

From: [Frank Wuco](#)
To: [Elez Biberaj](#); (b) (6)
Subject: Attorney-Client Privilege: Social Media Violations
Date: Thursday, September 17, 2020 4:32:36 PM
Attachments: (b) (5), (b) (6)

**PRIVILEGED AND CONFIDENTIAL
ATTORNEY WORK PRODUCT
ATTORNEY-CLIENT COMMUNICATION
PRE-DECISIONAL DELIBERATIVE//NO FOIA
CONFIDENTIAL COMPLAINT**

Elez, (b) (6),

Please review the attached document and then let's discuss your recommended courses of action.

Thank you,

Frank

(b) (6)

From: (b) (6)
Sent: Tuesday, October 27, 2020 1:41 PM
To: (b) (6)
Subject: FW: Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone

This is another memo that mentions conflict of interest.

-----Original Message-----

From: (b) (6)
Sent: Saturday, August 29, 2020 11:35 AM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6); (b) (6)
(b) (6)
(b) (6)
Subject: Re: Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone

I don't think this is one to respond to besides a statement of (b) (6) which can answer these without answering. I can loop (b) (6) in.

(b) (6)

> On Aug 29, 2020, at 4:41 AM, Elez Biberaj (b) (6) wrote:

>
> Good morning, Colleagues!
> I will need a draft response by early Monday morning, please.
> Thanks.
> Elez
>

> -----Original Message-----

> **From:** (b) (6)
> **Sent:** Friday, August 28, 2020 11:57 PM
> **To:** Elez Biberaj (b) (6)
> **Cc:** CEO2016 (b) (6); Andre Mendes (b) (6); Emily Pauline Newman (b) (6); Jonathan Bronitsky (b) (6)
> **Subject:** Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone
>
> Elez, I know it's late and that you might be on vacation but did you know that a VOA Newsroom editor killed (b) (6)'s interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone?

>
> What was the reason?

>
> Did (b) (6) (b) (6) have prior VOA approval to seek and conduct this interview and to ask the questions (b) (6) did, especially the one about the visas for USAGM employees?

- >
- > Did (b) tell the White House official that (b) was one of the VOA employees whose visa may not get extended? Was it a conflict of interest for (b) to ask the question about the visas?
- >
- > Did you or VOA Newsroom editors know that (b) (b) (6) had previously worked for Russia's RT?
- >
- > Best,
- >
- > (b)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Kelu Chao](#) (b) (6) [Elez Biberaj](#)
Subject: RE: Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone
Date: Saturday, August 29, 2020 11:44:20 AM

(b) (6):
Clarification -- I need background information on this incident for a meeting I will have tomorrow in the Front Office and NOT for a response to (b) (6)
Elez

-----Original Message-----

From: (b) (6)
Sent: Saturday, August 29, 2020 11:35 AM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
(b) (6)
(b) (6)
Subject: Re: Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone

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(b) (6)

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> I will need a draft response by early Monday morning, please.
> Thanks.
> Elez

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> **Sent:** Friday, August 28, 2020 11:57 PM
> **To:** Elez Biberaj (b) (6)
> **Cc:** CEO2016 (b) (6); Andre Mendes (b) (6); Emily Pauline Newman (b) (6); Jonathan Bronitsky (b) (6)
> **Subject:** Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone

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> What was the reason?

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> Did (b) (6) tell the White House official that (b) (6) was one of the VOA employees whose visa may not get extended? Was it a conflict of interest for (b) (6) to ask the question about the visas?

>

> Did you or VOA Newsroom editors know that (b) (6) had previously worked for Russia's RT?

>

> Best,

>

> (b)

Carol Prah

From: John Lippman
Sent: Tuesday, October 27, 2020 1:38 PM
To: Carol Prah
Subject: FW: Steve

Importance: High

This is a conflict of interest memo I sent.

From: (b) (6)
Sent: Wednesday, September 23, 2020 8:50 AM
To: (b) (6)
Subject: Steve
Importance: High

(b) (5), (b) (6) :

(b) (5), (b) (6)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

(b) (5), (b) (6)

(b) (5), (b) (6)

(b) (6)

(b) (5) ; (b) (6)

(b) (5) ; (b) (6)

[Redacted text block]

(b) (5), (b) (6)

[Redacted text block]

I have not done a written report or talked with HR. Elez has recommended that you deal with this issue (b) (5), (b) (6)

[Redacted text block]

(b) (6)

From: (b) (6)
Sent: Tuesday, October 27, 2020 1:38 PM
To: (b) (6)
Subject: FW: Attorney-Client Privilege: Social Media Violations
Attachments: (b) (6), (b) (5).docx

This is the conflict of interest discussion memo I received.

From: Frank Wuco (b) (6)
Sent: Thursday, September 17, 2020 4:32 PM
To: Elez Biberaj (b) (6)
Subject: Attorney-Client Privilege: Social Media Violations

PRIVILEGED AND CONFIDENTIAL
ATTORNEY WORK PRODUCT
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CONFIDENTIAL COMPLAINT

Elez, (b) (6),

Please review the attached document and then let's discuss your recommended courses of action.

Thank you,

Frank

(b) (6)

From: (b) (6)
Sent: Tuesday, October 27, 2020 1:46 PM
To: (b) (6)
Subject: FW: Investigation and recommendations regarding (b) (6) violations of VOA Best Practices
Attachments: (b) (6), (b) (5).zip; (b) (6), report.pdf

The pdf references a violation of the conflict of interest policy.

From: (b) (6)
Sent: Tuesday, September 29, 2020 2:57 PM
To: (b) (6)
Cc: Kelu Chao (b) (6)
(b) (6)
Subject: Investigation and recommendations regarding (b) (6) violations of VOA Best Practices

Hi (b) (6)
Attached is our report on the investigation of the (b) (6) incident, and the investigative file our team collected on the incident.

As you'll see in the report, we're recommending (b) (5), (b) (6)
We'll just send it to those people without a need for your involvement.

We'll add the report and the investigative background to the files of the involved individuals.

It is always a pleasure to work with you.

Best regards,

(b) (6)

From: (b) (6)
To:
Subject: Fwd: delegated authority for investigation
Date: Monday, August 31, 2020 8:39:13 PM

Get [Outlook for Android](#)

From: (b) (6)
Sent: Monday, August 31, 2020 8:16:41 PM
To: (b) (6)
Cc: (b) (6)
Subject: delegated authority for investigation

Hello (b) (6),

As you know, I have been delegated the responsibility as VOA's Authorized Agency Official (AAO) for matters regarding PSC discipline. I would like to delegate to (b) (6) the responsibility to conduct an investigation of the publication of a story (and video) of the interview conducted by (b) (6) with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone. During the interview, (b) (6) asked two questions regarding USAGM's policies on J-1 visas. Here is the rough transcript:

TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this region is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. **Is the White House aware of this situation and, if so, is it willing to act?**

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

-Question: **Is the White House willing to put some pressure along with the Department of State so that Mr. Michael Pack authorizes these visa extensions**, since now the journalistic duty of this group of professionals is being suppressed with no reason provided and with a case-by-case review that has seen no evolution and has not been explained?

-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>

(b) (5), (b) (6)

From: (b) (6)
To: [VOA Director's Office](#)
Cc: (b) (6); [Kelu Chao](#)
Subject: Social Media Policy
Date: Wednesday, October 7, 2020 8:20:26 AM
Attachments: [CEO Policy Memo - Guidance on Conflicts of Interest.pdf](#)
[V-530 - Social Media Policy.pdf](#)

Dear colleagues,
We might want to discuss this in our 9am meeting. I'm confused.

