment unit is located in a smaller market if it consists solely of a station or stations licensed to a community that is in a county outside of all metropolitan areas or is in an MSA with a population of less than 250,000.

Must Create and Maintain Documentation of Compliance with Recruitment Efforts and Completion of Menu Options	N/A	Yes	Yes	Yes
Must Create and Place Annual EEO Public File Report in Public File and on Website	N/A	Yes (due December 1)	Yes (due December 1)	Yes (due December 1)
Must File FCC Form 397 at Mid-term and attach last two EEO Public File Reports	N/A	Yes (television only)	Yes (both radio and television)	Yes (both radio and television)
Must File FCC Form 396 with License Renewal Application	Yes (first two pages only)	Yes	Yes	Yes
Must File FCC Form 396-A with New Station Application or Assignment/Transfer Application	Yes (first page only)	Yes	Yes	Yes