§ 202-k. Protection of persons employed in the broadcast industry. 1. For the purposes of this section:

(a) "Broadcasting industry employer" includes television stations or networks, radio stations or networks, cable stations or networks, internet or satellite-based services similar to a broadcast station or network, any broadcast entities affiliated with any of the employers of this paragraph, or any other entity that provides broadcasting services such as news, weather, traffic, sports, or entertainment reports or programming.

(b) "Broadcast employee" means any on-air employee or off-air employee of a broadcasting industry employer, excluding management employees.

2. A broadcasting industry employer shall not require as a condition of employment, whether in an employment contract or otherwise, that a broadcast employee or prospective broadcast employee refrain from obtaining employment:

(a) in any specified geographic area;

(b) for a specific period of time; or

(c) with any particular employer or in any particular industry; after the conclusion of employment with such broadcasting industry employer. This section shall not apply to preventing the enforcement of such a covenant during the term of an employment contract.

3. Any person who violates this section shall be civilly liable to a broadcast employee for damages, attorney's fees and costs.