From: (b) (6)
Date: Monday, October 5, 2020 at 6:06 PM
To: (b) (6)
(b) (6)
(b) (6) (b) (6)
(b) (6)
Cc: (b) (6)
Subject: Notice of Change in Working Conditions

Colleagues,

Attached please find the USAGM updated Social Media Policy and the new CEO Policy Memo – Guidance on Conflicts of Interest. If you wish to bargain the impact and implementation of this change, please submit bargainable proposals no later than Thursday, October 15, 2020. Failure to submit negotiable proposals by Thursday, October 15, 2020, shall be construed as the Union's waiver of its right to bargain. Merely notifying management that you wish to bargain does not constitute the submission of bargainable proposals or preserve your right to bargain.

Should you have any questions regarding this change, please do not hesitate to contact me. Thank you for your cooperation in this matter.

Best,

(b) (6)
Supervisory Human Resources Specialist
Agency Performance Management Program Manager
Labor and Employee Relations
Office of Human Resources
United States Agency for Global Media
(b) (6) (b) (6)



U.S. AGENCY FOR
GLOBAL MEDIA

Title: V-A BAM 530 - Social Media Policy

Policy Tracking#: OGC 19 02

Effective Date: July 8, 2019

Originating Office: Office of the General Counsel, (b) (6)

(a) **PURPOSE:** This policy establishes a framework for access to and use of social media. This policy shall be modified and/or amended in the future to accommodate additional social media issues.

(b) **AUTHORITY AND SCOPE:**

(1) Authorities.

(i) The United States International Broadcasting Act, 22 U.S.C. § 6201 et seq.

(ii) The United States Information and Educational Exchange Act of 1948, as amended (the “Smith-Mundt Act”), at 22 U.S.C. § 1461 et seq.

(iii) The Hatch Act, 5 U.S.C. § 7321 et seq.

(iv) 5 C.F.R. Part 735 – Employee Responsibilities and Conduct

(v) 5 C.F.R. Part 2635 – Standards of Ethical Conduct for Employees of the Executive Branch.

(vi) CEO Policy Memo re: Guidance on Conflicts of Interest.¹

(2) Scope. This policy applies to all personnel of the United States Agency for Global Media (hereafter “USAGM” or the “Agency”) and all users of Agency systems, including Civil Service employees, personal services contractors, employees abroad including locally employed staff, and contractors performing duties under their contract with the Agency.

(c) **SOCIAL MEDIA DEFINITION:** Social media consists of a variety of digital technologies that foster interaction among individuals who use those tools. Social media enable individuals to post their own content to Web sites accessible to others; comment on, rate and/or tag content that others have posted; download distributed media files; dynamically develop software applications; interact in simulated learning, gaming and trading environments; engage in online conversations; and observe the interactions of others.

¹ Updated October 2, 2020.

(d) POLICY:

(1) Basic Social Media Policy.

(i) As a general matter, the Agency encourages the responsible use of social media consistent with current laws, policies, and guidance that govern information and information technology.

(ii) The Agency notes that while social media have vastly accelerated the speed of communication and greatly broadened audience size, they neither restrict nor expand the existing limitations on speech by Agency personnel. Agency personnel do not surrender their First Amendment rights as a result of their employment; however, the Government may restrict the speech of its personnel when they are not speaking as private citizens on matters of public concern or when the Government's interest in the efficient provision of public services outweighs the interest of its personnel in their speech.

(2) Additional Social Media Considerations for Journalists.

(i) The Agency is required by law to conduct international broadcasting in accordance with the highest professional standards of broadcast journalism, 22 U.S.C. § 6202(a)(5). This includes:

(A) news which is consistently reliable and authoritative, accurate, objective, and comprehensive, 22 U.S.C. § 6202(b)(1); and

(B) a balanced and comprehensive projection of United States thought and institutions, reflecting the diversity of United States culture and society, 22 U.S.C. § 6202(b)(2).

(ii) To effectuate these requirements, Agency journalists, defined as those involved in the gathering, production, editing, translation, presentation, or dissemination of content, must be fair, impartial, and objective in all public spaces, including social media. Accordingly, journalists must avoid action that undermines their objectivity as journalists and/or the credibility of the Agency and its constituent entities as news organizations. For further information, including conflicts of interest examples, see the CEO policy memo regarding [Guidance on Conflicts of Interest](#), dated October 2, 2020.²

² This sentence was updated on October 2, 2020 to reflect the most recent guidance from the USAGM CEO.

(iii) Therefore, in addition to the social media policy set forth in this Broadcasting Administrative Manual, journalists must comply with any and all applicable journalistic standards governing use of and conduct on social media, as set forth by their respective entity's best practices guides or internal professional guidance. Failure to do so may be cause for disciplinary action, up to and including removal from Federal Service or contractual termination, as applicable.

(3) Government-wide Standards of Conduct. All Agency personnel are required to adhere to government-wide standards of conduct that apply to online communications at all times, whether by means of Agency or personal social media accounts. In general, the restrictions on communications by Agency personnel are adapted from statute and the Code of Federal Regulations (C.F.R.). While not exhaustive, the following restrictions apply to all personnel, and violations may be cause for disciplinary action, up to and including removal from Federal Service or contractual termination, as applicable:

(i) Ethical Standards. Agency personnel shall not engage in criminal, infamous, dishonest, immoral, or notoriously disgraceful conduct, or other conduct prejudicial to the Government. ([5 C.F.R. § 735.203](#));

(ii) Misuse of Position. Agency personnel shall not use their public office for private gain, for the endorsement of any product, service, or enterprise, or for the private gain of friends, relatives, or other acquaintances. Agency personnel shall not use or permit the use of their Government position or title or any authority associated with their public office in a manner that is intended to coerce or induce another person to provide any benefit, financial or otherwise, to themselves or to friends, relatives, or persons with whom they are affiliated in a nongovernmental capacity. Subject to limitations set forth in [5 C.F.R. § 2635.702\(b\) and\(c\)](#), Agency personnel shall not use their Government position or title, or Federal or Agency seals or logos, in a manner that could reasonably be construed to imply that the Government endorses or sanctions their personal activities or those of another. ([5 C.F.R. § 2635.702](#));

(iii) Use of Non-Public Information. Agency personnel shall not allow the improper use of non-public information to further their own private interest or that of another, whether by engaging in financial transactions using such information, through advice or recommendation, or by knowing unauthorized disclosure. Non-public information is information that an individual gains by reason of Federal employment and that he or she knows or reasonably should know has not been made available to the general public. ([5 C.F.R. § 2635.703](#));

(iv) Political Activity. Certain restrictions on political activity by certain Agency personnel apply regardless of whether they are on duty or on their personal time. Hatch Act ([5 U.S.C. § 7321 et seq.](#)). For example, no employee may solicit, accept, or receive political contributions, at any time or in any forum. [5 U.S.C. § 7323\(a\)\(2\)](#). Additional information is available in Office of Special Counsel's [Hatch Act Guidance on Social Media](#) and [Hatch Act Social Media Quick Guide](#); and

(v) Discrimination and Harassment. All Agency personnel are responsible for treating fellow employees with basic respect and dignity, and must not harass or discriminate against fellow employees based on race, color, religion, national origin, sex, gender identity, age, disability (physical or mental), genetic information, status as a parent, sexual orientation, marital status, political affiliation, or any other non-merit factor. ([5 U.S.C. §§ 2301- 2302](#)).

(4) Official Use of Social Media.

(i) Agency personnel may access and contribute content (both original entries and responses to entries) on and through social media in their official capacity. Agency personnel are responsible for the content they publish in their official capacity, which must:

(A) abide by the Terms of Service - defined as a contract between social media users and third-party site providers - of the site on which the content is posted;

(B) comply with intellectual property laws;

(C) adhere to host country laws, as applicable and directed by management;

(D) conform to the standards and principles for United States international broadcasting set forth in Sections 303 of the United States International Broadcasting Act, [22 U.S.C. § 6202](#); and

(E) comply with the United States Information and Educational Exchange Act of 1948, as amended (the "Smith-Mundt Act"), [22 U.S.C. § 1461 et seq.](#)

(ii) Agency personnel using social media in their official capacity must comply with:

(A) the Agency policy on safeguarding Personally Identifiable Information (PII), codified in in [Section 200 of Part XI of the Broadcasting Administrative Manual](#);

(B) the Agency policy on information security awareness training and role-based training requirements and responsibilities, codified in in [Section 300 of Part XI of the Broadcasting Administrative Manual](#); and

(C) the [2008 Privacy Breach Notification Policy](#).

