



From: Broadcasting Board of Governors
Date: October 11, 2012
Subject: **Minutes of the BBG Meeting of October 11, 2012**

The Broadcasting Board of Governors (BBG) met today at BBG Headquarters in Washington, D.C. The meeting was attended by members of the public and was also open for public observation via streaming on the BBG website.

The meeting was attended by the following Board members:

Presiding Governor Michael Lynton
Alternate Presiding Governor Dennis Mulhaupt
Governor Victor Ashe
Governor Susan McCue
Governor Michael Meehan
Governor Dana Perino (via telephone)

Under Secretary for Public Diplomacy & Public Affairs Tara Sonenshine was not in attendance at the meeting.

Other persons in attendance are listed at the end of these minutes.

The agenda of the meeting is set forth in Attachment 1.

Presiding Governor Lynton called the meeting to order and noted that, in February 2012, the Board designated him to serve as “Presiding Governor” on an interim basis.

The Presiding Governor announced that the meeting was being held in compliance with the Government in the Sunshine Act and streamed live over the Internet at the BBG website. He noted the absence of Under Secretary for Public Diplomacy & Public Affairs Tara Sonenshine and welcomed Governor Perino’s participation by telephone.

Presiding Governor Lynton expressed the Board’s concern over the recent disruption of broadcast signals carrying U.S. government-sponsored international news and information across several continents. He reported that Eutelsat, a European satellite operator, had confirmed that intermittent interference on October 3 and 4 was traced to Iran. In addition to Voice of America’s (VOA) Persian service and Radio Free Europe/Radio Liberty’s (RFE/RL) Radio Farda, the jamming affected dozens of satellite broadcasts of BBG radio and TV programs on the Eutelsat satellites, including Arabic, Georgian, Armenian, Bosnian, Korean and many other broadcasts. On behalf of the Board, the Presiding Governor called on Iran to cease disrupting

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broadcast signals, and to respect the well-established international agreements that prohibit jamming.

In addition, the Presiding Governor stated that the Board condemns the harassment and intimidation of BBG journalists abroad by police and government officials. He noted the following: Marthe Van Der Wolf, a VOA reporter in Ethiopia, was forced to erase recordings that she had made of a protest rally by local police; Gulnur Kazimova was prevented from taking pictures and was physically blocked from attending a public event by Azerbaijani officials; Radio Free Asia (RFA) and VOA reporters were summoned to a meeting with government officials in a blatant attempt to discourage objective reporting on the Cambodian government; and journalists in Belarus, Tajikistan, Turkmenistan, and Libya have been harassed and prevented from doing their work. On behalf of the Board, the Presiding Governor called on governments to cease the intimidation of journalists, and to hold responsible those who try to obstruct their reporting.

Presiding Governor Lynton noted that Alhurra journalists Bashar Fahmi and Cüneyt Ünal are still missing in Syria. He said the Board is deeply disturbed by the lack of information and is increasingly concerned about the well-being of the missing journalists. On behalf of the Board, the Presiding Governor demanded their immediate release.

The Board considered a correction by Governor Mulhaupt on the minutes of the September 13, 2012 meeting. Governor Mulhaupt clarified that materials related to the International Broadcasting Innovation Act including the creation of a Chief Executive Officer for United States international broadcasting, the legislative initiative which the Board voted to pursue in January 2012, are not subject to the Board's policy regarding non-disclosure of deliberative information.

The Board considered Governor Ashe's suggestions for the proposed BBG meeting dates through May 2013. For scheduling purposes, the Board adopted the dates and agreed to hold the March 2013 Board meeting at Office of Cuba Broadcasting (OCB) headquarters in Miami. The Board also agreed that the Governance Committee would consider other Board meeting dates beyond May 2013.

At the Presiding Governor's invitation, VOA Director David Ensor announced the recent retirement of Leo Sarkisian and described his extraordinary work for the popular English-language "Music Time in Africa" radio program. Governor McCue introduced a resolution in the briefing book honoring Mr. Sarkisian for his invaluable contributions to VOA more than 49 years ago.

The Board viewed a brief video compilation of the winners for the David Burke Distinguished Journalism Awards. Presiding Governor Lynton presented awards to the following broadcasters: the late Mukarram Khan Aatif of VOA's Deewa Radio; Karen Caballero of OCB; Sailab Mahsud of RFE/RL's Radio Mashaal; RFA Korean Service; and Mohamed Moawad and Lamia Rezugui Bouroogaa of Middle East Broadcasting Networks' (MBN) Radio Sawa.

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Before turning to the RFE/RL President for his report, Presiding Governor Lynton said noted that Russia is a key strategic priority for RFE/RL and the BBG. He noted the Board's objection to Russia's "Law on Mass Media" which becomes effective on November 10 and represents a significant tightening on the free flow of information in Russia. He reiterated the Board's support for the efforts by RFE/RL management to keep audiences in Russia and elsewhere apprised of the news in spite of the Russian government's efforts to restrict it.

