

HARRY M. BRAWLEY
Executive Secretary



1033 QUARRIER ST.—ROOM 701
CHARLESTON, W. VA. 25301

*West Virginia
Educational Broadcasting
Authority*

November 18, 1969

Mr. John D. Rockefeller, IV
Secretary of State
State of West Virginia
Capitol Building
Charleston, West Virginia 25305

Dear Mr. Rockefeller:

Enclosed is a set of the rules and regulations adopted by this Authority from time to time. It is my understanding that these are to be filed with your office.

If this is not in acceptable form or if you need further information, please let me know.

Sincerely yours,

A handwritten signature in cursive script that reads "Harry M. Brawley".

Harry M. Brawley
Executive Secretary

Enclosure

VIRGINIA LEGISLATIVE
SERIES TO ADMINISTRATION
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FILED IN THE OFFICE
JOHN D. ROCKEFELLER, IV
SECRETARY OF STATE
THIS DATE 11/19/69



*West Virginia
Educational Broadcasting
Authority*

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JOHN D. ROCKEFELLER, IV
SECRETARY OF STATE
THIS DATE 11-19-69

WEST VIRGINIA EDUCATIONAL BROADCASTING AUTHORITY

Rules and regulations adopted under Article Five, Chapter Ten of the Code of West Virginia as amended March 10, 1967 as follows: 10-5-3-(13)---"To promulgate reasonable rules and regulations to carry out the provisions of this article in accordance with the provisions of Article Three, Chapter Twenty-nine of the code." All of the following were ratified by the Authority November 14, 1969.

ESTABLISHING COOPERATIVE PROJECTS

(The following were adopted April 11, 1967).

"1. The participating counties and colleges shall contribute funds to the Authority to be used only for the construction of the particular project. These funds shall be kept in a special account and disbursed on orders from the Advisory Council for the project. Federal matching funds shall be handled in the same manner.

"2. The Advisory Council shall be established by the Authority and constituted along lines suggested by the institutions and school systems contributing funds to the project. The Revised Authority Act limits membership on such councils to nine.

"3. The Authority shall receive from the Advisory Council recommendations for the hiring of such personnel and the entering into of such contracts as may be necessary for the completion of the project.

"4. For operating funds, each member county or college shall contribute a certain amount annually, and these funds shall be handled in the same manner as the construction funds. The Advisory Council shall prepare an annual budget and order the disbursement of its funds accordingly.

"5. Any gifts for the project shall be placed in the special account and be disbursed as outlined above.

"6. In the matter of employment, the only consideration shall be competence for the particular position or job in question. No consideration of race, religion, or partisan political affiliation shall enter into the selection of any employee of the project.

"7. Funds from the special account shall be disbursed by the

Executive Secretary of the Authority on orders from the Advisory Council, and in accordance with the established state and federal procedures for handling such accounts."

(The following was adopted by the Authority October 26, 1968).

"In support of the Authority's philosophy of local control of non-commercial broadcasting facilities in West Virginia (including responsibility for funding, requirements for programming, organizational structure, and the hiring of competent personnel) it is the desire and intent of the Educational Broadcasting Authority to place full responsibility for the management and operation of each cooperative project into the hands of each of the bodies now called Advisory Councils. This responsibility includes abiding by all applicable rules and regulations of agencies of the Federal Government. The Educational Broadcasting Authority has initiated steps to satisfy legal requirements to meet this intent."

EMERGENCY ACTIONS BETWEEN MEETINGS

(The following was adopted by the Authority November 28, 1967).

"That the Executive Secretary be authorized to determine the attitude of the Authority on emergency matters by telephone or mail poll and enter the decision on the minutes of the next Authority meeting."

RESPONSIBILITY FOR PROGRAMMING

(Adopted September 2, 1969).

"In selecting, preparing, scheduling, and broadcasting programs, all stations are to exert every effort to provide a communication service appealing to a wide variety of interests. In striving to accomplish this aim, they shall seek always to select, prepare, schedule, and broadcast programs produced in good taste and developed so as to explore their individual themes in keeping with sound program idea exposition.

"Adhering to this principle is acting in accordance with the most fundamental concept of American broadcasting licensee responsibility to program in the public interest, convenience and necessity.

"In keeping with this concept, repeatedly redefined in communication law, the day-to-day responsibility for the content of all programs selected, prepared, scheduled, and broadcast by any station licensed

to the Authority, rests with the Station Manager, who is charged with the implementation of the program policies set by the Licensee in consultation with the station Advisory Council, it being recognized that the final responsibility for the entire operation in the public interest, lies with the Licensee.

"In addition, no other member of a station staff may be held responsible for, assume responsibility for, or in any way interfere with or interrupt, the programming selected, prepared, scheduled, or broadcast by any such station, unless he has been given specific authority to do so by the Station Manager or the Licensee."

HARRY M. BRAWLEY
Executive Secretary



1033 QUARRIER ST.—ROOM 701
CHARLESTON, W. VA. 25301

*West Virginia
Educational Broadcasting
Authority*

July 28, 1970

Mr. John D. Rockefeller IV
Secretary of State
State of West Virginia
Capitol Building
Charleston, West Virginia 25305

Dear Mr. Rockefeller:

Enclosed is a copy of the equal opportunity statement adopted by the Authority at its Monday, July 27 meeting. This should be placed with the other rules and regulations on file for the Authority.