(iii) Agency personnel using social media in their official capacity shall also:

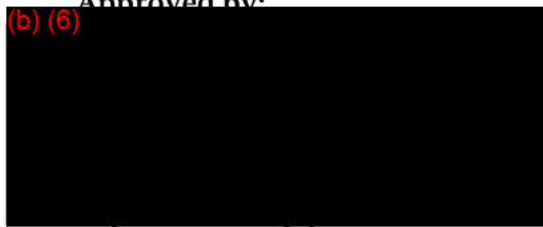
(A) refrain from using or permitting Agency computer systems, electronic devices, and social media accounts to be used for other than authorized purposes; and

(B) use time allocated to official use of social media in an honest effort to perform official duties.

(iv) Violations of the foregoing policies on official use of social media in paragraphs (d)(4)(i)-(iii) may be cause for disciplinary action, up to and including removal from the Federal Service or contractual termination, as applicable.

(5) Personal Use of Social Media. Posting Journalistic Material - Agency personnel are permitted to link to and embed Agency journalistic material from official, public-facing outlets. However, Agency personnel are prohibited from directly posting Agency journalistic or wire service material to their personal social media accounts, of any length or in any format and including archived and unaired content (“B-roll”). Doing so may violate intellectual property laws, and harms the Agency’s ability to grow and maintain audiences through official distribution channels. Violations may constitute grounds for disciplinary action, up to and including termination.

(e) **EFFECTIVE DATE AND APPROVAL:**

Approved by:
(b) (6) 

John F. Lansing
Chief Executive Officer and Director

Effective Date

July 8, 2019

**From: Michael Pack, Chief Executive Officer
U.S. Agency for Global Media**

**To: The Voice of America, the Office of Cuba
Broadcasting, Radio Free Europe/Radio Liberty,
Radio Free Asia, Middle East Broadcasting
Networks**

Date: October 2, 2020

Subject: Guidance on Conflicts of Interest

Reporting the news in a manner that is “consistently reliable and authoritative, accurate, objective, and comprehensive” (22 U.S.C. § 6202(b)(1)) requires “fairness, objectivity & balance.” *VOA Best Practices Guide*, at 8 (June 2020). Management of conflicts of interest is a key component of maintaining fairness, objectivity, and balance. Such actual conflicts as well as even the appearance of such conflicts in the eyes of a reasonable observer must be avoided. *See, e.g., VOA Best Practices Guide*, at 8–9 (June 2020); *The New York Times, Ethical Journalism*; *The Washington Post, Policies and Standards* (Jan. 1, 2016; 12:01 p.m. EST). A key part of prophetically preventing conflicts of interest amongst journalists is compliance with social media policies. *See, e.g., V-A BAM 530, Social Media Policy* (July 8, 2019); *VOA Best Practices*, at 50 (June 2020). I write to clarify policies and provide guidance on these points.

First. Policies regarding conflicts of interest and use of social media shall be enforced as written.

Second. Under applicable policies, conflicts of interest are not limited to those involving the recipient of money, ownership of stock, or gifts. The rule is broader. Simply put, it is a conflict of interest for a journalist to participate personally and substantially in reporting on an issue: (1) in which they have a personal interest or (2) have publically personally expressed a political opinion. For example, the *VOA Best Practices Guide* states:

VOA's mission is to provide accurate and objective news and information. To facilitate that mission, as journalists, you are expected to remain neutral and objective in all public appearances and public spaces, including social media. That means that you should try to avoid conduct or activity that would call into question your neutrality and objectivity as well as the neutrality and objectivity of VOA.

➤ For example: If as a VOA journalist you are reporting on or otherwise working on a story regarding "X" situation, it is recommended that you avoid publicly voicing your personal opinion about that situation because such activity may call into question your credibility as a journalist and could compromise VOA's reputation as a reliable and credible news organization.

VOA Best Practices Guide, at 111 (June 2020); *see also, e.g.*, The New York Times, *Ethical Journalism*; The Washington Post, *Policies and Standards* (Jan. 1, 2016; 12:01 p.m. EST). This is a common sense principle.

Recent events require explanation of the following examples, which in some cases, constitute a conflict of interest that can only be remedied by recusal.

- If a Voice of America ("VOA") journalist is personally affected by a potential governmental action, then they may not cover that issue. For example, a journalist who is working in the United States on a J-1 visa must follow normal procedures and recuse themselves from any story involving J-1 visas.
- A VOA journalist who publically takes a personal position on an active political issue has a conflict of interest—doubly so if that issue directly affects that individual. For example, a journalist who, in their private capacity, publically criticizes the U.S. Department of Justice's leadership for, among other things, implementing the policies and protecting the prerogatives of the Administration must recuse themselves

from reporting on the Department and the part of the Administration implicated by the criticism.

- A VOA journalist who expresses personal views on political topics in their personal social media creates the potential for a conflict of interest and should consider whether recusal or mitigation is required. For example, a journalist who on Facebook “likes” a comment or political cartoon that aggressively attacks or disparages the President must recuse themselves from covering the President.

The obligation to recuse or mitigate conflicts of interest rests with both the individual journalist and their supervisor. If a journalist fails to recuse themselves, it is the obligation of the supervisor to order recusal.

Despite the informal nature of this Memorandum, it constitutes a U.S. Agency for Global Media policy, and shall be recorded in the Broadcasting Administrative Manual as such.

This Memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

From: [Elez Biberaj](#)
To: [VOA Director's Office](#); [Kelu Chao](#)
Cc: [Elez Biberaj](#)
Subject: FW: Letter from VOA Central News colleagues
Date: Monday, August 31, 2020 8:17:52 AM
Attachments: [Attachment follows](#)
Importance: High

From: (b) (6)
Sent: Monday, August 31, 2020 7:55 AM
To: Elez Biberaj (b) (6)
(b) (6)
Subject: Letter from VOA Central News colleagues
Importance: High

Dear Acting Director Biberaj:

It is with the utmost respect and heavy heart that, on behalf of myself and other Central News colleagues, we dispatch the attached letter. After discussions a number of us have had with those across VOA we know our sentiment reflects the views of many others, especially those who are in vulnerable situations and unable to sign their names.

We are always open to dialogue in whatever form may be possible in these trying terms.

Most sincerely,

(b) (6)
White House Bureau Chief
[Voice of America](#)

(b) (6)

Voice of America is an international broadcaster in 47 languages via television, radio, web and mobile. VOA has a weekly measured audience of 350 million people and transmits programs through a network of more than 2,500 local broadcast affiliates worldwide.

Elez Biberaj
Acting director, Voice of America

Aug. 31, 2020

The undersigned Voice of America journalists are compelled to express our profound disappointment with the actions and comments of the chief executive officer of the U.S. Agency for Global Media, which endanger the personal security of VOA reporters at home and abroad, as well as threatening to harm U.S. national security objectives.

Michael Pack's actions risk crippling programs and projects for some countries that are considered national security priorities. He has ordered the firing of contract journalists, with no valid reason, by cancelling their visas, forcing them back to home countries where the lives of some of them may be in jeopardy. Now the purge appears to be expanding to include U.S. permanent residents and even U.S. citizens, with Mr. Pack recklessly expressing that being a journalist is "a great cover for a spy."