RFE/RL President Steve Korn then updated the Board on the situation in Russia and provided information on plans for its Russian service and office in Moscow to focus on a new strategy in digital media in order to adapt to the changed conditions. He noted that RFE/RL would need time to transform and retool as it embarks on this new strategy and expressed his confidence about the future. Governor Meehan commented that the Strategy and Budget Committee would meet soon to discuss the new research on Russia and U.S. international broadcasting efforts there. Governor Ashe expressed his concerns for the actions taken by RFE/RL to terminate employees and for the direction RFE/RL is heading, but noted that the Board has had robust discussions internally about the issues. In response to Governor McCue's question, Messrs. Korn and Ensor described examples of the collaboration between RFE/RL and VOA in Russia. Governor McCue indicated that a few Board members may take a trip in January 2013 to survey the situation in Russia. Mr. Korn acknowledged and said that an event is planned in late January for the opening of its new facility in Russia. The Presiding Governor asked Mr. Korn to report to the Board at its next meeting on plans for any further reductions in Prague.

Joining the meeting by video conference, OCB Director Carlos Garcia-Perez gave his report. Mr. Garcia-Perez congratulated Karen Caballero and all winners of the David Burke Awards. He reported that blogger Yoani Sanchez was briefly jailed in Cuba for reporting on an important trial in Bayamo and had been transported back to Havana so she could no longer report on the trial. He announced that OCB's website had the highest increase in the last few days, receiving over 12,000 hits per day. To give examples of sharing resources, Mr. Garcia-Perez noted the filing of a report for Alhurra by an OCB reporter from Venezuela and the coverage of the Republican and Democratic conventions. He then played a short video of OCB's coverage of the Republican and Democratic conventions and the Presidential elections in Venezuela.

VOA Director Ensor began his report by highlighting a visit to VOA headquarters by Burmese opposition leader and Nobel Peace Prize winner Aung San Suu Kyi and showing photographs of her visit, including those with Governors Meehan and Ashe. Mr. Ensor elaborated on the jamming by Iran which affected not only just the Persian-language programs but most of BBG broadcasts on the HotBird satellite. Mr. Ensor thanked the Board for its support by making public announcements condemning jamming. He noted that Eutelsat had appealed to the International Telecommunications Union about the jamming. Governor Ashe noted that Aung San Suu Kyi also visited RFA headquarters where Board participation included Governors Meehan and McCue and himself. In response to Governor Ashe's question, Mr. Ensor explained that while *Parazit* show remains in suspension due to some personnel matters, *OnTen (Antenna)* show is gaining attention and building audience for VOA Persian News Network.

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Governor Meehan said that, on his recent trip to the Middle East with MBN President Brian Conniff and Communications and External Affairs Director Lynne Weil, they met with the leader of the Iran Regional Presence Office in Dubai who had high praises for U.S. international broadcasting efforts there. Governor Meehan expanded on his trip and noted that he was attending a conference in Saudi Arabia to deliver remarks on Global Internet Freedom efforts. In closing, Governor Meehan thanked Mr. Conniff, Ms. Weil and other staff members for organizing the trip and for preparing his speech right up to the last minute.

In the absence of RFA President Libby Liu, Dan Southerland, RFA Executive Editor, thanked Governor Lynton and the Board for their statement of support for its broadcasts in Cambodia. He highlighted RFA's coverage of the plight of the Rohingya in Burma and played a short video clip of the coverage and previewed RFA's special Rohingya hub page on its English website with continuously postings of information and updated news stories on the violence.

Presiding Governor Lynton announced that he would depart in a short while and asked Alternate Presiding Governor Mulhaupt to preside for the rest of the meeting.

MBN President Brian Conniff stated that his Middle East trip was already reported by Governor Meehan and that there was nothing to add to his written report. He echoed Presiding Governor Lynton's remarks concerning Alhurra journalists Bashar Fahmi and Cüneyt Ünal who are missing in Syria and said MBN's top priority is their release and will continue to follow all available leads in the region.

Governor Ashe updated the Board on his visits to VOA Kurdish and Swahili Services to present their service anniversary certificate. He briefly highlighted their programming efforts and invited Fakhria Jawhary, Chief of Kurdish Service, and Mwamoyo Hamza, Chief of Swahili Service, to give brief remarks on their milestone.

International Broadcasting Bureau (IBB) Director Dick Lobo announced the departure of Chief Financial Officer (CFO) Maryjean Buhler. Governor Ashe suggested a resolution for Ms. Buhler at the next Board meeting.

Mr. Lobo highlighted recent events at the Cohen Building, including the National Hispanic American Heritage and the presentation of annual Gold Medal Awards to employees. He informed the Board that the Agency had entered into a project with the Partnership for Public Service to help improve workplace morale at the BBG, and as a deliverable, a report will be produced focusing on major challenges and action plans to be developed by senior management and the workforce in order to make measurable improvements in the workplace. Governor Ashe urged that contractors be included as well.

