



From: Broadcasting Board of Governors

Date: October 23, 2013

Subject: **Transcript of BBG Closed Meeting at 7:30 A.M. EDT on
October 23, 2013**

On October 23, the members of the Broadcasting Board of Governors (BBG) met in a closed session to consider the appointment of a General Counsel (GC).

The meeting was attended by the following participants at BBG headquarters in Washington, D.C.:

Chairman Jeffrey Shell
Governor Matthew Armstrong
Governor Ryan Crocker
Governor Susan McCue
Governor Michael Meehan
Governor Kenneth Weinstein
Richard Lobo, Director of the International Broadcasting Bureau (IBB)
Marie Lennon, IBB Chief of Staff
Jeffrey Trimble, IBB Deputy Director
Suzie Carroll, Executive Director
Oanh Tran, Director of Board Operations
Douglas Schuette, Executive Assistant to the IBB Director
Dan Sreebny, Senior Advisor for BBG, Office of the Under Secretary for Public Diplomacy & Public Affairs

SHELL: You're ready? I'm going to call this closed meeting of the Board to order. This is a closed meeting of the Broadcasting Board of Governors subject to the requirements of the Government in the Sunshine Act. The meeting will be recorded and a transcript prepared in accordance with the BBG By-Laws. Because BBG Board Secretary, Paul Kollmer-Dorsey, or PKD, we now call him, is one of the candidates for the position of General Counsel, he has recused himself from this meeting and is not in attendance. Oanh Tran, BBG's Director of Board Operations is serving as Acting Board Secretary for this closed session of the Board. Welcome, Oanh.

Under the BBG By-Laws, the IBB Director should select a General Counsel subject to the approval of the Board. IBB Director Lobo, please briefly describe the selection process.

LOBO: Thank you Mr. Chairman. First of all, the position was posted from February 25 through April 22 on various U.S. Government jobs websites as well as a number of adds on outside websites such as Law.com, the National Bar Association, CareerBuilder, Washington

Transcript of October 23, 2013 Closed Meeting

Post, LinkedIn, and various others. Thirty-two applications were received by the HR Office and were reviewed by that office to assess for qualifications and experience necessary to perform the duties of this GC's position. Twelve candidates were determined as meeting the necessary qualifications.

I then convened a panel and tasked to with interviewing and ranking 12 candidates. Included on panel were: myself; John Lindburg, former General Counsel of the USIA and recently retired as the GC of RFE/RL; Anne Noble, who is a former private sector attorney and presently Middle East Broadcast Network's GC; and Steve Springer, a senior executive producer at the Voice of America and a former CNN employee. We had a wide representation of people from across the agency.

So between June 10 and August 10, we conducted 12 one-hour interviews in-person, and two of them were done via Skype because two of the candidates were in Europe. Once the interviews were completed, the panelists were asked to independently rank the twelve using a matrix provided by the HR department and also by reflecting on the panelist's previous experience and on personal notes and impressions that were made during the interviews.

Five finalists were chosen as meeting the qualifications. Those names were presented to the Board and to Chairman Shell, who then asked the panel to reconvene and narrow the list to three candidates. We did that, and the three finalists were: [REDACTED] GISA Exemption 6

[REDACTED] GISA Exemption 6 The second finalist, [REDACTED] And the other candidate was Paul Kollmer-Dorsey, our Deputy General Counsel, Acting General Counsel, and Board Secretary of the BBG.

These three finalists were interviewed by, I believe, Chairman Shell, Governor Armstrong, and Governor Meehan. And so that's where we are right now, and the choice is to pick one and get it approved by the Board, which is part of our By-Laws.

SHELL: Great, thanks Dick. Anybody? Well, actually, let me start and then I'll ask for more comments. As Dick said, I interviewed Paul in addition to the other two. Actually, the other two candidates were very good. In fact, after having seen the other two candidates, I was really thrilled that we had another two other great candidates. And then I sat down with Paul. And Paul just...I wanted to finish with Paul. My personal feeling was that he was by far the best candidate of the three, even putting aside his institutional knowledge. He wants to be here, he stuck out through thick and thin, he has a good sense of what the agency is and what it wants to be. And I came away from those three interviews clearly thinking that Paul was the right candidate. So those are my comments. Does anybody else want to make any comments about this?

MEEHAN: Yes. Susan and I lived through three plus years of this. I initiated the effort to open the GC search on the previous Board in part because of my frustration with the kind of legal support that we the Board were getting and in part because I wanted to see if there were other

Transcript of October 23, 2013 Closed Meeting

candidates that we could bring in. I think part of the challenge is to, you know, I personally like to spend my time here looking for some change agents and people who are going to help put this place on good footing. So, I'm the person who started this process. Paul was acting. There were 13 years of Acting General Counsels, so it didn't seem like why couldn't we? We had a slot to bring in another senior person, let's try to do that. So, but, you know, the process was the process, and these are the top three as Dick mentioned. So if you want to extend his time here, I'm not going to object.

MCCUE: I agree with Governor Meehan. I think a thorough process was put forward. I appreciate that. And if you are comfortable with Paul Kollmer-Dorsey going forward, then I am as well, but I wanted to underscore what Governor Meehan said about the importance of looking for change agents in this organization.

SHELL: I agree. Any other Governor comments? Matt?

ARMSTRONG: So, having participated in the interviews as well and spoken to those other two candidates, the initiative and interest of Paul, really was higher and greater once the...once certain burdens were removed. So we saw some initiative and interest and engagement and energy really spark and percolate. I hear the concerns. My feeling is that we have the right candidate. I think we had a stellar candidate pool to choose from, which was very nice, and they were very impressive. I strongly believe that we...that Paul is the superior candidate and will do a very good job for the agency.

MCCUE: And to be clear, I respect that and I appreciate that. I know the process was thorough. So, I am supporting.

SHELL: Great, any other comments?

MEEHAN: Federal personnel...so, he's an SES now and he will just remain an SES, and we'll elevate him?

LOBO: That's correct.

MEEHAN: And would we have, would there be a chance to hire a Deputy Counsel at an SES level or is that just one of the floating slots?

LOBO: I think that's up to the Board.

SHELL: It creates an open SES position.

LOBO: There is an open position, yes.

MEEHAN: It does create an open SES position? That's what I wanted to know.

Transcript of October 23, 2013 Closed Meeting

LOBO: But we don't have to fill it and we don't have to fill in behind him. And that's not been discussed with him, but Jeff and I discussed that there is a possibility that we can save a job there.

SHELL: We can choose to name a Deputy, we can choose to move the SES position to another place and fill it there.

MEEHAN: That's right. It's one of those floating ones that we can have it land on other slots. Okay, thank you.

SHELL: Thanks. Any other comments for discussion? Anybody want to move to approve the General Counsel Paul Kollmer-Dorsey as the General Counsel's appointment?

ARMSTRONG: I move.

SHELL: Any second? Susan seconds. All those in favor say "aye."

ALL: Aye.

SHELL: All opposed? Motion is carried and the meeting is therefore adjourned.