

UNITED STATES OF AMERICA  
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FEDERAL COMMUNICATIONS COMMISSION

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ADVISORY COMMITTEE ON DIVERSITY FOR  
COMMUNICATIONS IN THE DIGITAL AGE

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THURSDAY  
DECEMBER 2, 2010

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The Committee met in the FCC  
Meeting Room, 445 12th Street, S.W.,  
Washington, D.C, at 2:30 a.m., Henry Rivera,  
Chairman, presiding.

PARTICIPANTS

HENRY RIVERA, Chairman  
JULIUS GENACHOWSKI, FCC Chairman  
MIGNON CLYBURN, FCC Commissioner  
ROBERT McDOWELL, FCC Commissioner  
MARCELLUS ALEXANDER, National Association of  
Broadcasters  
JENNY ALONZO, Digital Media Consultant  
  
JAMES M. ASSEY, JR., National Cable &  
Telecommunications Association  
ALONZO BARBER, BET Holdings, Inc.  
JAMILA BESS-JOHNSON, FCC  
MARIA E. BRENNAN, Women in Cable  
Telecommunications  
KATHY BROWN, Verizon  
  
TONI BUSH, Virgin Mobile

PARTICIPANTS (Continued)

MICHELLE DUKE, National Association of  
Broadcasters

RALPH EVERETT, Joint Board for Political &  
Economic Studies

SUSAN FOX, Disney

ANITA GRAHAM, Opportunity Capital Partners

ROSEMARY HARDE, FCC

STEVE HILLARD, Council Tree Communications

DAVID HONIG, Minority Council

RODNEY HOOD, National Credit Union  
Administration

RONALD JOHNSON, Ronson Network Services

RICK KAPLAN, FCC

BARBARA KREISMAN, FCC Designated Federal  
Official

ANNE LUCEY, CBS Network

JANE MAGO, National Association of  
Broadcasters

JOAN MARSH, AT&T

BOB MENDEZ, ABC Television Network

KAREN K. NARASAKI, Asian American Justice  
Center

MELISSA NEWMAN, Qwest

LORETTA POLK, National Cable &  
Telecommunications Association

THOMAS REED, FCC

ANDY SCHWARTZMAN, Media Access Project

SYLVIA STROBEL, Alliance for Women in Media

DIANE SUTTER, ShootingStar Broadcasting

CHARLES WARFIELD, Inner City Broadcasting

HARRY WINGO, Google, Inc.

JAMES WINSTON, National Association of Black

Owned Broadcasters

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P-R-O-C-E-E-D-I-N-G-S

2:45 p.m.

MS. KREISMAN: Good afternoon,  
everyone, Chairman Genachowski, Chairman  
Rivera, Commissioners. Welcome to the final  
Diversity Advisory Committee meeting under the  
charter that expires tomorrow.

You have before you a packet of  
information with today's Media Issue  
Subcommittee proposal, the agenda and a copy  
of the slides for today's presentation.

It's been a pleasure to work with  
everyone over the past two years, to get to  
know you. I personally thank you for all your  
hard work and all your dedication to this  
task.

And with that, I turn this over to  
Henry Rivera.

CHAIRMAN RIVERA: Thank you.  
Thank you, Barbara.

And Mr. Chairman, Commissioners,  
thank you for joining us today and we're very,

1 very pleased to have you. And I'm going to  
2 save remarks until after and turn it over to  
3 the Chairman. And then Commissioner McDowell  
4 and Commissioner Clyburn would like to address  
5 us as well.

6 FCC CHAIRMAN GENACHOWSKI: Thank  
7 you very much, Chairman Rivera. Let me start  
8 by welcoming my colleagues. I'm so glad  
9 Commissioner McDowell and Commissioner Clyburn  
10 are here. It says something about the  
11 importance of this committee and the  
12 importance of the topic broadly at the Agency,  
13 and I'm glad that you've each taken time to  
14 come down and participate in this meeting.

15 I wanted to begin by thanking all  
16 of this group for serving on this committee  
17 through the course of its life. The committee  
18 has made a number of very helpful  
19 recommendations; I'll come back to that in a  
20 minute. But as importantly, each of you has  
21 committed your time for no compensation that  
22 I'm aware of to help the Commission develop

1 ideas, focus on important issues, participate  
2 in our processes, and I thank you all for the  
3 public service that you offer electively to be  
4 part of this.

5 In part because of the very good  
6 work of this committee and the value it's  
7 added, we've decided to recharter the  
8 Diversity Committee, so I'm pleased by that.  
9 And I'm also pleased that Henry Rivera has  
10 agreed to serve again as chairman. These  
11 committees put a burden on everyone involved.  
12 They take time, they take effort, but they  
13 place the biggest burden on the chairman of an  
14 outside advisory committee like this. It  
15 requires real dedication, real commitment. We  
16 honor your service and your willingness to  
17 have done it in the past and do it again.  
18 It's very meaningful to all of us.

19 (Applause.)

20 FCC CHAIRMAN GENACHOWSKI: Let me  
21 just touch on a very imperfect summary of some  
22 of the ways in which the committee has

1 contributed to our work over the last period.

2 We have moved on two of the  
3 committee's recommendations that I wanted to  
4 mention. First, today we put out a public  
5 notice seeking comment on the committee's  
6 Overcoming Disadvantages proposal. We want to  
7 learn more about what it would take to  
8 implement it. We're taking it seriously. We  
9 appreciate this and other recommendations.

10 We've also been moving, as I think  
11 has previously been reported to the committee,  
12 on the recommendations for us to look at the  
13 divestitures of assets that come up  
14 occasionally in context of transactions,  
15 particularly ones where both the FCC and DOJ  
16 have a role. I think with the help of this  
17 committee, we've identified some weaknesses in  
18 coordination, information sharing,  
19 opportunities to improve that. We've been  
20 following up. In particular, Commissioner  
21 Clyburn has been, I can say personally, a very  
22 important force inside the Commission to make

1       sure that we take this issue very seriously.  
2       But the role of the committee in making sure  
3       that we focus on it has been very helpful.

4                 This was a year where there was  
5       very real progress made on the PPM issue.  
6       Again, the committee's role was helpful.

7                 Commissioner Clyburn, your role  
8       was very helpful.

9                 Commissioner McDowell, I  
10       appreciate your role in this as well.

11                But these are both topics that  
12       Commissioner Clyburn raised with me very early  
13       in her tenure, played a real leadership role  
14       in making sure that they were addressed in  
15       connection with PPM. There was real  
16       coordination between the Commission and  
17       Congress, particularly Chairman Towns in  
18       trying to find a solution to something that  
19       has vexed a lot of stakeholders for a long  
20       time. And I was very pleased to see progress  
21       on the issue over the course of the year and  
22       for this committee to play a helpful

1       constructive role in seeing that occur.