Andre Mendes, Director of the Office of Technology, Services, and Innovation (TSI), gave an update on the implementation of a single content management system by expanding Pangea across the broadcast entities as approved by the Board almost a year ago. He said that the migration over to Pangea for participating broadcast entities was completed in August 2012, meeting or exceeding timelines with significant cost savings. In response to questions by

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Governors Mulhaupt and McCue, Mr. Mendes replied that VOA, OCB, MBN, and RFE/RL are currently utilizing Pangea, and that RFA had chosen not to participate. Several Governors asked for a report from RFA President Liu regarding RFA's decision not to participate in Pangea. Mr. Mendes reported on the progress to install FMs in Afghanistan and Libya as well as to rebuild FM affiliates in Haiti. In conclusion, Mr. Mendes played a webcast demonstrating the signal quality of transmission of VOA programs into China from Telstar 18 on the Ku-band. At the request of Governor Ashe, Mr. Mendes updated the Board on the status of the Edward R. Murrow Transmitting Station in Greenville, North Carolina. Governor McCue requested a briefing on mobile technology initiatives at the BBG and their effectiveness at the next Board meeting.

CFO Maryjean Buhler gave a fiscal report. Ms. Buhler noted that FY 2012 was successfully closed out, and that a Continuing Resolution went into effect in FY 2013 for approximately six months. She added that the President's report on sequestration had been released and that the percentage reduction for the BBG is 8.2 percent if implemented in January 2013. For FY 2014, Ms. Buhler stated that the BBG's Budget Request was submitted to the Office of Management and Budget on October 21, 2012 and thanked the budget staff for their hard work in the late hours and through the weekends in order to prepare the final budget document. Alternate Presiding Governor Mulhaupt echoed Ms. Buhler's appreciation for the staff and acknowledged that it was a very difficult budget process. On behalf of the Board, Governor Ashe expressed appreciation for Ms. Buhler's tenure at the BBG.

Ms. Weil highlighted the activities of the Office of Communications & External Affairs and referred the Board to the IBB Director's written report for details. She noted, among other developments, the Office's collaboration with Congressional staff to pursue passage of legislation regarding the domestic dissemination ban in the Smith-Mundt Act, and its coordination with RFE/RL in order to provide updates to Congressional staff regarding RFE/RL's Russian Service. The Office organized Governor Meehan's trip to the Middle East to meet with various officials and assisted Governor Meehan with his speech at the Saudi Broadcasting Business Forum. The Office hosted a panel of experts at the Cohen Building to discuss developments in Russia and sent Public Affairs Director Tish King to Syracuse University's Newhouse School of Public Communications and Maxwell School of International Affairs for a day to do in-person outreach with faculty and students. In conclusion, Ms. Weil introduced Suzie Carroll as an addition to the staff to serve as BBG Congressional Coordinator.

There being no other business, the Alternate Presiding Governor adjourned the meeting.

The Broadcasting Board of Governors agreed to the following decision elements (all decisions were adopted by a unanimous vote unless otherwise indicated):

1. Adoption of Minutes of September 13, 2012 Meeting. A correction was proposed by Governor Mulhaupt. Governor Lynton seconded. The Board adopted the corrected minutes of September 13, 2012 meeting as set forth in Attachment 2.

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2. Adoption of Proposed BBG Meeting Dates in 2013. Governor Ashe made a motion to adopt the proposed BBG meeting dates from January to May 2013. Governor Mulhaupt seconded the motion. The Board adopted the first motion. Governors Ashe made a second motion to hold the meeting in March in Miami, Florida. Governor Mulhaupt seconded the motion. The proposed BBG meeting dates from January to May in 2013 were adopted by the Board as set forth in Attachment 3.
3. Resolution Honoring Leo Sarkisian. Governor McCue made a motion for the adoption of a draft resolution thanking and honoring Leo Sarkisian. Governor Meehan seconded. The Board adopted the resolution honoring Leo Sarkisian for his 49 years of service and contributions to U.S. international broadcasting as set forth in Attachment 4.