We have watched in dismay as USAGM executives have been dismissed for, in their words, attempting to educate the new CEO on avoiding legal violations, as well as guiding him on the firewall that protects VOA's legally mandated editorial independence.

Just as concerning are Mr. Pack's public comments, including bantering with a podcast host about turning off the air conditioning and banning masks inside VOA's headquarters, as part of his effort to "drain the swamp."

Mr. Pack has made a thin excuse that his actions are meant to protect national security, but just as was the case with the McCarthy 'Red Scare,' which targeted VOA and other government organizations in the mid-1950's, there has not been a single demonstrable case of any individual working for VOA -- as the USAGM CEO puts it -- "posing as a spy."

Many of us have repeatedly put ourselves in harm's way abroad for our audiences of several hundred million people in nearly 50 languages. In line with strictly upholding the VOA charter, which was signed into law in 1976, we insist on competent and professional oversight for VOA and our sister media organizations, including the Middle East Broadcasting Networks, Radio Free Europe/Radio Liberty and Radio/TV Marti.

Given these concerns we fear that the current USAGM leadership is failing not only the news organizations of USAGM (one of the world's largest broadcasting entities) and our audiences, but also our stakeholders, including the American public.

Signed,

(b) (6)



(b) (6)



From: [REDACTED]
To: [REDACTED]
Date: [REDACTED]
Attachments: [REDACTED]

FYI...

(b) (5), (b) (6)
Voice of America
330 Independence Ave. SW
Washington DC 20537

(b) (5), (b) (6)
From: [REDACTED]
Sent: [REDACTED]
To: [REDACTED]
Subject: [REDACTED]

(b) (5), (b) (6), (b) (7)(C)

Like all news organizations VOA works hard to balance the power of new technologies - with their ability to deliver global messages to a far more people around the world - against the inherent limitations of those technologies. Nowhere is that more true than with Twitter which offers instant audiences in the hundreds of millions but limits each tweet to a single image or a handful of characters making it virtually impossible to present the balance and context within each tweet.

(b) (5), (b) (6)

(b) (5), (b) (6)

On 10/20/11 9 AM [REDACTED] wrote

(b) (5), (b) (6)
Voice of America
330 Independence Ave. SW
Washington DC 20537

(b) (5), (b) (6)
From: [REDACTED]
Sent: [REDACTED]
Subject: [REDACTED]

Please open the attached document. It was scanned and sent to you using a Xerox Multifunction Printer.

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From: [Kelu Chao](#)
To: [Elez Biberaj](#)
Subject: Fwd: social media policy followups, (b) (6)
Date: Friday, September 25, 2020 2:00:51 PM

FYI.

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: September 25, 2020 at 10:14:18 AM PDT
To: (b) (6) Kelu Chao
(b) (6)
Subject: FW: social media policy followups, (b) (6)

(b) (6) and Kelu,

As discussed, (b) (6), (b) (6) supervisor, had a counseling conversation with (b) (6) about USAGM's social media policies. The conversation was followed by the email below. No further action will be taken.

From: (b) (6)
Date: Friday, September 25, 2020 at 11:14 AM
To: (b) (6)
(b) (6)
Subject: FW: social media policy followups

From: (b) (6)
Sent: Friday, September 25, 2020 11:14 AM
To: (b) (6)
Subject: social media policy followups

(b) (6)

(b) (6)

(b) (6) [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

(b)
(6)

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

Sincerely,

(b) (6) —

From: (b) (6)
To: [Kelu Chao](#); [Elez Biberai](#)
Subject: Fwd: (b) (6)
Date: Thursday, October 29, 2020 10:54:49 AM

(b) (5)

(b) (6)

Begin forwarded message:

From: (b) (6)
Date: October 29, 2020 at 9:50:47 AM EDT
To: (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Re: (b) (6)

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(b) (6)
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(b) (6)
)

From: (b) (6)
Date: Thursday, October 29, 2020 at 9:40 AM
To: (b) (6)
Cc: Kelu Chao (b) (6)
Subject: (b) (6)

Hi (b) (6),
I'm following up. (b) (5), (b) (6)
(b) (6)
(b) (6)
(b) (6)
(b) (6)
(b) (6). What's your plan?

Best regards,
(b) (6)