2                   Another recommendation from the  
3       committee that I was pleased we were able to  
4       take up over the course of the year was the  
5       recommendation with respect to a Native  
6       Nations FCC Broadband Taskforce. As many of  
7       you know, there were issues that not everyone  
8       necessarily expected that we would focus on in  
9       connection with our National Broadband Plan,  
10      but we did. One of those areas involved  
11      native nations issues, Native American issues.  
12      Commissioner Copps in particular was helpful  
13      on this and Commissioner McDowell also raised  
14      this issues with me a number of times in our  
15      meetings over the course of the year.

16                   I'm pleased that we actually went  
17      a step further than the committee recommended  
18      and created not just a taskforce, but a new  
19      Office of Native American Policy at the  
20      Commission headed up by one of the most  
21      respected people in the field, Jeff Blackwell.

22                   This was important. You know, one

1 of the things that I think we all saw as we  
2 delved into this issue was that even though  
3 there was really broad agreement among the  
4 commissioners that the issues of  
5 communications access and broadband access in  
6 the Native American community were very  
7 serious, the disparities were very great. I  
8 think we were all dissatisfied with the level  
9 of progress we were making.

10 And as we looked into it, I think  
11 we concluded that one of the reasons was we  
12 weren't properly organized at the staff level.  
13 There wasn't someone waking up everyday and  
14 saying what can we do to make progress and  
15 improve? And so this is an area where we were  
16 pleased to receive the recommendation from the  
17 committee and I think we were all thoughtful  
18 about it together in connection with the  
19 National Broadband Plan and to think about how  
20 we can move forward organizationally to  
21 facilitate as much further progress as we can.

22 I do want to mention as well,

1 Commissioner Copps has already announced that  
2 in March we intend to hold at the Commission  
3 a Native American-focused Commission meeting,  
4 part of our ongoing efforts to shine a light  
5 on the challenges/disparities in that  
6 community and to drive toward real progress.

7 Let me briefly touch on some of  
8 the constitutional issues, issues of  
9 constitutional significance that I know this  
10 committee has really wrestled with, because of  
11 course we're bound by the law in this area and  
12 some of the areas of progress here have to be  
13 handled in a way that takes account of various  
14 legal restrictions.

15 In connection with our Quadrennial  
16 Media Ownership Review with just the very  
17 strong work of Mark Lloyd and Tom Reed, we've  
18 begun a process to identify the kinds of data  
19 we need to better understand what disparities  
20 exist in our space. This is something where  
21 we've really benefitted from the work of this  
22 committee. And I wanted to thank everyone for

1 their contributions in helping us move forward  
2 on that, as well as on EEO issues, where the  
3 staff is continuing to look closely at various  
4 facets of this issue, including mechanisms to  
5 have legally sustainable data collection and  
6 updating the ways in which the rules are  
7 applied. We intend to host in early 2011 an  
8 EEO conference to help focus attention on this  
9 and find a productive path forward.

10 So those are really touching on  
11 just some of the points of success and  
12 progress over the course of the past year.

13 I thank everyone on the committee  
14 for helping us focus on these issues, for  
15 helping us making progress. I think it would  
16 be appropriate actually for the committee to  
17 give itself a round of applause for helping us  
18 identify these areas of progress. And so I  
19 thank you all for your contributions.

20 (Applause.)

21 FCC CHAIRMAN GENACHOWSKI: And  
22 we're looking forward to learning from the

1 work of the committee over the last year, its  
2 relationship with the Commission in finding  
3 ways to accomplish even more with the newly --  
4 with the rechartered committee. We've already  
5 begun discussing with Henry ways that we can  
6 make real progress in 2011. We've been  
7 talking about ways that we can call on the  
8 committee to identify with us some areas of  
9 great national importance, great importance  
10 with respect to objectives of diversity where  
11 we think there are some real areas for  
12 progress like broadband adoption, like digital  
13 literacy. I expect that you'll be hearing  
14 more as we move forward.

15           And I personally am very excited,  
16 Henry, to continue to work with you on these  
17 very important issues. Again, I appreciate  
18 your contribution, the contribution of the  
19 committee and I think we set a baseline for  
20 progress this year that I look forward with  
21 the help of the committee, with the help of my  
22 colleagues on the Commission to exceeding next

1 year.

2 So thank you very much again for  
3 serving and I look forward to ongoing work  
4 together.

5 And, Commissioner McDowell, we  
6 look forward to hearing from you.

7 (Applause.)

8 FCC CHAIRMAN GENACHOWSKI: I guess  
9 I'll let Chairman Rivera set the agenda.

10 CHAIRMAN RIVERA: Thank you, Mr.  
11 Chairman. And we really appreciate your being  
12 here again, I want to say that. And you've  
13 brought us some very, very good news and I  
14 appreciate the kind personal remarks as well,  
15 and we look forward to working with you and  
16 the other commissioners as we move forward  
17 with this effort. So again, thank you so much  
18 for being here.

19 Commissioner McDowell, would you  
20 like to address the group?

21 FCC COMMISSIONER McDOWELL: Thank  
22 you, Mr. Chairman and Mr. Chairman. It's good

1 to say it because they both sort of turn  
2 around. And then, Madam Chair, you've joined  
3 the board, you know? So, we have lots of  
4 chairs here.

5 Yes, I don't forget these things.

6 So and may thanks to Henry for all  
7 of your service. I'm delighted that you're  
8 being re-upped and pressed into duty perhaps  
9 to do this again. So congratulations and  
10 sympathies all at the same time. I think the  
11 chairman was implying just a minute ago that  
12 it's a hard job being chairman. It is. It's  
13 very hard. And so, we have that from good  
14 authority. But no, you've done very well in  
15 this position and I can't think of anyone more  
16 qualified who could do a better job, so I'm  
17 delighted you're going to be staying on.

18 And, you know, as many of you  
19 know, I have been for years sincerely  
20 interested in promoting greater diversity in  
21 the communications field in general, whether  
22 it be among the owners of licensed or

1 regulated entities or the employees who make  
2 the technologies work or the consumers who use  
3 them. And I've been actively monitoring this  
4 committee's work over the course of the last  
5 two years and have met with you in person a  
6 few times during the course of that time.

7 So I'm very well aware that you've  
8 made several interesting recommendations for  
9 potential action by the Commission, such as  
10 the concept of a new preference program in the  
11 context of FCC auctions for entities that have  
12 overcome disadvantages.

13 I want to applaud the chairman too  
14 regarding his announcement regarding the  
15 public notice regarding the Overcoming  
16 Disadvantages proposal and I look forward to  
17 sinking my teeth into that as well and reading  
18 all of the comment that's going to be filed as  
19 a result of that.

