

Board for International Broadcasting

§ 1300.7

which is maintained on file in the Board's offices.

§ 1300.4 Annual report.

The BIB publishes an annual report, submitted to the President and the Congress, on or before the 31st day of January, that summarizes the activities of the Board during the fiscal year ending the preceding September 30th and reviews and evaluates the operation of RFE/RL, Inc.

§ 1300.5 RFE/RL, Inc. and U.S. Foreign Policy objectives.

(a) The Board shall develop and apply such evaluative procedures as necessary to ensure that RFE/RL's programming and operations are not inconsistent with the broad foreign policy objectives of the United States.

(b) To assist the Board in carrying out its functions, the Secretary of State or his designee shall provide the Board with such information regarding the foreign policy of the United States as he deems appropriate. The Secretary or his designee shall report regularly to the Board on the impact of broadcasts by RFE/RL, Inc. in Eastern Europe and the Soviet Union. The BIB shall convey this information to the President of RFE/RL. The management of RFE/RL, Inc. is expected to take appropriate action based on this information. The BIB shall not impose any prior constraint on programming, the preparation of broadcast materials, or the manner in which those materials are broadcast by RFE/RL.

(c) RFE/RL, Inc. shall maintain regular liaison with the U.S. Consulate in Munich for the discussion of developments in Eastern Europe and the Soviet Union. To the extent that important policy issues arise during these discussions, they shall be brought to the attention of the BIB.

(d) Although RFE/RL, Inc. may maintain informal contacts with the U.S. missions in Europe and elsewhere, it is to remain an independent journalistic organization. RFE/RL, Inc. does not speak on behalf of the U.S. Government.

§ 1300.6 The RFE/RL professional code.

(a) The Board of RFE/RL, Inc. is required by the BIB to prepare the RFE/

RL Code: a statement defining the mission of RFE/RL and setting forth its policy guidelines. It is distributed publicly and is reprinted in the Annual Report.

(b) RFE/RL management is required by the BIB to be responsible for assuring compliance of its operations with the policy guidelines and shall promptly inform the BIB of any violations of the policy guidelines, and of the remedial actions it has taken.

(c) This code shall serve as the basic framework for all evaluations of RFE/RL programming. The BIB shall commission reviews of programs by noted scholars and journalists in the United States and Western Europe; RFE/RL shall conduct regular program reviews in-house. There shall be written reports of all evaluations which specify how programs conform to the guidelines set forth in the Code.

(d) After approval by the BIB, this code is incorporated by reference in these regulations as if fully set out herein.

§ 1300.7 Personnel.

(a) RFE/RL Inc. shall be solely responsible for the appointment, assignment, promotion, and separation of its employees, and such personnel actions, with the exceptions noted in paragraphs (b) (1) and (2) of this section, shall not require the concurrence of the BIB.

(b)(1) The President of RFE/RL shall inform the Chairman of the BIB of his intention to appoint or terminate the employment of senior executives. The positions are: Executive Vice President for Programs and Policy, the Directors of RFE and RL, the Vice Presidents for Finance, Management, and Engineering; the Directors of Information Systems, Corporate Affairs, Central News, RFE Research, RL Research, Broadcast Analysis, Soviet Area Audience and Opinion Research, East European Audience and Opinion Research, and the major language services.

(2) Appointments to the above-named positions require concurrence of the Board (except in the case of acting appointments) which shall have the opportunity to review the qualifications of the candidates and to interview them in person. Major changes in the

functions of these positions or the establishment of new positions at comparable levels of responsibility, also require concurrence of the Board.

(3) All personnel actions of RFE/RL, Inc., shall be in accordance with pertinent laws prohibiting discrimination on the basis of race, color, sex, age, religion, or national origin.

(c) On or before January 1st each year, RFE/RL shall make available for examination by the BIB a complete roster of all personnel employed by RFE/RL, stating position, title, grade level, citizenship, date of birth, date of hire, and total remuneration, including all allowances and special benefits. For foreign locations, the report shall provide current information about appropriate local currencies, with dollar equivalents calculated at the established exchange rates.

(d) RFE/RL shall make available to the BIB copies of any documents of a substantive policy nature issued to management, employees, and outside organizations, as well as general announcements to employees by labor unions, works councils, and other employee organizations. RFE/RL shall also make available to the BIB copies of all union contracts.

§ 1300.8 Research reports.

The BIB may direct RFE/RL to undertake such studies as in the judgment of the BIB may identify areas where operations may be made more efficient and economical.

§ 1300.9 Budget development and execution.

(a) Sixteen months preceding the beginning of the fiscal year to which the budget applies (for example, by June 1, 1989 for the FY 1991 budget), RFE/RL shall propose to the BIB the financial assumptions to be used in determining the base budget level and highlight desired enhancements or reductions. This proposal should be in writing, followed by a verbal discussion at the staff level. The Chairman's approval is required of the financial assumptions and any proposed enhancements or reductions.

(b) The budget presentation specified in paragraph (a) of this section shall be consistent with guidelines presented to

RFE/RL by the BIB, based on the ceiling established by the Office of Management and Budget (OMB).

(c) Based on the BIB guidelines, the OMB ceiling, and the budget decisions resulting from the presentation specified in paragraph (a) of this section RFE/RL shall submit to the BIB a formal budget request no later than August 1 of each year, and the BIB shall arrange for RFE/RL to present its budget to the Chairman and to members of the BIB, as appropriate. Final decisions by the Board shall be communicated to RFE/RL which shall revise the budget request accordingly.

(d) The BIB shall present the budget to OMB for approval and subsequently to the authorization and appropriations committees of Congress. In making such presentations, representatives of the BIB will be accompanied when feasible by the President of RFE/RL or his designee, and any additional RFE/RL staff as requested.

(e) Expenditures during a fiscal year by RFE/RL shall correspond to the final budget as approved by the Congress. On or before October 1 of each year, RFE/RL shall submit to BIB a fiscal year financial plan which provides on a monthly basis projected expenditures by object class for each of its programs and activities.

(1) For each object class line item of more than \$250,000 in RFE/RL's financial plan, any reprogramming of funds in excess of \$250,000, or 10% of the budgeted amount for that item, whichever is less, shall require prior approval of the BIB. In this event, RFE/RL shall submit a request for reprogramming authority or a plan for offsetting the deviation in succeeding fiscal quarters.

(2) Quarterly financial reports to the BIB shall indicate all object class line item expenditures which deviated from the budgeted amount by more than \$250,000 or 10% of the budgeted amount, whichever is less, and will include an explanation for the deviations.

§ 1300.10 Financial oversight.

(a) BIB shall grant funds to RFE/RL to support international radio broadcasting activities, and all expenditures by RFE/RL under such grants shall be made in accordance with appropriate requirements of Office of Management