Sincerely yours,

A handwritten signature in cursive script that reads "Harry M. Brawley".

Harry M. Brawley
Executive Secretary

Enclosure

FILED IN THE OFFICE
JOHN D. ROCKEFELLER, IV
SECRETARY OF STATE
THIS DATE 7/29/70

OFFICE OF STATE
SECRETARY OF VIRGINIA
STATE OF WEST VIRGINIA
JUL 29 9 55 AM '70

PROPOSED EQUAL OPPORTUNITY STATEMENT

The West Virginia Educational Broadcasting Authority is an equal opportunity employer. The official position was stated in the minutes of the Authority meeting April 11, 1967, as follows:

"That in the matter of employment, the only consideration shall be competence for the particular position or job in question. No consideration of race, religion, or partisan political affiliation shall enter into the selection of any employee of the project."

This was originally entered as a restriction placed on the expenditure of funds for WMUL-TV, but was confirmed as a general rule November 14, 1969, and included in the list of Rules and Regulations filed with the Secretary of State.

In order to comply completely with recent actions of the Federal Communication Commission, the Authority hereby directs that in all matters of employment at any of its projects or in its headquarters office, full and equal opportunity be offered to all persons to apply regardless of race, color, religion, national origin, sex, or partisan political affiliation, and that sincere efforts be made to encourage all qualified persons to apply.

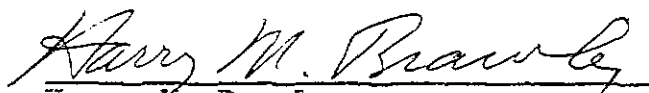
All notices sent to any publication or posted in any public place should identify this Authority as an equal opportunity employer.

The Authority's equal employment opportunity program shall apply to every segment of its employment practices including, but not limited to, recruitment, selection, training, placement, promotion, pay, working conditions, demotion, lay-off and termination.

In setting this policy, the Authority is aware of the fact that West Virginia does not have many communities or areas which contain a significant number of minority groups. However, in the event an educational station for which the Authority is responsible is located in an area where relevant minorities are represented in significant numbers, the station involved shall institute an equal employment program to assure nondiscrimination. Attached hereto is a list of the specific practices to be followed by such station.

Adopted July 27, 1970

Attachment.



Harry M. Brawley
Executive Secretary

FILED IN THE OFFICE
JOHN D. ROCKEFELLER, IV
SECRETARY OF STATE
THIS DATE 7/29/70

EMPLOYMENT PRACTICES

To assure equal employment opportunities, the following practices are to be followed by all educational stations for which the Authority is responsible, which are located in areas where minorities are represented in significant numbers:

1. To assure nondiscrimination in recruiting:

- a. A notice shall be placed in bold type on the employment application informing prospective employees that discrimination because of race, color, religion or national origin is prohibited and that they may notify the Federal Communications Commission or other appropriate agency if they believe they have been discriminated against.
- b. Employment advertisements shall be placed in media which have significant circulation among minority-group people in the recruiting area.
- c. Recruiting shall include schools and colleges with significant minority-group enrollments.
- d. Systematic contacts shall be maintained with minority and human relations organizations, leaders and spokesmen to encourage referral of qualified minority applicants.
- e. Present employees shall be encouraged to refer minority applicants.
- f. All recruitment sources shall be advised that qualified minority members are being sought for consideration whenever the station hires.

2. To assure nondiscrimination in selection and hiring:

- a. Those persons on the station's staff who make hiring decisions shall be personally instructed that minority applicants for all jobs are to be considered without discrimination.
- b. Where union agreements exist:
 - (1) The station shall cooperate with unions in the development of programs to assure qualified minority persons of equal opportunity for employment.
 - (2) An effective nondiscrimination clause shall be included in new or re-negotiated union agreements.
- c. Use of selection techniques or tests which have the effect of discriminating against minority groups shall be avoided.

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JOHN D. ROCKEFELLED, IV
SECRETARY OF STATE
THIS DATE 7/29/70

3. To assure nondiscriminatory placement and promotion:

- a. Those of the station staff who make decisions on placement and promotion shall be instructed that minority employees are to be considered without discrimination, and that job areas in which there is little or no minority representation should be reviewed to determine whether this results from discrimination.
- b. Minority-group employees shall be given an equal opportunity for positions which lead to higher positions. Inquiries shall be made as to the interests and skills of all lower-paid employees with respect to any of the higher-paid positions, followed by assistance, counselling, and effective measures to enable employees with interest and potential to qualify themselves for such positions.
- c. Seniority practices and seniority clauses in union contracts shall be reviewed to insure that such practices or clauses are nondiscriminatory and do not have a discriminatory effect.

4. To assure nondiscrimination in other areas of employment practices:

- a. Rates of pay and fringe benefits for present employees with equivalent duties shall be examined and any inequities found shall be adjusted.
- b. All qualified employees shall be advised whenever there is an opportunity to perform overtime work.

FILED IN THE OFFICE
JOHN D. BOLKMEYER, IV
SECRETARY OF STATE
THIS DATE 7/29/70

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OFFICE OF
SECRETARY OF STATE
STATE OF WEST VIRGINIA