20 And I do want to applaud the  
21 chairman for rechartering this committee for  
22 another two-year term.

1                   The value of diversity is not  
2                   limited to the fields that the FCC regulates,  
3                   of course. Advantages that come from a mix of  
4                   diverse viewpoints apply to our own internal  
5                   operations and those of the advisory  
6                   committees, like this one. And for that  
7                   reason I hope to see a mix of new and  
8                   experienced members on the reconstituted  
9                   committee, which will of course begin  
10                  operating shortly.

11                  Diversity of viewpoint is  
12                  important absolutely everywhere. Should  
13                  anyone by the way be interested in joining the  
14                  committee as a new member and you haven't  
15                  heard from anyone yet, feel free to contact  
16                  Chairman Rivera and/or myself and Rosemary  
17                  Harold in my office. And Rosemary will be  
18                  staying here for the duration. I have what,  
19                  19 more meetings here this afternoon. I  
20                  apologize, but so while I'm away, she'll be  
21                  here. But we'd be happy to assist anyone who  
22                  wants to join the new committee.

1           It really is important that we  
2           pour new energy into this committee because it  
3           labors on legally complex issues as the  
4           chairman, Genachowski, referred to that may  
5           require more than just one term or even two  
6           terms to resolve. Still, though perseverance  
7           may be an especially useful trait among those  
8           who advocate for greater diversity, I do not  
9           mean to imply that the Commission never takes  
10          action on this area. On the contrary.

11           I'd like to take a moment to  
12          recognize that this month, the month of  
13          December, marks the third anniversary of a  
14          significant milestone, the Commission's  
15          adoption of the 2007 Diversity Order, which  
16          David Honig just told me before the meeting  
17          took only 24 years to produce. And I was  
18          proud to have been part of the Commission that  
19          voted that out. And Commissioner Capps and I  
20          are the two remaining veterans of that vote.

21           Reviewing a few, just a few of the  
22          13 different actions that we adopted in that

1 order serves as a reminder of the progress we  
2 have made thanks in large part to the hard  
3 work of many people who are serving here and  
4 who are in this room right now, and many  
5 others who aren't in the room.

6 So for example, the one that  
7 perhaps that I'm the most proud of is the  
8 Advertising Non-Discrimination Rule which  
9 David and I were just talking about, more  
10 privately known as the ban on no urban, no  
11 Hispanic dictates. That was the first -- this  
12 is according to David, so I'm going out on a  
13 limb here making sure this is right. The  
14 first new federal civil rights anti-  
15 discrimination requirement to be adopted in  
16 more than 30 years. Is that right, David?  
17 And that was a great historic moment and I  
18 don't think it got the coverage and publicity  
19 that it should have, but seems obvious. I was  
20 shocked to find out that there wasn't a rule  
21 against such things, but I remember  
22 Commissioner Adelstein and I in particular

1 really put a lot of energy behind making sure  
2 that was adopted.

3           Now I've met and spoken and with  
4 folks on Madison Avenue, Mad Men, I guess,  
5 about this rule on several occasions and now  
6 David and I are talking about renewing that  
7 effort and having a little reminder road show  
8 perhaps and hopefully we can talk about a road  
9 show. We need to get on the road and go do  
10 that. But of course it did lead to  
11 considerable coverage in its wake of at least  
12 one high-profile incident, and that was the  
13 BMW Mini Cooper no urban incident in the  
14 summer of just last year and we passed on  
15 that. So again, for anyone listening or  
16 reading about this, should you discover any  
17 such incidents that might violate that rule,  
18 please let us know and we will act on it  
19 swiftly.

20           The second item that came out of  
21 the 2007 Diversity Order; and I'm not going to  
22 go through all 13, I promise, but the

1 amendment of the FCC's Broadcast Ownership  
2 Report, which will allow us to more precisely  
3 gather data during our -- what is it now, our  
4 current Media Ownership Review.

5 Another was easing construction  
6 deadlines for new broadcast facilities owned  
7 by eligible entities, a class as defined by  
8 the Small Business Administration's Standards  
9 for Small Businesses.

10 Revising our attribution rules to  
11 encourage investment in eligible entities.

12 Reviving our distressed sale  
13 policy to encourage sales to eligible  
14 entities. And we all certainly know there's  
15 been a lot of distress here in the past two  
16 years especially.

17 Banning discrimination in  
18 broadcast transactions. Again you would have  
19 thought that would have already been a rule,  
20 but apparently that took the entire history of  
21 the United States of America until December of  
22 2007 for us to adopt that.

1                   Prioritizing approval of TV so-  
2                   called duopolies; I don't like that term  
3                   because I think it's misleading, but anyway,  
4                   for companies that invest in or incubate in  
5                   eligible entities.

6                   Extending deadlines for divesting  
7                   stations after transactions if the newly  
8                   enlarged owner spins off the excess stations  
9                   to eligible entities. And many, many more.

10                  We cannot and should not stop  
11                  there however. As the Diversity Order  
12                  recognized, we still have a lot of unfinished  
13                  business. This includes consideration of a  
14                  stronger incubator program, in my view, with  
15                  more significant incentives, such as the  
16                  concept on the committee's agenda today as a  
17                  matter of fact.

18                  Another substantial step ahead for  
19                  the Commission would be the potential  
20                  replacement of the eligible entities  
21                  definition with a new concept that more  
22                  directly addresses race and gender

1 classifications. And as I've said before, I  
2 am interested in exploring what actions the  
3 Commission may take in this area on a legally  
4 sustainable basis, as the chairman pointed  
5 out.

6 Of course any new race or gender-  
7 conscious rules must satisfy the rigorous  
8 demands of the Equal Protection Clause as  
9 interpreted by the Supreme Court in the  
10 Adarand decision and line of cases. And that  
11 in turn will require that we conduct studies  
12 to produce sufficient evidence to support new  
13 regulations. So I favor the commissioning of  
14 such studies and believe that we should launch  
15 the research effort as soon as possible.

16 And I'll close by reiterating here  
17 my thanks for your service retroactively and  
18 going forward prospectively. It has borne  
19 fruit. We have done a lot. There is more to  
20 do and I really look forward to the new ideas,  
21 the new energy that this committee will bring.  
22 Thank you very much.

1 (Applause.)

2 FCC COMMISSIONER McDOWELL: Now I  
3 turn it back over to Chairman Rivera to  
4 introduce Commissioner Clyburn.

5 CHAIRMAN RIVERA: Thank you.  
6 Thank you for those inspirational words. We  
7 appreciate it and we're taking them to heart.