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CONFIDENTIAL COMPLAINT**

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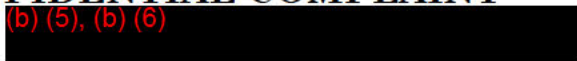
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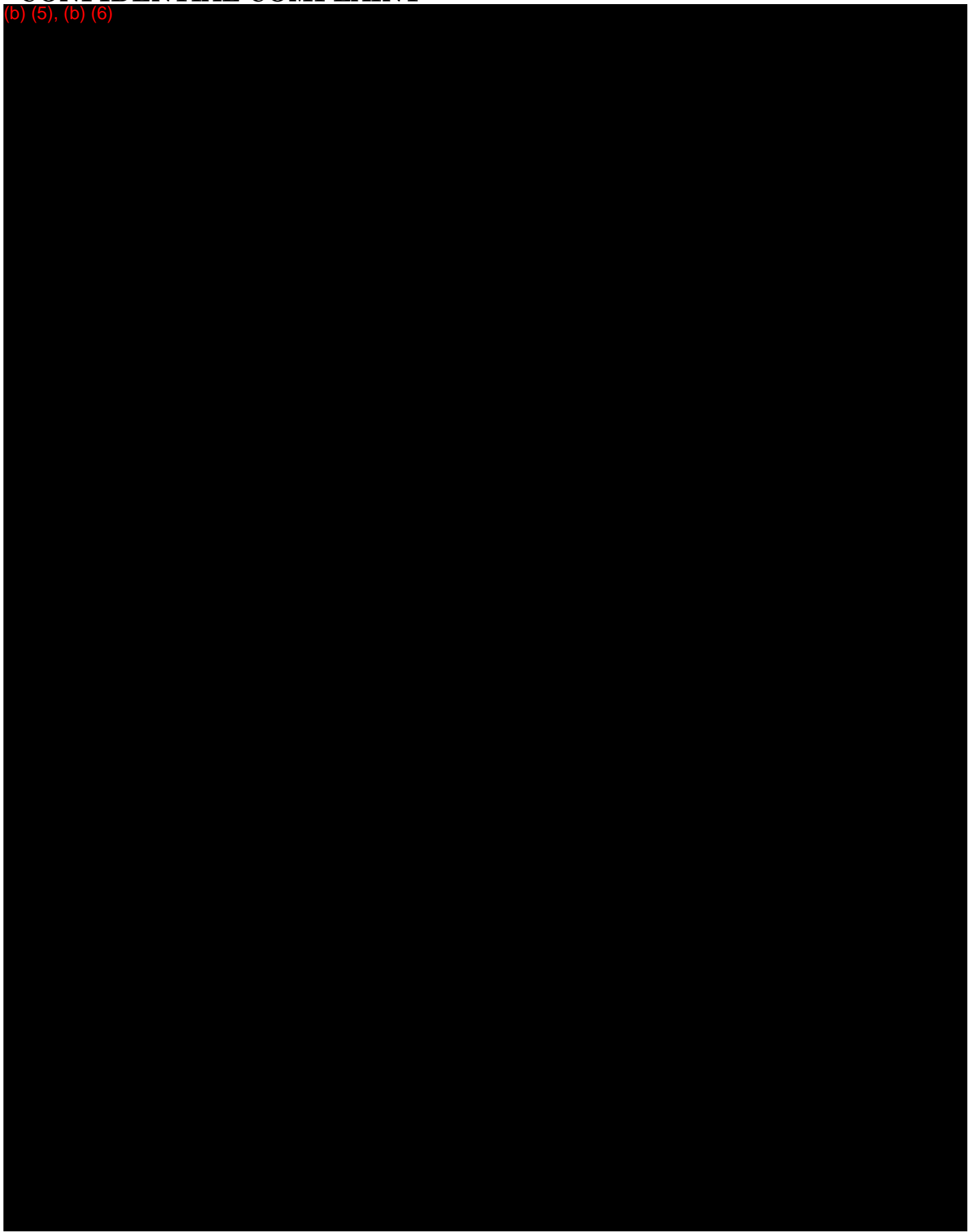