Other Attendees:

The following persons were also present during all or part of the meeting: International Broadcasting Bureau (IBB) Director Richard Lobo, IBB Deputy Director Jeffrey Trimble, Chief of Staff Marie Lennon, Deputy General Counsel and Board Secretary Paul Kollmer-Dorsey, Chief Financial Officer Maryjean Buhler, Director of Communications & External Affairs Lynne Weil, Director of Board Operations Oanh Tran, Congressional Coordinator Suzie Carroll, Director of Public Affairs Letitia King, Jay Tolson on IPA from RFE/RL, Deputy Chief Financial Officer MelaJo Kubacki, Assistant General Counsel (Ethics and Compliance) Andrew Krog, Ashley Lancaster on detail, and Executive Assistant to the IBB Director Douglas Schuette; David Ensor, Director of the Voice of America (VOA); Carlos Garcia-Perez, Director of the Office of Cuba Broadcasting (OCB) via video conference; Steven Korn, President of Radio Free Europe/Radio Liberty (RFE/RL); Brian Conniff, President of the Middle East Broadcasting Networks (MBN); Barbara Brady, VOA Chief of Staff; John Lennon, VOA Senior Advisor for Strategy; Stephen McGinley, VOA Congressional Liaison; William Marsh, VOA Senior Project Officer; Spozhmai Maiwandi, VOA Director of South Asia Division; Leo Sarkisian, VOA founder of *Music Time in Africa*; Fakhria Jawhary, VOA Chief of Kurdish Service; Mwamoyo Hamza, VOA Chief of Swahili Service; Kyle King, VOA Senior Editor for Public Relations; Bruna Ladeira, VOA Student Trainee for Public Relations; Andre Mendes, IBB Director of the Office of Technology, Services, and Innovation; Karen Caballero, OCB Internet Team Leader for News Division; Dan Southerland, Vice President of Programming/Executive Editor for Radio Free Asia (RFA); Max Kwak, RFA Chief of Korean Service; Bernadette Burns, RFA General Counsel; Norman Thompson, RFA Vice President of Administration and Finance; Kelley Sullivan, MBN Vice President of Administration; Anne Noble, MBN General Counsel; Mohamed Moawad, MBN Correspondent for Radio Sawa; Lamia Rezgoui Bourogaa, MBN Correspondent for Radio Sawa; Elizabeth Portale, RFE/RL Chief of Staff; John Giambalvo, RFE/RL Vice President and Chief Financial Officer; Benjamin Herman, RFE/RL Assistant Secretary; Brian Cullin, Senior Advisor on Intergovernmental Affairs to the Under Secretary for Public Diplomacy & Public Affairs; and the Office of Inspector General's (OIG) Inspection Team for the inspection of BBG, including Team Leader Ambassador Kenton Keith, Deputy Team Leader Robert Torres, and Martha "Marcy" Goode.

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Approved:

Michael Lynton
Presiding Governor

Witnessed:

Paul Kollmer-Dorsey
Secretary

Attachments:

1. Agenda for October 11, 2012 Meeting
2. Minutes of September 13, 2012 Meeting
3. Proposed BBG Meeting Dates for 2013
4. Resolution Honoring Leo Sarkisian

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ATTACHMENT 1

BROADCASTING BOARD OF GOVERNORS October 2012 Meeting Agenda

Thursday, October 11

9:45 - 11:30 Broadcasting Board of Governors' Open Meeting

I. Open Session

Presiding Governor's Remarks

- A. Adoption of Minutes of September 13, 2012 Meeting
- B. Adoption of Proposed BBG Meeting Dates in 2013
- C. Resolution Honoring Leo Sarkisian
(David Ensor, Governor McCue)
- D. Recognition of David Burke Distinguished Journalism Award Winners
(Governor Lynton)
- E. Entity Reports
 - RFE/RL President's Report
(Steve Korn)
 - OCB Director's Report
(Carlos Garcia-Perez)
 - VOA Director's Report
(David Ensor)
 - MBN President's Report
(Brian Conniff)
 - RFA President's Report
(Libby Liu)
- F. Recognition of Language Services' Anniversaries
(Governor Ashe)
- G. IBB Director's Report
(Dick Lobo)
 - Technology, Services and Innovation Director's Report
(Andre Mendes)
 - Fiscal Report
(Maryjean Buhler)
 - Communications & External Affairs Director's Report
(Lynne Weil)
- H. Other Items for Consideration at Next Board Meeting

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ATTACHMENT 2

From: Broadcasting Board of Governors
Date: September 13, 2012
Subject: **Minutes of the BBG Meeting of September 13, 2012**

The Broadcasting Board of Governors (BBG) met today at BBG Headquarters in Washington, D.C. The meeting was attended by members of the public and was also open for public observation via streaming on the BBG website.

The meeting was attended by the following Board members:

Presiding Governor Michael Lynton
Alternate Presiding Governor Dennis Mulhaupt
Governor Victor Ashe
Governor Susan McCue
Governor Michael Meehan
Under Secretary for Public Diplomacy & Public Affairs Tara Sonenshine

Governor Dana Perino was not in attendance at the meeting.

Other persons in attendance are listed at the end of these minutes.

The agenda of the meeting is set forth in Attachment 1.

Alternate Presiding Governor Mulhaupt called the meeting to order and announced that, at the March 2012 Board meeting, the Board designated him to serve as “Alternate Presiding Governor” to preside at meetings of the Board in the event that the Presiding Governor cannot be physically present at the meeting. He noted the presence of Presiding Governor Lynton but noted that Governor Lynton would need to depart in a short while. Therefore, at the Presiding Governor’s request, Alternate Presiding Governor Mulhaupt accepted to chair the meeting. The Alternate Presiding Governor also noted the absence of Governor Perino.