8 Commissioner Clyburn, would you  
9 favor us with a few remarks?

10 FCC COMMISSIONER CLYBURN: Thank  
11 you, Mr. Chairman. I would like to initially  
12 thank Chairman Genachowski.

13 It took me a few months to be able  
14 to say your name, but I've got it now. I want  
15 to thank you for your acknowledgments and the  
16 support that you've given with some of the  
17 things that you mentioned that we may have  
18 assisted in a small way. We had someone who  
19 was listening, someone who cared about the  
20 same issues and I don't think, you know,  
21 things would have happened if we did not  
22 engage all of us around the table in this

1 partnership for change.

2 So I want to thank all of you for  
3 being partners for change.

4 One of the things you mentioned,  
5 I'm sure you're chairman of something,  
6 Commissioner McDowell, is the fact that a lot  
7 of folk in this room, especially in this  
8 capacity, are doing this work, not for the  
9 publicity, not for the pay, but because they  
10 know it's the right thing to do and they know  
11 that this communication space and this nation  
12 would be better off because of it.

13 So I want to thank all of you for  
14 not necessarily getting some of the accolades  
15 that you deserve, but knowing that it is part  
16 of our duty and our mission to make this  
17 nation better than what we found it. So I  
18 want to thank all of you, Chairman Rivera, and  
19 everyone for your effective leadership, for  
20 your patience and commitment to this cause,  
21 because I know there had to have been, and I  
22 know you've expressed it more than you would

1 like to admit, days that you were wondering  
2 whether or not the inputs, whether or not the  
3 work, whether or not all of the toil was going  
4 to be recognized and worth it. I'm here to  
5 say, as I said the other day, the best is yet  
6 to come.

7           So I'm happy to end this year on a  
8 great note, a great note because again we will  
9 be reconstituted and also that, as we all  
10 mentioned, that the Overcoming Disadvantage  
11 proposal has been put forth, a very innovative  
12 out-of-the-box proposal that recognizes the  
13 challenges of the day but still recognizes  
14 that what we have before us and the challenges  
15 we have before us in saying this is an  
16 innovative way in which we can tackle some of  
17 the issues and concerns we have as it relates  
18 to augmenting the business and communications  
19 universe.

20           So the importance of this  
21 committee cannot be stressed enough. You  
22 represent the voices of those who cannot

1       afford to come to D.C., the voices of those  
2       who may not be able to articulate things in a  
3       manner in which others receive and you provide  
4       this Commission with the type of education and  
5       enhancement that it needs to do its job  
6       better. So I will continue to be a partner in  
7       progress and again I'm looking forward to the  
8       best days ahead. Thank you.

9                       (Applause.)

10                      FCC CHAIRMAN GENACHOWSKI: Just  
11       one point of privilege. I wanted to, on  
12       behalf of my colleagues and everyone here,  
13       thank Barbara Kreisman for her tremendous  
14       work.

15                      (Applause.)

16                      FCC CHAIRMAN GENACHOWSKI: Barbara  
17       was one of the public servants who, when I  
18       worked as a staffer at the FCC in the 1990s,  
19       helped show me the ropes and it was such a  
20       pleasure to come back to the FCC and see  
21       Barbara here in a senior role and providing  
22       such service to the country through her role

1 at the FCC. And, Barbara, thank you for  
2 playing the role that you have in connection  
3 with this committee. Really we appreciate  
4 your service very much.

5 MS. KREISMAN: Thank you. It's  
6 been a pleasure. Just shows you're supposed  
7 to be nice to everybody, right?

8 CHAIRMAN RIVERA: Well, Mr.  
9 Chairman, Commissioners, you honor us with  
10 your presence. We really thank you again for  
11 being here and for your kind words and for  
12 your words of encouragement. And you're  
13 certainly welcome obviously to stay if you'd  
14 like, but we know you have very busy  
15 schedules. So if you've got to scoot, we  
16 understand that, too.

17 I wanted to say Commissioner Copps  
18 had called me and indicated that he wanted to  
19 be here but he had another engagement in New  
20 York, he couldn't be here. So he does send  
21 all of you his best wishes and his gratitude  
22 for your service.

1                   Okay.  Yes, you want to do that?

2                   MS. KREISMAN:  I guess we should  
3                   just make sure who's on the phone out there so  
4                   we can just record that you're participating.  
5                   Does anyone want to chime in with their name?

6                   MR. WARFIELD:  Charles Warfield.

7                   MR. MENDEZ:  Bob Mendez.

8                   MS. KREISMAN:  I'm sorry.  I heard  
9                   Mr. Warfield.  Then I couldn't hear anything.

10                  MS. GRAHAM:  Anita Graham.

11                  MS. KREISMAN:  Thank you, Anita.

12                  MR. HOOD:  Rodney Hood.

13                  MS. KREISMAN:  Thank you, Rodney.

14                  MS. POLK:  Loretta Polk.

15                  MS. KREISMAN:  Thank you.

16                  MR. BARBER:  Alonzo Barber.

17                  MR. SCHWARTZMAN:  Did you get me,  
18                  Andy Schwartzman?

19                  MS. KREISMAN:  What was that last  
20                  one?

21                  MR. SCHWARTZMAN:  Andy  
22                  Schwartzman.

1 MS. KREISMAN: Andy? Oh, hi,  
2 Andy.

3 CHAIRMAN RIVERA: Hi, Andy.

4 MR. BARBER: Alonzo Barber.

5 MS. KREISMAN: Thank you.

6 MS. ALONZO: Jenny Alonzo.

7 MS. KREISMAN: Thanks, Jenny.

8 MR. HILLARD: Steve Hillard.

9 MS. KREISMAN: Thanks. Anyone  
10 else? Thank you.

11 MR. MENDEZ: It got a little  
12 crowded there. It's Bob Mendez.

13 MS. KREISMAN: Yes, we heard.  
14 Thanks, Bob.

15 MR. MENDEZ: Oh, okay.

16 MS. KREISMAN: Got it. Thank you.

17 MS. POLK: And Loretta Polk.

18 MS. KREISMAN: Got it, Loretta.  
19 Thank you. Thank you very much.

20 CHAIRMAN RIVERA: Thank you very  
21 much. We've got one recommendation to bring  
22 before you and that comes from our Media

1 Issues Subcommittee. Diane, of course, is the  
2 chairman.

3 And so, Diane, I'm going to turn  
4 it over to you.

5 MS. SUTTER: Thank you. Thank  
6 you, Mr. Chairman.

7 The Media Issues Subcommittee  
8 could not let one more meeting go by without  
9 a recommendation. So we're finishing with one  
10 we think is hopefully one that will be useful  
11 and can, if the Commission should choose to  
12 take it on, be one that could be very  
13 productive. It is not a new issue. It is one  
14 that was originally brought to this group by  
15 NABOB actually in 1990, if I'm not mistaken.  
16 And it is having to do with creating an  
17 incubator program that would allow the ability  
18 for stations to perhaps who would not  
19 otherwise be authorized to own additional  
20 stations to do that if they were doing so in  
21 order to help allow for eventually  
22 disadvantaged owners to become a reality.