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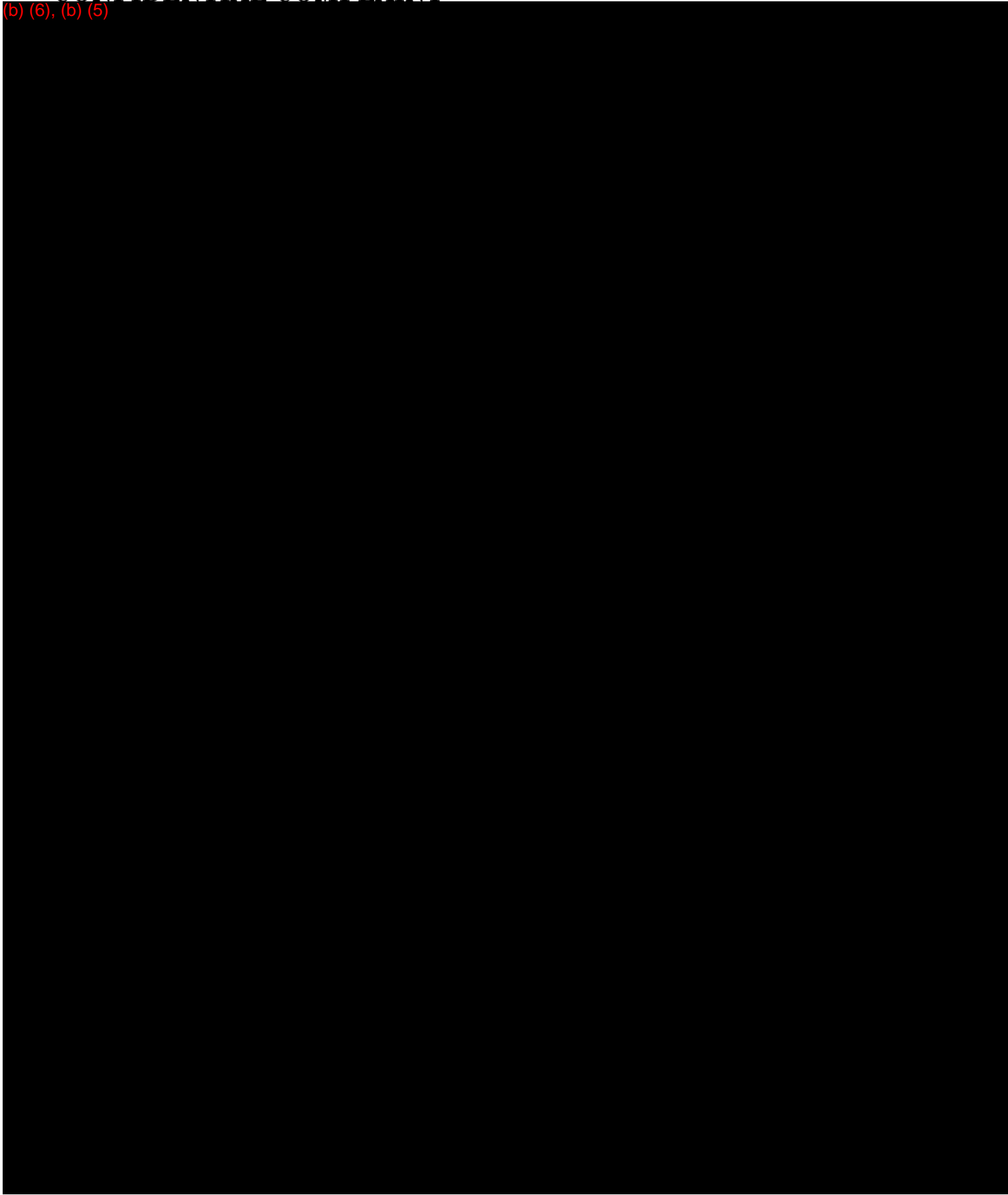
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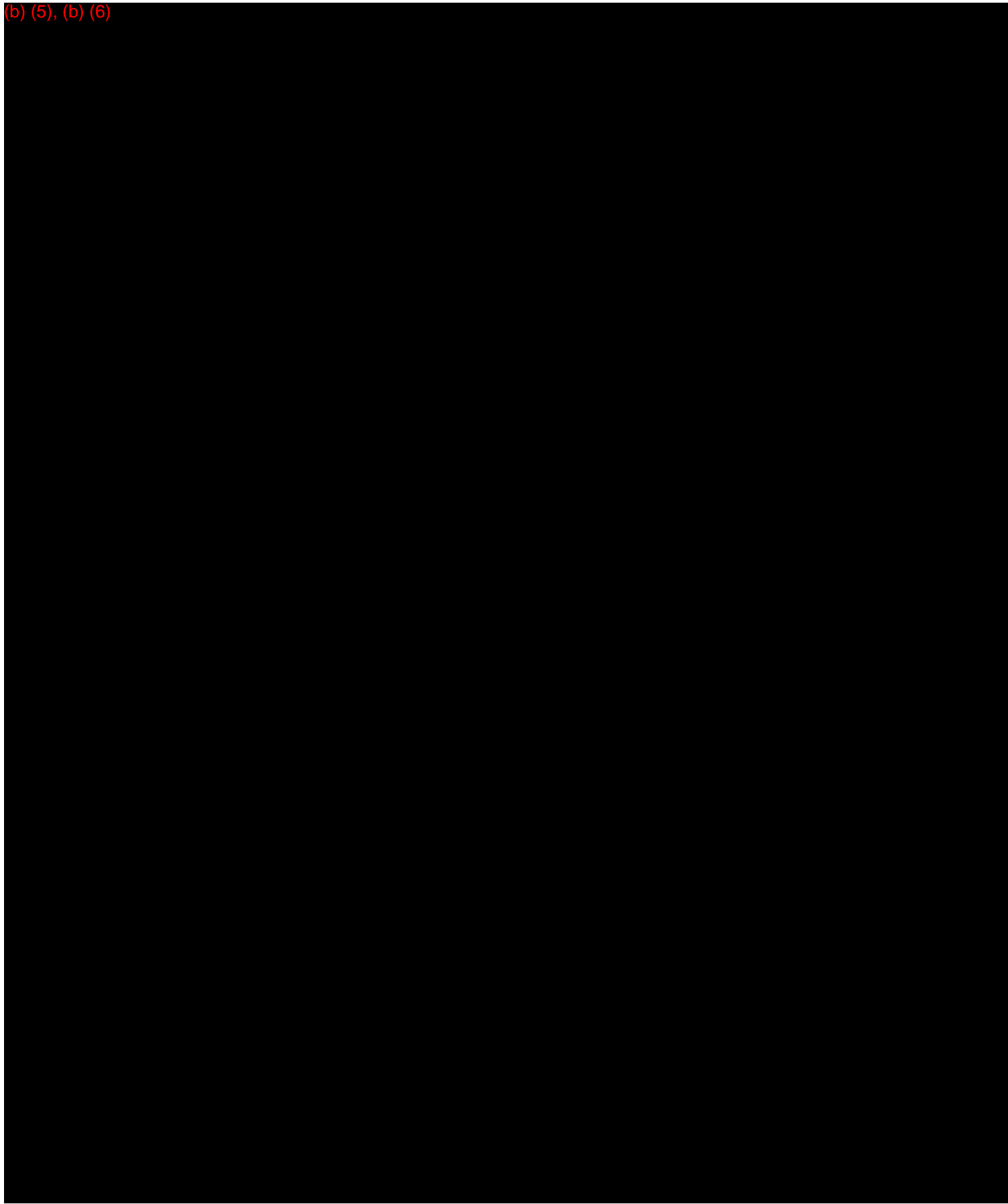
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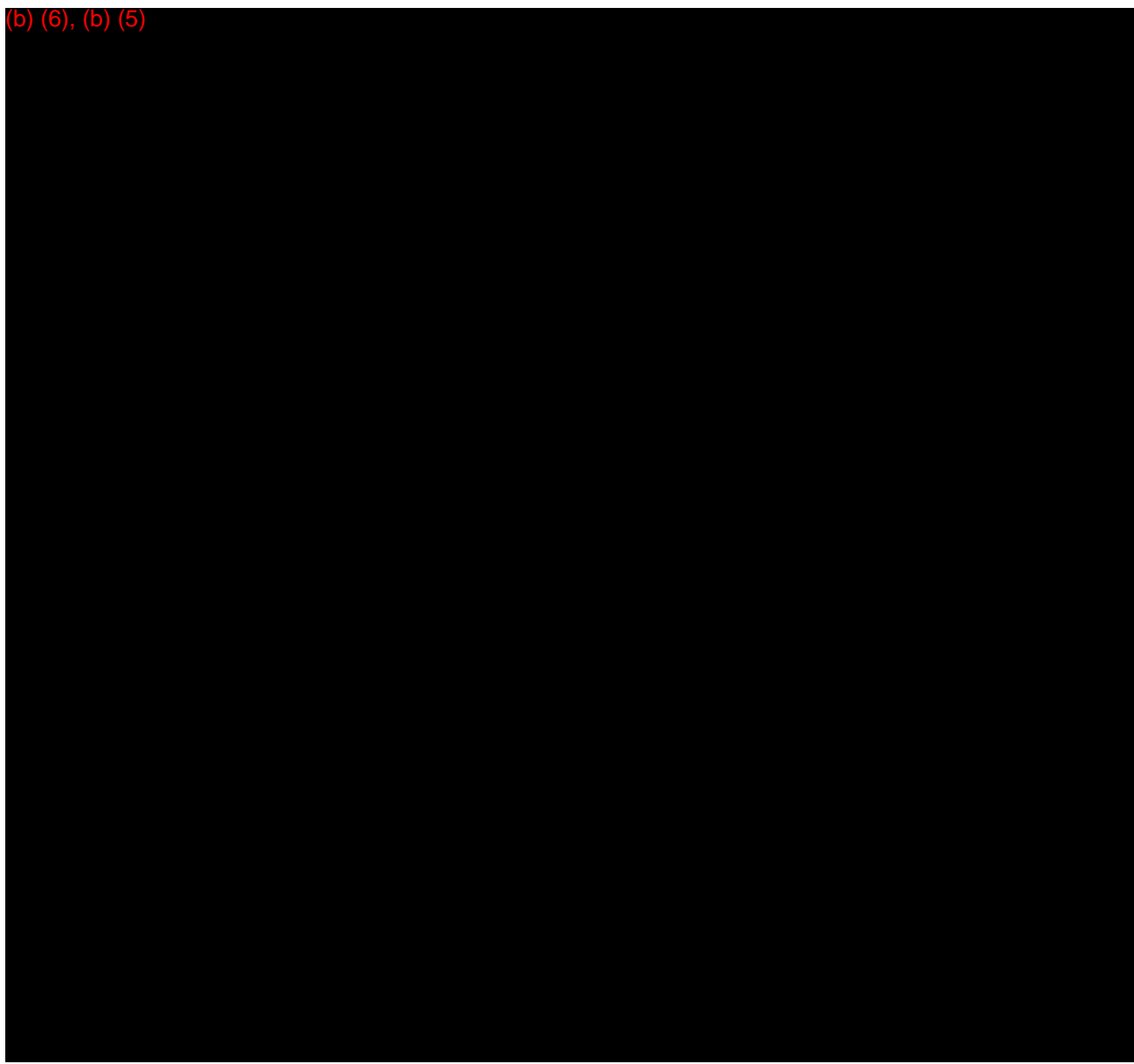