The Alternate Presiding Governor stated that the meeting was being held in compliance with the Government in the Sunshine Act and streamed live over the Internet at the BBG website.

Alternate Presiding Governor Mulhaupt said that nothing is more important to the Board than the threats to lives of BBG journalists. He noted that Alhurra correspondent Bashar Fahmi and cameraman Cüneyt Ünal have been missing since they entered Syria to report from Aleppo on August 20. He also noted that the Board has called on Syrian authorities to answer questions

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about their whereabouts, and that the Governors had raised the topic during the Board's meeting with the Secretary of State earlier in the day.

At the Alternate Presiding Governor's invitation, Middle East Broadcasting Networks (MBN) President Brian Conniff updated the Board on their situation and played a short video about the threats to journalists in Syria and the case of Bashar and Cüneyt. On behalf of the Board, Alternate Presiding Governor Mulhaupt reiterated the call for Syrian officials to release any information they have on the capture and whereabouts of these brave journalists.

The Alternate Presiding Governor highlighted other threats to BBG journalists around the world: (1) in Tibet, BBG-sponsored reporters have faced harassment and excessive interrogation while traveling to visit families in the Tibet autonomous region; (2) in Mali, Malick Aliou, a local radio reporter who contributes stories to the Voice of America (VOA), was badly beaten by Islamists occupying north of the country after reporting on the Islamists' failed plans to amputate a thief's hand; (3) in Angola, VOA correspondent and human rights lawyer José Manuel Gimbi had reporting equipment stolen from his home; (4) in Azerbaijan, Nushaba Fatullayeva was attacked while covering a story at a steel factory in Baku while Turkhan Kerimov, another RFE/RL reporter who arrived soon after to cover the incident, was also roughed-up; and (5) in Nigeria last week, Boko Haram, a radical Nigerian sect, again threatened reporters working with VOA and expressed in a statement that the group was going to target VOA and "will not leave any correspondent or staff of VOA alone." On behalf of the Board, Alternate Presiding Governor Mulhaupt condemned the ill-treatment of these individuals and urged officials and local authorities to ensure the safety of all journalists operating in these locations and punish those who threaten or harm reporters or their families.

Alternate Presiding Governor Mulhaupt expressed condolences to Tara Sonenshine, Under Secretary of State for Public Diplomacy and Public Affairs, for the passing of four diplomats in Libya, including the new U.S. Ambassador, Christopher Stevens, who visited the Cohen Building before heading out to his post. Governor Ashe spoke up and said that it was not a passing but "murder". On behalf of the Board, the Alternate Presiding Governor condemned the cowardly act of violence in the strongest possible terms and reaffirmed the Board's commitment to a robust presence in Libya at this critical time, including that of BBG personnel who are covering the events there.

The Board considered the minutes of the June 7, 2012 meeting. Governor Ashe asked the Board's permission to change his vote on the resolution establishing a policy regarding non-disclosure of deliberative information from a "yes" to a "no". The Board gave its consent and voted on the minutes, as amended. Governor Ashe abstained.

As Chair of the Governance Committee, Governor Mulhaupt reported on its recent Committee meeting. Governor Mulhaupt said that there was a consensus among the Committee members that the Board should proceed to appoint a Chief Executive Officer (CEO) of United States international broadcasting as a matter of urgency. He also said the Committee is recommending to the plenary Board that a CEO position be created under the existing statutory framework provided by the International Broadcasting Act. He noted that the Committee's

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recommendations do not necessarily reflect the views of Governor Ashe, but do reflect the views of other Committee members (Governors Lynton, McCue and himself). He added that the Secretary of State has communicated her strong support for a CEO in a recent meeting with the Board. There followed discussions of the Governance Committee's recommendations for the creation of a CEO position, including the formation of a Nominating Committee by the Presiding Governor, the IBB Director's plan for the creation of a CEO, the preparation of Congressional reprogramming notification, the Agency's consultation with the Congressional oversight committees as soon as practicable and with others that may be suggested by the Board, and among other things. Based on comments and suggestions by the Governors, the Board then voted to adopt the Governance Committee's recommendation to create a CEO position under the existing statutory authority.

Governor Ashe commented that he originally thought about opposing the Governance Committee's recommendation due to lack of a public hearing to seek input from stakeholders and others. After understanding that the methodology for creating a CEO would include more outreach, consultation and public input, Governor Ashe felt that he is comfortable in voting "yes" to support and move forward with the proposal, but reserving the right, if he considers the Nominating Committee's recommendation is flawed or the process is not inclusive, to vote against it at later time.