1                   The proposal that you have in  
2 front of you suggests that it would provide  
3 rule waivers for the companies that encourage  
4 ownership by disadvantaged businesses. We are  
5 recommending that an NPRM be issued to look at  
6 some issues that have not been considered in  
7 some of the previous proposals that have been  
8 made.

9                   One of the things we think is a  
10 question that needs to be answered is whether  
11 a similar market size requirement is  
12 appropriate and whether or not it should be  
13 the same market size or a smaller market size,  
14 and that's one of the things we hoped would be  
15 discussed.

16                   Also, would there be any ongoing  
17 liability issues for the existing licensee.  
18 One of the questions and concerns that we  
19 hoped could be considered is if you do engage  
20 in this and you are the licensee and you have  
21 created the incubator program, then what  
22 obligations and liabilities remain with the

1 licensee and which would be actually then part  
2 of the incubator program itself.

3 And also, would they be able to  
4 sign contracts on their behalf? Would they be  
5 responsible for those contracts or would those  
6 be something that the licensee would have to  
7 oversee? And also, just to clarify what the  
8 definition would be for a disadvantage  
9 business.

10 So these are the things we think  
11 could make up the kinds of issues that would  
12 be covered under an NPRM. And we hope that  
13 what this would do would be a win/win  
14 situation for existing companies that might  
15 not have the opportunity to engage in this or  
16 who might be willing to, even if it isn't a  
17 question of whether or not they're beyond  
18 their ownership limits, but they might just be  
19 willing to do something like this with one of  
20 their existing stations if there was a  
21 function by which it could happen.

22 There is sufficient information in

1 here I think to give you a background on what  
2 the last 20 years has been as this has not the  
3 first or second time this has come before the  
4 Commission. And we would hope that if this  
5 group decides to send it on, that this would  
6 be the time that we could actually then begin  
7 to do something to implement it.

8 I especially want to thank David  
9 Honig. He and Jack McLared at MMTC were  
10 instrumental in putting this together for us  
11 so that we could consider as a group.

12 So thank you, David, for your help  
13 on this.

14 And I would now like to make such  
15 a recommendation.

16 CHAIRMAN RIVERA: All right. The  
17 Chairman will take that as a motion. Is there  
18 a second?

19 MR. EVERETT: Second.

20 CHAIRMAN RIVERA: Second. Thank  
21 you. Any questions for Diane?

22 (No audible response.)

1                   CHAIRMAN RIVERA: I've got a  
2 couple. One is perhaps, David, you or Jim  
3 could answer this. How does this  
4 recommendation differ from the one that this  
5 committee sent forward in 2004?

6                   PARTICIPANT: Hopefully David  
7 whose memory may be fresher than mine on that  
8 subject can respond.

9                   MR. HONIG: I'm the idiot savant  
10 of the group. It does not differ in its  
11 direction. It does have some more  
12 specificity. And in particular it does  
13 suggest -- based on this having been fleshed  
14 out in the diversity proceeding where it was  
15 out for comment after 2007 and was fully  
16 briefed; no one opposed it. It has teed up a  
17 number of procedural questions and practical  
18 questions such as the ones that Diane had  
19 identified that probably could benefit from  
20 more development on the record.

21                   So, but other than that, it's the  
22 same concept in its essence that NABOB came up

1 with in 1990, presented to the relevant  
2 committee that many of us served on at that  
3 time, was put out for comment in an NPRM in  
4 1992, and this is the sixth docket that it's  
5 been in. No one has ever opposed it. It is  
6 the longest pending diversity proposal before  
7 the Commission now.

8 CHAIRMAN RIVERA: And just to  
9 follow on to that, another bit of history, can  
10 you clarify what the Commission did in 2007?

11 MR. HONIG: In 2007 this was one  
12 of the proposals on remand from Prometheus  
13 that the Commission put out for comment in the  
14 diversity NPRM that it issued that was  
15 released in March of 2008. It was fully  
16 briefed. No one opposed it. And it's ready  
17 for the Commission to act or to put out a  
18 further NPRM to develop it further if it chose  
19 to do that.

20 CHAIRMAN RIVERA: So this  
21 recommendation is basically a follow on to  
22 that 2007 as being responsive to the

1 Commission's request for a further notice? Is  
2 that --

3 MR. HONIG: That's right. And the  
4 only real change since then is of course that  
5 we've seen the numbers of minority-owned  
6 broadcast stations drop precipitously. The  
7 market conditions and access to capital are  
8 substantially less. There's more competition  
9 from other media. So those factors all seem  
10 perhaps to militate in favor of the  
11 desirability of this type of program.

12 CHAIRMAN RIVERA: So we're  
13 basically refreshing the record?

14 MR. HONIG: That's right.

15 MS. SUTTER: And offer perhaps a  
16 little bit more specificity in terms of the  
17 questions that might be considered this time  
18 through.

19 CHAIRMAN RIVERA: Thank you,  
20 Diane.

21 Jane?

22 MS. MAGO: And also is adding the

1       concept of the significantly disadvantaged  
2       business in the sense that we have developed  
3       that further over the last couple of years,  
4       which I think is a significant change.

5                   CHAIRMAN RIVERA:  That's a good  
6       point.

7                   MR. HONIG:  That's right.

8                   MS. MAGO:  Yes.

9                   CHAIRMAN RIVERA:  Very good point.

10       Other questions?  Comments?

11                   (No audible response.)

12                   CHAIRMAN RIVERA:  Are you ready  
13       for the question?

14                   (No audible response.)

15                   CHAIRMAN RIVERA:  All right.  All  
16       in favor say aye.

17                   (Chorus of ayes.)

18                   CHAIRMAN RIVERA:  Anybody opposed?

19                   PARTICIPANT:  Aye.

20                   CHAIRMAN RIVERA:  All right.

21       Motion carries.  Thank you.

22                   Okay.  Thank you for that.  Diane,

1 are you ready to tell us about BLT?

2 MS. SUTTER: I am.

3 CHAIRMAN RIVERA: Oh, great. So  
4 we've got a presentation for you on the  
5 Broadcast Leadership Training Program that  
6 Diane runs so very capably. I'm sure you will  
7 recall that we have mentioned it on a number  
8 of occasions to this committee. In fact, we  
9 even had some of the folks who had been  
10 participating in that program visit with us  
11 toward the beginning of our convening. So we  
12 thought you might like to hear some more  
13 details about what this program is and how it  
14 works. It's a terrific program and I'm so  
15 glad that Diane's able to do this for us.