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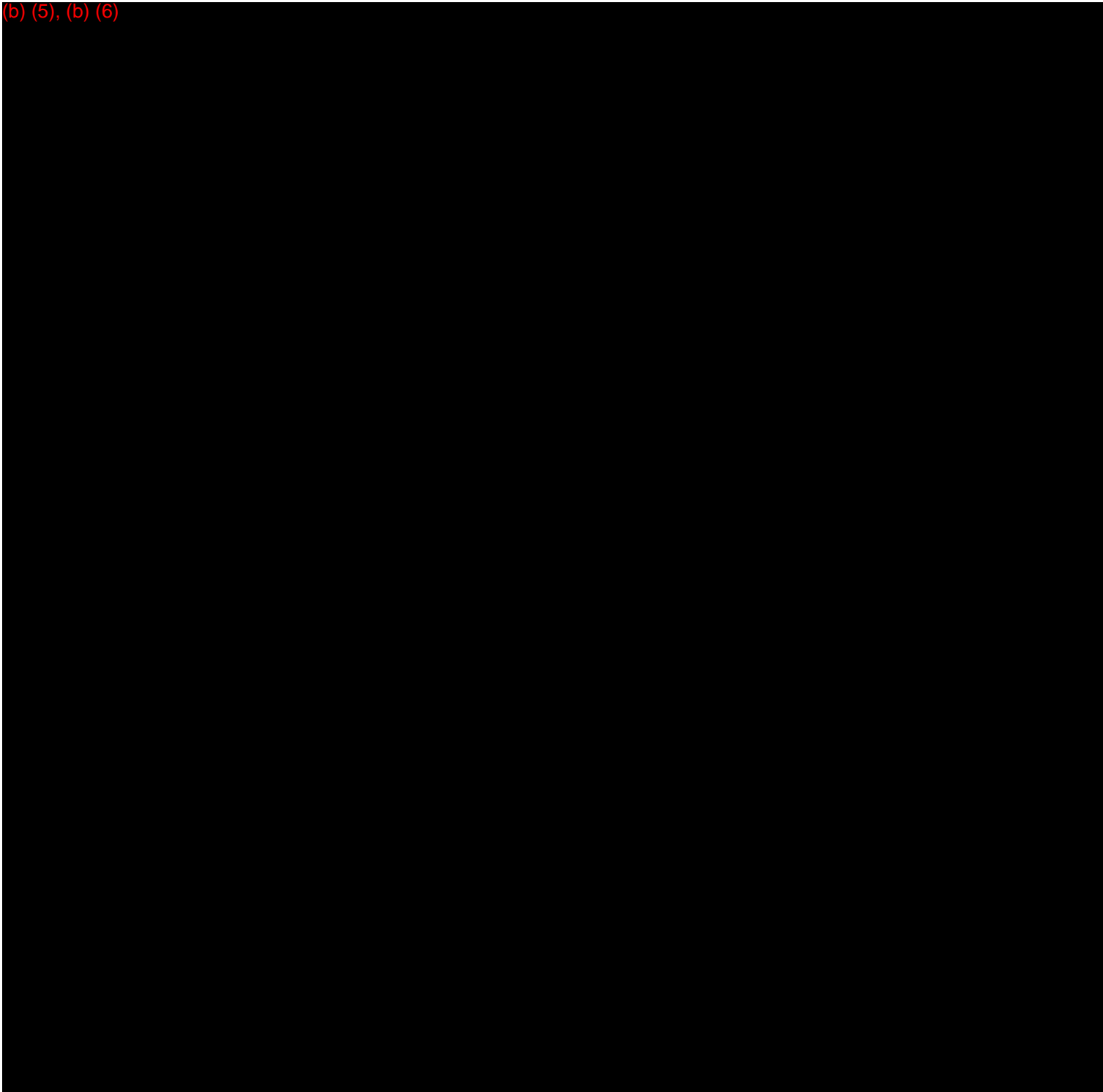
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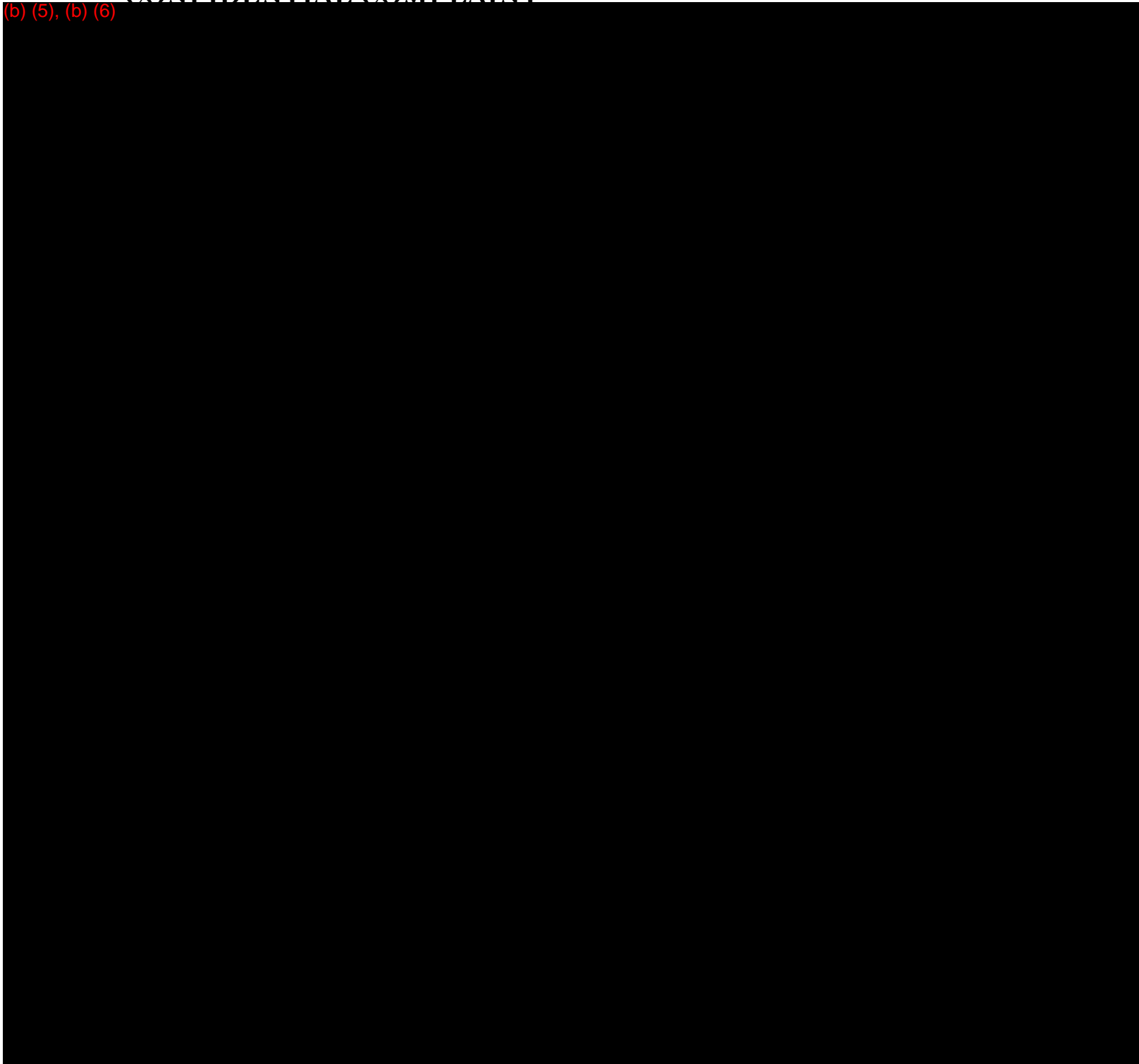
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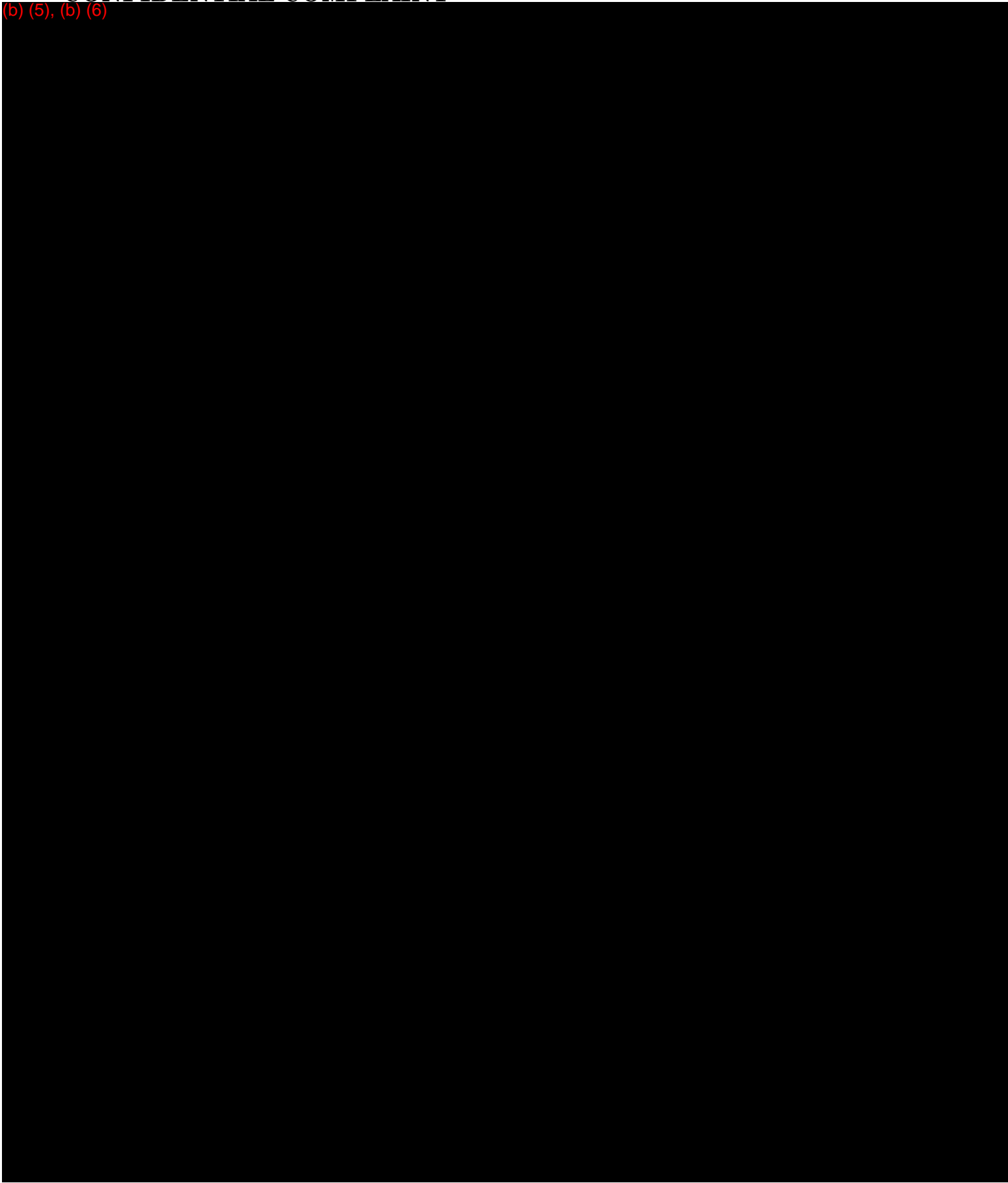