Governor Mulhaupt announced that the Governance Committee did not consider the issue of grantee administrative streamlining. To elaborate, Governor Ashe stated that, in his view, there should be a further review of the Deloitte's rebuttal to concerns raised by one of the grantees, and that the Board felt the appointment of a CEO could solve most of the problems caused for a push to consolidate. He noted that the Governance Committee plans to revisit the issue of grantee administrative streamlining in November. Governor Meehan asked whether Deloitte could do another study to review all U.S. international broadcasting in order to determine other cost savings. Governor Ashe expressed that he was unimpressed with the Deloitte report and felt that a more objective, impartial study should be sought. To address Governor Ashe's concerns, the Board agreed that the Governance Committee would consider the scope of work as suggested by Governor Meehan and recommend whether to retain Deloitte for a review of all U.S. international broadcasting. Deputy General Counsel and Board Secretary Paul Kollmer-Dorsey reminded the Board of the importance of federal procurement integrity rules. He said that the staff understands the Board's request and will look at the existing scope of work to determine if it is adequate to encompass the requested study.

Governor Mulhaupt stated that the Governance Committee also considered the revised policy statements for Equal Employment Opportunity (EEO) and sexual harassment. In response to Governor Ashe's question about his suggestions at the March 2012 Governance Committee meeting, Mr. Kollmer-Dorsey replied that all of his suggestions was incorporated except for the suggestion to add a clause in the policy statement for EEO about the protection of employees who participate in union activities. Mr. Kollmer-Dorsey explained to Governor Ashe that union activities are covered under different labor laws. Governor Ashe proposed an amendment to the revised policy statement for EEO to include union activities would not result in any penalty. Governor Mulhaupt suggested that the Governance Committee consider Governor Ashe's

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amendment at its next meeting with the participation by labor/employment attorneys. With Mr. Kollmer-Dorsey's assurance about the availability of labor/employment attorneys for a discussion by phone, Governor Ashe agreed with Governor Mulhaupt's suggestion and requested that his proposed amendment be referred to the Governance Committee and then the plenary Board at the next meeting.

Finally, Governor Mulhaupt noted that the Governance Committee discussed the resolution adopted by the Board at its June 2012 meeting to establish a policy regarding non-disclosure of deliberative information by Governors. He said that, although individual Governors have different views about aspects of the policy and its operation, the Committee adopted no further recommendations with respect to the policy at this time and will continue to monitor and discuss the implementation of the non-disclosure policy. Governor Mulhaupt stated that further refinement to the non-disclosure policy would be considered in the Governance Committee as intended originally. Governor Ashe added that the Governance Committee should consider the consequences of unauthorized disclosure of deliberative information and discuss the non-disclosure policy in the BBG open meeting.

Governor Meehan updated the Board on the activities of the Strategy and Budget Committee. He noted that the Committee held two meetings in August to focus on the FY 2014 budget. Due to OMB restrictions, Governor Meehan was not able to speak about the FY 2014 budget in the open meeting. However, the Strategy and Budget Committee had robust discussions with the broadcast entities about executing the Board's strategy in the budget process and received briefings on crisis contingency planning for the Middle East (Syria) and Africa (Mali). The Strategy and Budget Committee was also briefed on mobile web distribution opportunities and the status of BBG programming opportunities in respect of Iran and Burma. Governor Meehan stated that the Strategy and Budget Committee intends to meet on a monthly basis with Agency staff and the representatives of the broadcasters to help them work through implementation challenges and looks forward to working closely with BBG-sponsored programmers on the implementation the Board's strategy. Governor Ashe noted that the Strategy and Budget Committee also discussed the BBG research contract with Gallup in light of an action by the U.S. Department of Justice (DOJ) to join a lawsuit against Gallup after a whistle-blower alleged the organization overcharged the government for polling services. Governor Ashe urged that an audit of the BBG research contract with Gallup be executed as soon as possible. Mr. Kollmer-Dorsey and Chief Financial Officer Maryjean Buhler strongly recommended that the Board receive a separate briefing due to pending DOJ litigation. At the request of the Strategy and Budget Committee members, staff will brief on the planned audit of the BBG research contract with Gallup at the Committee's next meeting.

With the possibility of losing quorum, Alternate Presiding Governor Mulhaupt asked the Board to consider and vote for the adoption of the resolutions honoring former IBB Congressional Coordinator Susan Andross and former General Counsel of RFE/RL John Lindburg. Governor Ashe expressed a concern for the inability of the Board to complete business in the allotted time given a number of topics on the agenda and suggested that more time be allotted for future meetings, including a consideration of a two-day meeting.

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Governor Ashe made a motion to adopt the resolutions honoring Ms. Andross and Mr. Lindburg as well as a motion to adjourn the meeting and place the remaining agenda topics that the Board did not get to on the October Board meeting agenda. Governor Meehan seconded. The motions were carried.

There being no other business, the Alternate Presiding Governor adjourned the meeting.