16 So, Diane, the floor is yours.

17 MS. SUTTER: Thank you. First I'd  
18 like to introduce to you people that you  
19 probably already know, but they're really the  
20 people that make the Broadcast Leadership  
21 Training Program happen.

22 With me today is Marcellus

1 Alexander. Marcellus is the Executive Vice-  
2 President for Television for the NAB, as well  
3 as the President of the association  
4 foundation, NABEF.

5 And also with us is Michelle Duke.  
6 Michelle is the Vice-President of the NABEF,  
7 the foundation for the NAB, and is my partner  
8 and has been in putting this program on from  
9 a logistics standpoint and couldn't do it  
10 without her.

11 So thank you both for being here.  
12 And if there are questions that they can  
13 answer at the end, they'll be happy to do so,  
14 too.

15 This is a program, and we have, if  
16 we could -- thank you. And those of you on  
17 the phone, I believe you were emailed the  
18 presentation. We're sorry it's in black and  
19 white. Everyone here has color. But pretend  
20 it's radio. Use your imagination.

21 The Broadcast Leadership Training  
22 Program was created to try and address the

1 issue in the industry of low numbers of women  
2 and minority owners. And in your packets you  
3 will see you have two brochures. One is about  
4 the BLT specifically and one is about the  
5 foundation and the programs that they have.  
6 And on the page where it addresses the BLT  
7 Program, the third or fourth page in, you'll  
8 actually see a table in there that  
9 demonstrates the U.S. population and the  
10 television and radio ownership for women and  
11 minorities.

12 And as David has already  
13 mentioned, that is a stat which has actually  
14 been stagnant or has gone down. So I think  
15 that graph is especially illustrative. The  
16 big one is everybody else and the little ones  
17 are where the women and minorities are in  
18 terms of broadcast ownership.

19 And that fact in 1989 was still  
20 the case. And in 1990 this program was  
21 created for broadcasters to help broadcasters  
22 to try and address this. So it was an effort

1 to not necessarily require any congressional  
2 action or require the Commission to do  
3 anything, but rather for broadcasters  
4 themselves to be proactively addressing the  
5 issue of how to get more women and minorities  
6 into ownership.

7           The program itself is created to  
8 try and address that in a way that is very  
9 practical, is very pragmatic and that really  
10 is designed to do two things. As someone who  
11 was able to get into ownership, I considered  
12 myself very fortunate and took a look at why  
13 I thought I had been able to get my first deal  
14 done. It was largely because I had access to  
15 two things that I believe are essential for  
16 anyone trying to move into either a CEO's  
17 position or into ownership.

18           One is access to the information.  
19 That is so needed and is so different from  
20 anything you would know even as a general  
21 manager. I managed radio and television  
22 stations for 15 years and until I got to the

1 corporate level at Shamrock I had never had a  
2 discussion about internal rates of return. I  
3 had not had discussions about equity financing  
4 and mezzanine and senior debt. Those were  
5 just not things even as a general manager that  
6 I was requested to be aware of or do.

7 So having the opportunity to know  
8 the information that is necessary, to  
9 understand how that business works of  
10 acquiring stations, of doing due diligence.  
11 What does that mean and how does it get done?  
12 So a program that would provide the  
13 information necessary for people who are  
14 interested in either moving into a CEO's  
15 position or into ownership, because this  
16 program is designed to do both of those  
17 things. It is every bit as much a program to  
18 help people move into the most senior and  
19 executive levels within existing companies, as  
20 well as to increase the ownership.

21 The second thing that allowed me  
22 to get my deal done was the access to the

1 people I needed to do a deal. And when I was  
2 at Shamrock, I was in the bank meetings. I  
3 presented the bank information. I met with  
4 the equity that we needed to do our deals.  
5 And so having the ability to have  
6 relationships with bankers and brokers and  
7 other owners before you actually are ready to  
8 do a deal is incredibly important.

9 And so this program was designed  
10 to meet both of those needs. The program  
11 itself is an executive style MBA program and  
12 it runs from June of each year through  
13 September. It meets once a month at the NAB  
14 here in Washington, as well as one weekend we  
15 actually -- all of the program takes place at  
16 the NAB Convention and the participants all  
17 attend the NAB Convention and we have special  
18 programming for them in addition to their  
19 ability to participate in all the programs  
20 that exist at the National Convention.

21 It is open to senior level  
22 broadcast executives who have a proven track

1 record of success in their relative fields.

2 This is not an entry level program by any  
3 means. It is a most senior level program for  
4 general managers, director of sales, people  
5 who have substantial broadcast experience and  
6 especially in management and budgeting because  
7 those are two things that we look for in terms  
8 of the participants in here.

9           There are three ways in which  
10 someone can participate in being in this  
11 program. The first is that they are eligible  
12 if they are women and minorities for  
13 fellowships. The program itself is open to  
14 anyone who would like to apply for it and has  
15 a cost of approximately \$9,000 for the 10-  
16 month program. So anyone who wanted to apply  
17 could and would be considered for the program.  
18 But we make -- two-thirds of the class is held  
19 for women and minorities and they are offered  
20 fellowships if they're accepted into the  
21 program. That means it's approximately a  
22 \$20,000 investment because it covers the

1 travel, the room, the board, all of the course  
2 materials and their participation over the  
3 course of 10 months. So it is a \$20,000  
4 investment in each individual who participates  
5 and is accepted into this program.

6 The second way that they can  
7 participate is to be nominated by one of our  
8 sponsors. As part of what a sponsor gets from  
9 being a sponsor to this program, they have the  
10 opportunity to send someone from their  
11 organization to come to this program. And we  
12 have seen companies who have participated in  
13 this Hearst who has sent numerous people to  
14 this program. Almost without exception every  
15 one of them has been promoted after they have  
16 gone through this program.

17 So we're happy to do that for any  
18 of you who would like to become sponsors,  
19 because this business in our times of trouble  
20 have really gone away from the training and  
21 development. That's not where the resources  
22 of the industry have gone. And what this

1 program tries to do is to provide that kind of  
2 hands-on practical experience to allow a  
3 company to promote someone or to allow them,  
4 the participant to be able to go on.

5 And then of course because we are  
6 commercial broadcasters, you may pay to be a  
7 part of this program and come for the cost of  
8 the tuition and then the room and the board.

9 The kind of topics that are  
10 covered in this program. As you can see it's  
11 very extensive and very detailed. The class  
12 size, I should mention, is limited to no more  
13 than 20 so that it is a very personal  
14 experience for the participants, for the  
15 faculty, so that there is very hands-on  
16 working that goes on with this.

17 I should also mention that not  
18 only does it take place at the NAB, but every  
19 dollar that we raise from broadcasters is  
20 matched by the NAB. So this is a program  
21 again that is of broadcasters by broadcasters  
22 and for broadcasters that really has gotten

1 that kind of support through the 10 years and  
2 now the 11th.

3 We do everything from accounting  
4 and finance. How to set up your company. How  
5 do you choose your partners? How do you  
6 identify? Where do you find a lawyer? How do  
7 you get it? What lawyers do you need? How do  
8 you work with brokers? How do you develop a  
9 business plan? Let's write a business plan.  
10 What should that look like? How do you secure  
11 funding? We have equity senior level senior  
12 debt people, mezzanine come in and make  
13 presentation.

14 One of the great things about this  
15 program is that you're learning from the  
16 people that you will then need to go to to get  
17 your deal done. So who better to tell you  
18 what they want to see and then, as any good  
19 sales call, tell me what you need and then  
20 I'll tell you why we can get it for you. So  
21 that's what this program also does.

22 We talk about how to identify

1 stations. How do you get into deal flow? One  
2 of the biggest problems that many times women  
3 and minorities have is that we're not part of  
4 the deal flow. I always kid the class that if  
5 they're calling you it's because everybody  
6 else has said no to the deal. But knowing  
7 that and understanding that and what does that  
8 mean is what we teach the class.

9           Prospecting and deal flow due  
10 diligence. I'm, as anyone in the class will  
11 tell you, a big stickler for due diligence  
12 because when you're a minority or a woman you  
13 can't afford to guess wrong. You just don't  
14 have the resources, so doing your due  
15 diligence properly makes all the difference.  
16 And so every year the class goes to a station  
17 in the metropolitan area here. We have gone  
18 to WUSA, WJLA, WTOP and WHUR. They have  
19 brought in their department heads and we have  
20 done an actual due diligence at those stations  
21 themselves. So the class has participated in  
22 actually going through it themselves.

1                   How to negotiate your deal. What  
2 do you have to do when you close? Between the  
3 time you file with the Commission and the time  
4 your grant comes what do you need to be doing?  
5 How do you do it?

6                   And then what we believe is one of  
7 the most important parts, our last two  
8 weekends are on operating for success.  
9 Getting the deal done in my mind is the  
10 beginning, not the end. And how do you run a  
11 successful station going forward and how do  
12 you do a takeover and what does that look  
13 like?

14                   We recently had our 10th  
15 anniversary; this is the 11th year. But one  
16 of the things that happened in the class, the  
17 10th year anniversary classes, is we were  
18 hosted by Congressman Clyburn and Senator  
19 Hutchinson on the Hill and we had a reception  
20 for all of the faculty, all of the FCC and our  
21 sponsors and brought them all back together so  
22 that one of the benefits of being a graduate

1 of the BLT Program is that you have all of  
2 these other people that are now resources for  
3 you.

4 The faculty is maybe the best  
5 thing about this program. They're all working  
6 professionals that are in the industry now,  
7 which is how you build those relationships  
8 with the people you need to know. It's group  
9 heads, it's other owners and we're now happy  
10 to say it's past BLT graduates that have gone  
11 on to become owners, who come back and talk  
12 about how they've done it and what worked for  
13 them. We have attorneys, bankers, equity  
14 brokers, engineers. And when we do our  
15 accounting, we actually bring in a fabulous  
16 professor from the Kellogg School at  
17 Northwestern who does a whole two-day session  
18 on accounting and finance.

19 Our sponsors without whom this  
20 program would not exist. Bayou City  
21 Broadcasting is an interesting one. They are  
22 a very small African-American broadcaster in

1 Central Texas. What makes this so great is  
2 that it is the graduate of the BLT Program for  
3 2008 who got a deal done for three television  
4 stations while he was still in the program.  
5 And at his graduation he committed to be a  
6 sponsor for the next three years. So I think  
7 we're building some great broadcasters while  
8 we're at it.

9 Hearst has been a sponsor with us  
10 since the program began. ICBC; Charles, thank  
11 you very much, has been a great sponsor of  
12 this program and continues to be. Legend  
13 Communications, which is Larry and Susan  
14 Patrick. Morgan Murphy stations. When I  
15 first created this program and took it out to  
16 see if anybody would bite, the great thing  
17 about it is Liz Burns, who many of you may  
18 know, not only said I'm in, but she wrote a  
19 check. So she was really one of my favorites.  
20 And the McCormick Foundation. The Miller  
21 Group Charitable Trust. A BLT grad who was a  
22 group head in broadcast. She had been the

1 group head for their company in a newspaper  
2 and felt that she needed to know more about  
3 broadcast. And she was going to be heading  
4 that now. Came to the program. Felt so  
5 strongly about it that she went back to her  
6 company and they are now a sponsor and she has  
7 sent all of her general managers to go through  
8 this program. TDF. One of the reasons we  
9 hope that TDF will continue to be funded is  
10 because they continue to be a supporter of BLT  
11 and have been very helpful in not only being  
12 participants in the program in terms of  
13 speakers, but they have been a sponsor. And  
14 of course the National Association of  
15 Broadcasters with 50 percent of all of the  
16 money being raised from them.

17 As of today we have 184 graduates;  
18 well, in June we will. We assume they'll make  
19 it through the program. We haven't lost one  
20 yet. We'll have 184 graduates. Thirty have  
21 or currently own stations, both radio and  
22 television. Two have gone on to be come group

1 heads in radio. And over 30 of the class have  
2 been promoted at least once since they went  
3 through the program.

4 So one of the things that I hope  
5 you're hearing about this program in more  
6 detail will do is the strength of the program  
7 is based on its participants. And every year  
8 in the end of April on the NAB Web site the  
9 applications go up and the program begins in  
10 September. And we need qualified applicants.  
11 So we are always looking. And David has been  
12 one of our great supporters of BLT. And MMTC  
13 has been wonderful in terms of sending people  
14 to be considered for this program and we would  
15 hope that all of you would do so.

16 One of the things that we hope to  
17 rectify is we have had no Native Americans  
18 apply for this program since its inception and  
19 we would look to trying to do that. And now  
20 hopefully with some additional help inside the  
21 FCC, we look for that. And especially with  
22 this upcoming event, we'd love to be able to

1 hopefully get some applicants to be  
2 participants.

3 So I thank you, both the  
4 Commission and everyone, for their support of  
5 this program and we look forward to continuing  
6 to receive that by great applicants. So thank  
7 you very much.

8 (Applause.)

9 CHAIRMAN RIVERA: Thank you,  
10 Diane.

11 Does anyone have any questions for  
12 Diane about this program?

13 (No audible response.)