The Broadcasting Board of Governors agreed to the following decision elements (all decisions were adopted by a unanimous vote unless otherwise indicated):

1. Adoption of Minutes of June 7, 2012 Meeting. With the permission of the Board, Governor Ashe changed his vote on Decision Element 3 of the Record of Decisions from the June 7, 2012 Board meeting (dealing with the Board's nondisclosure policy) from a "yes" to a "no". Governor Lynton made a motion for the adoption of the amended minutes as set forth in Attachment 2. Governor McCue seconded. The Board adopted the minutes of the June 7, 2012 meeting of the plenary Board with five (5) Governors voting "yes". Governor Ashe abstained.
2. Adoption of Governance Committee Recommendations. The Board heard a report from Governor Mulhaupt regarding the Governance Committee meeting held on September 13, 2012. Governor Mulhaupt noted that the proposed recommendations do not reflect the views of Governor Ashe.
 - a. Discussion of Creation, Role and Method of Appointment of CEO. Governor McCue moved to adopt the Governance Committee's recommendations, as amended, to create a CEO position under the existing statutory. Governor Lynton seconded. The recommendation was unanimously adopted by the Board.
 - i. That the Board note that both the BBG Strategic Plan (adopted by the Board in October 2011) and the Board's January 2012 decision call for the creation of the position of Chief Executive Officer (CEO) of United States international broadcasting (USIB).
 - ii. That the Board note the efforts of the IBB Director to develop draft legislation entitled the International Broadcasting Innovation Act (IBIA) with the characteristics required by the Board's January 2012 decision, including the creation of a CEO of USIB.
 - iii. That, notwithstanding efforts to pursue the IBIA legislation, the plenary Board should act now to create a CEO of United States international broadcasting *within the Board's existing statutory authority* under the United States International Broadcasting Act of 1994 (as amended). The intent of this effort is to empower the CEO to the greatest extent permitted under existing law to act as the day-to-day executive of BBG-sponsored U.S. international broadcasting, including both

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its federal and non-federal components. The non-delegable authorities of the Board as set forth in the International Broadcasting Act will not be changed.

- iv. That the Board authorizes the Presiding Governor to form a Nominating Committee composed of three (3) Governors to recommend a method of selecting, appointing, remunerating and evaluating the CEO in accordance with federal law and regulation. The Nominating Committee will not begin its work until the reprogramming notification required by this decision has been sent to the appropriate Congressional Committees.
 - v. That the Board instruct the IBB Director, under the guidance of the Governance Committee, to develop a plan to address the following issues:
 - a. The authorities that should be delegated from the Board to the CEO;
 - b. The agency officers who should report directly to the CEO;
 - c. The relationship of the CEO and the IBB Director;
 - d. The relationship between the CEO and the Grantees, including how the relationship should be formalized and expressed in the grant agreements;
 - e. A proposed budget and timeline for implementation of a CEO.
 - vi. That the IBB Director is directed to work in close cooperation with the BBG-sponsored broadcasters, including the grantees, in preparing the requested plan. The Board directs and encourages all elements of USIB to cooperate fully with the IBB Director in facilitating the timely and accurate completion of the requested plan and budget.
 - vii. That the Board directs the IBB Director, as soon as practicable, to prepare and deliver any Congressional reprogramming notification that may be required to implement the Board's intentions as stated in this decision (a copy of which will be simultaneously transmitted to Board members).
 - viii. The Governance Committee will consider the IBB Director's plan and any recommendations from the Nominating Committee at the next meeting of the Governance Committee. The actual appointment of a CEO will be the subject of a further Board decision.
 - ix. The Board directs the IBB Director to engage in appropriate Congressional consultation as soon as practicable with the Agency's eight Congressional oversight committees at a minimum, and others as may be suggested by Board members.
- b. Policy Statement on Equal Employment Opportunity
Governor Ashe moved to adopt the revised policy statement on Equal Employment Opportunity as set forth in Attachment 3. Governor McCue seconded. The revised policy statement was unanimously adopted by the Board.

Minutes of October 11, 2012 Meeting

c. Policy Statement on Sexual Harassment

Governor Ashe moved to adopt the revised policy statement on Sexual Harassment as set forth in Attachment 4. The revised policy statement was unanimously adopted by the Board.

3. Strategy and Budget Committee Report. The Board heard a report from Governor Meehan regarding the Strategy and Budget Committee meetings on August 2 and 28, 2012.
4. Resolution Honoring Susan Andross. Governor Ashe moved to adopt the resolution thanking and honoring Susan Andross, former IBB Congressional Coordinator, as set forth in Attachment 5. Governor Meehan seconded. The resolution was unanimously adopted by the Board.
5. Resolution Honoring John Lindburg. Governor Ashe moved to adopt the resolution thanking and honoring John Lindburg, former General Counsel of RFE/RL, as set forth in Attachment 6. Governor Meehan seconded. The resolution was unanimously adopted by the Board.