14 CHAIRMAN RIVERA: Marcellus or  
15 Michelle, do you have anything you want to  
16 add?

17 MR. ALEXANDER: I would just like  
18 to say that it's a terrific program, as Diane  
19 has mentioned, and it is possible because of  
20 the passion and the commitment that she has  
21 brought to the program. We at the NAB had an  
22 opportunity to recognize the work that she's

1 done over these years with a leadership award,  
2 but that just is a small way of recognizing  
3 the absolute passion and results that she's  
4 brought to this program. So I'd like to just  
5 take a moment and again thank Diane for her  
6 role in this.

7 (Applause.)

8 CHAIRMAN RIVERA: Thank you,  
9 Marcellus. I was reminded of the term  
10 "apostolic zeal." When you hear Diane talk  
11 about this program, you get the feeling of  
12 apostolic zeal.

13 MS. SUTTER: Well, one last thing,  
14 Henry. Sylvia Strobels, who is with us for the  
15 Alliance for Women in Media, was part of BLT  
16 1.

17 CHAIRMAN RIVERA: Oh, really? Oh,  
18 terrific. Congratulations.

19 MS. STROBEL: I just want to  
20 reiterate what Marcellus just said. Diane had  
21 just -- the amount of work she has put into  
22 building this program, and it is an amazing

1       incredible experience. So I just want to  
2       reiterate. Thank you.

3                   CHAIRMAN RIVERA: Great. Thank  
4       you. And hats off to NAB and to the NABEF for  
5       co-sponsoring this. It's a big commitment but  
6       extremely worthwhile. You guys should be very  
7       proud of what you've done here.

8                   So with that, Mr. Reed is here and  
9       I'd like to -- he's on our agenda. And I know  
10      maybe the Chairman covered some of the things  
11      he might have said otherwise, but if you've  
12      got anything to add, the floor is yours, sir.

13                  MR. REED: It's always great when  
14      your boss does all the heavy lifting, so I'm  
15      just left with a couple of things.

16                  I want to congratulate everybody.  
17      As you saw from the Chairman's remarks so much  
18      of the work that's done right here in this  
19      committee really does direct diversity  
20      inclusion policy here at the FCC. So I'd like  
21      to thank you for your service. As I've said  
22      before, I mean, all of you have pretty

1 demanding day jobs, so it's always amazing to  
2 us that you're able to make the sacrifices and  
3 the commitments that you make to this  
4 committee to sort of help guide us in our  
5 work. So I certainly hope that I and my team  
6 have credited your effort and your commitment  
7 with energy and effort in equal measure, and  
8 I hope we'll do that going forward.

9           Very excited that the Chairman has  
10 elected to recharter and reconstitute this  
11 committee. I think it's very important that  
12 this work go on uninterrupted.

13           Also excited that, Henry, you've  
14 decided to do another tour of duty I think  
15 reflecting your deep and abiding passion for  
16 these issues or maybe just a troubling  
17 masochistic streak, I think. And I'm sure  
18 I'll see a number of other folks here step up  
19 and show their masochistic streaks as well.

20           So I'm really looking forward to  
21 continuing this work. And like I said,  
22 congratulations and thank you all.

1 I'd also like to recognize Barbara  
2 and Jamila and Carolyn who've worked really  
3 hard. Certainly your guidance on this has  
4 been tremendous. Their jobs are thankless.  
5 Carolyn, who's recovering from an illness,  
6 hasn't been able to be with us, but she  
7 continues to work hard on these issues.

8 But also would like to thank Diane  
9 and Toni and David and Jim. You know, your  
10 counsel throughout this process has been  
11 really, really helpful and I know it will  
12 continue to be. So thanks again.

13 CHAIRMAN RIVERA: Thank you.

14 (Applause.)

15 CHAIRMAN RIVERA: Is there any new  
16 business to come before this group? David?

17 MR. HONIG: The public notice that  
18 I guess is being released today from the  
19 Wireless Bureau and the Media Bureau that the  
20 Chairman announced on the overcoming  
21 disadvantage preference is very significant.  
22 And I wanted to acknowledge in particular the

1 assistance that we all had from Covington &  
2 Burling. Libby Canter who helped develop this  
3 is quietly sitting in the back of the room and  
4 put just so many -- I don't know how many all  
5 nighters into getting this right.

6 And, Libby, thank you so much.

7 CHAIRMAN RIVERA: Thank you,  
8 Libby, yes.

9 (Applause.)

10 CHAIRMAN RIVERA: Thank you,  
11 David. Most appropriate.

12 Jim?

13 MR. WINSTON: Yes, at our last  
14 meeting I mentioned the subject of renewals  
15 that may be backlogged from the previous  
16 renewal cycle. And I just wanted to mention  
17 that Jane Mago and I have spoken with the  
18 Media Bureau. I have also had ongoing  
19 dialogue with the Enforcement Bureau. And  
20 that is a situation that seemingly is going to  
21 be moving forward positively.

22 CHAIRMAN RIVERA: Terrific. Good

1 for you. Thank you. Wonderful.

2 All right. Well, my turn. I  
3 won't keep you long because we're at the end  
4 of the agenda and I know everyone's anxious to  
5 get back to the altar of their desks. But I  
6 do want to thank you all from the bottom of my  
7 heart. I think you did yourself proud and you  
8 did some really wonderful work. I hope that  
9 you're proud of what you did and what you  
10 accomplished.

11 Special, special thanks to the  
12 chairs of our subcommittees, Toni and Diane  
13 and David.

14 (Applause.)

15 CHAIRMAN RIVERA: They were the  
16 ones who were always cracking the whip and  
17 trying to get you guys together, and they did  
18 an admirable, admirable job. We certainly  
19 could not have put forth the recommendations  
20 that we put forth without their great  
21 leadership. So thank you very much.

22 Thanks too to our wonderful

1 designated federal officer. She did an  
2 absolutely spectacular job.

3 (Applause.)

4 CHAIRMAN RIVERA: And of course  
5 Jamila and Carolyn and Tom and his staff.  
6 Thank you all very much. And it's just been  
7 an honor and a privilege to be part of this  
8 group and to try to keep you all headed  
9 generally west, or wherever we were going at  
10 a particular time. And I'll always remember  
11 my experience with you.

12 So I want to wish you all a very  
13 happy holiday season and a great 2011. Thank  
14 you.

15 (Applause.)

16 CHAIRMAN RIVERA: So we're  
17 adjourned.

18 (Whereupon, the meeting was  
19 adjourned at 3:42 p.m.)  
20  
21  
22

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C E R T I F I C A T E

This is to certify that the foregoing transcript

In the matter of: Diversity in Communications

Before: Federal Communications Commission

Date: 12-02-10

Place: Washington, DC

was duly recorded and accurately transcribed under  
my direction; further, that said transcript is a  
true and accurate record of the proceedings.



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Court Reporter

**NEAL R. GROSS**

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