Other Attendees:

The following persons were also present during all or part of the meeting: International Broadcasting Bureau (IBB) Director Richard Lobo, IBB Deputy Director Jeffrey Trimble, Chief of Staff Marie Lennon, Deputy General Counsel and Board Secretary Paul Kollmer-Dorsey, Chief Financial Officer Maryjean Buhler, Director of Communications & External Affairs Lynne Weil; Director of Strategy & Development Bruce Sherman, Director of Board Operations Oanh Tran, Congressional Coordinator Suzie Carroll, Director of Public Affairs Letitia King, Jay Tolson on IPA from RFE/RL, Assistant General Counsel (Ethics and Compliance) Andrew Krog, and Executive Assistant to the IBB Director Douglas Schuette; David Ensor, Director of the Voice of America (VOA); Carlos Garcia-Perez, Director of the Office of Cuba Broadcasting (OCB); Steven Korn, President of Radio Free Europe/Radio Liberty (RFE/RL); Libby Liu, President of Radio Free Asia (RFA); Brian Conniff, President of the Middle East Broadcasting Networks (MBN); Steve Redisch, VOA Executive Editor; Barbara Brady, VOA Chief of Staff; John Lennon, VOA Senior Advisor for Strategy; Rebecca McMenamin, VOA Acting Associate Director for Language Programming; Andre Mendes, IBB Director of the Office of Technology, Services, and Innovation; Gary Thatcher, IBB Director of the Office of Marketing and External Liaison; Bernadette Burns, RFA General Counsel; Anne Noble, MBN General Counsel; Dale Cohen, RFE/RL Vice President and Director of Administration; John Giambalvo, RFE/RL Vice President and Chief Financial Officer; Benjamin Herman, RFE/RL Assistant Secretary; Brian Cullin, Senior Advisor on Intergovernmental Affairs to the Under Secretary for Public Diplomacy & Public Affairs; and the Office of Inspector General's (OIG) Inspection Team for the inspection of BBG, including Team Leader Ambassador Kenton Keith, Deputy Team Leader Robert Torres, Martha "Marcy" Goode, Elizabeth "Betsy" Whitaker, and Laura Shane.

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Approved:

Dennis Mulhaupt
Alternate Presiding Governor

Witnessed:

Paul Kollmer-Dorsey
Secretary

Attachments:

1. Agenda for September 13, 2012 Meeting
2. Minutes of June 7, 2012 Meeting
3. Revised Policy Statement on Equal Employment Opportunity
4. Revised Policy Statement on Sexual Harassment
5. Resolution Honoring Susan Andross
6. Resolution Honoring John Lindburg

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ATTACHMENT 3

PROPOSED DATES FOR BBG MEETINGS IN 2013

January – No Meeting

February 21-22 (Thursday, Friday)

March 20- 21 (Wednesday, Thursday) in Miami, FL

April 10-11 (Wednesday, Thursday)

May 16-17 (Thursday, Friday)

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ATTACHMENT 4

RESOLUTION HONORING LEO SARKISIAN October 11, 2012

WHEREAS, Leo Sarkisian, who was recruited by former U.S. Information Agency Director Edward R. Murrow, has served with distinction as the “Music Man of Africa” for the Voice of America (VOA) from September 1963 to September 2012;

WHEREAS, in 1965, Mr. Sarkisian started the immensely popular English-language “Music Time in Africa” radio program, the longest-running English-language music show at VOA;

WHEREAS, Mr. Sarkisian’s wife of 63 years, Mary Sarkisian, has been by his side throughout his career overseas and in the United States, helping him answer hundreds of fan letters every month;

WHEREAS, throughout Mr. Sarkisian’s career, he has collected and helped preserve Africa’s musical heritage by building an extraordinary collection of recorded ethnic music, including thousands of rare recordings he made during his travels to every country on the African continent;

WHEREAS, in 2004, VOA established “The Leo Sarkisian Library of African Music” to preserve Mr. Sarkisian’s recordings;

WHEREAS, Mr. Sarkisian has shared this music with African radio stations and organizations such as the Smithsonian Institution and the Library of Congress;

WHEREAS, for the past decade, the State Department’s Bureau of International Programs has been sending Mr. Sarkisian to visit Africa as VOA’s music ambassador;

WHEREAS, Mr. Sarkisian, whose picture has been displayed in villages, schools, and radio stations throughout Africa, will be always be admired and remembered by his colleagues, friends and loyal fans; and

WHEREAS, VOA will dedicate a radio studio with a commemorative plaque in honor of Mr. Sarkisian.

NOW, THEREFORE, be it resolved that the Broadcasting Board of Governors hereby expresses its great appreciation and gratitude to Mr. Sarkisian for his invaluable contributions to the furtherance of the mission of U.S. international broadcasting.

BE IT FURTHER RESOLVED that an appropriate copy of this resolution be forwarded to Leo Sarkisian.