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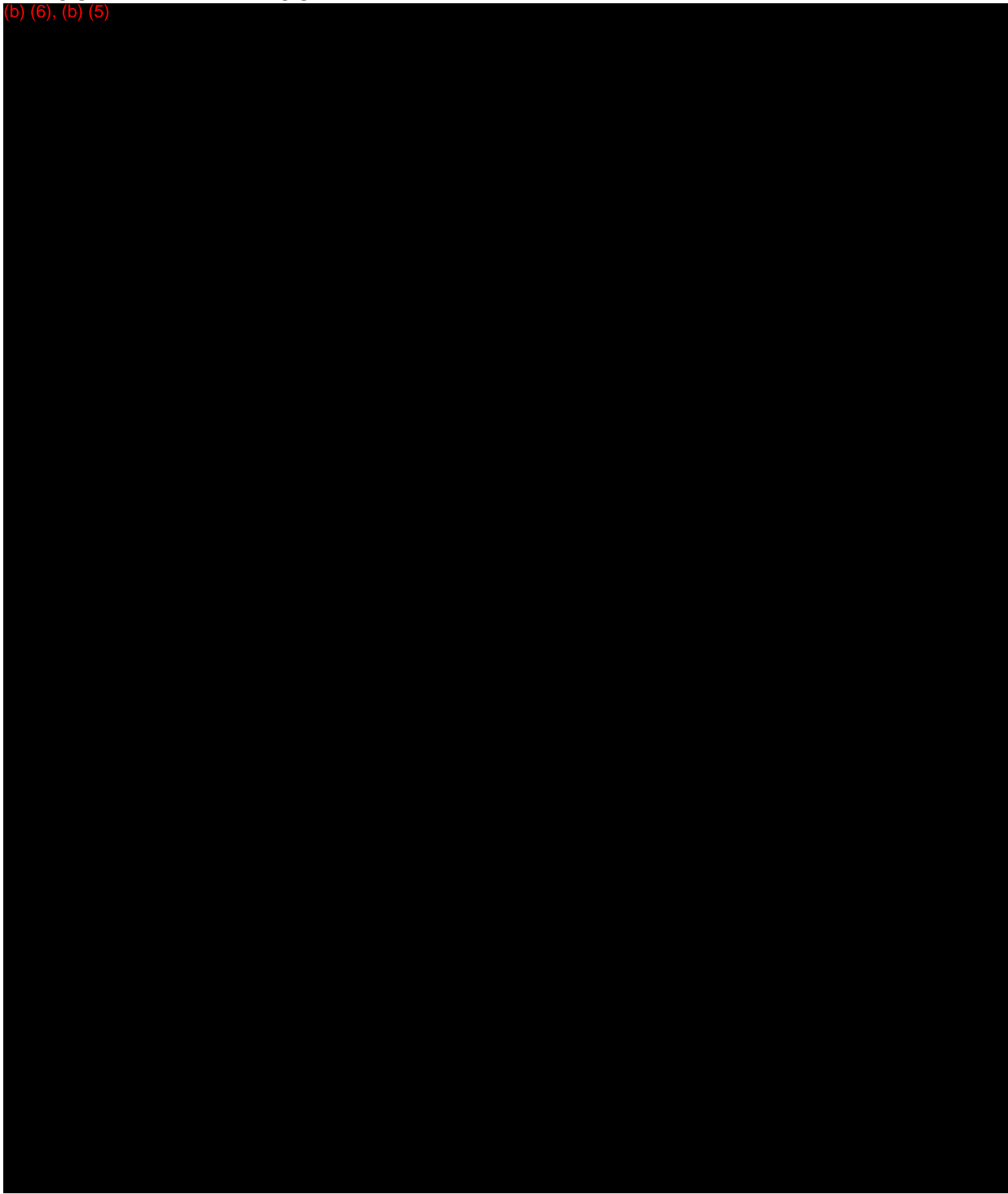
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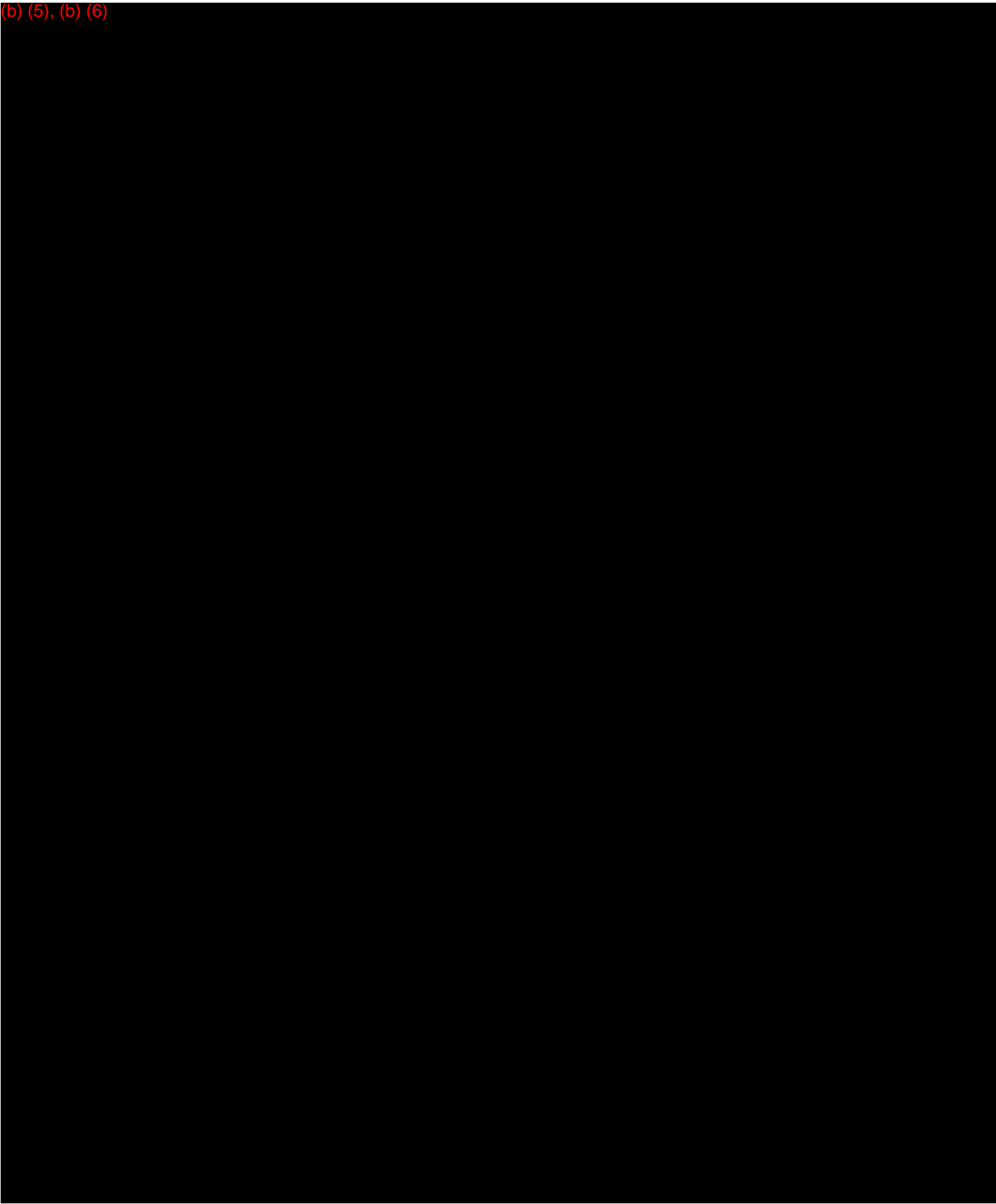
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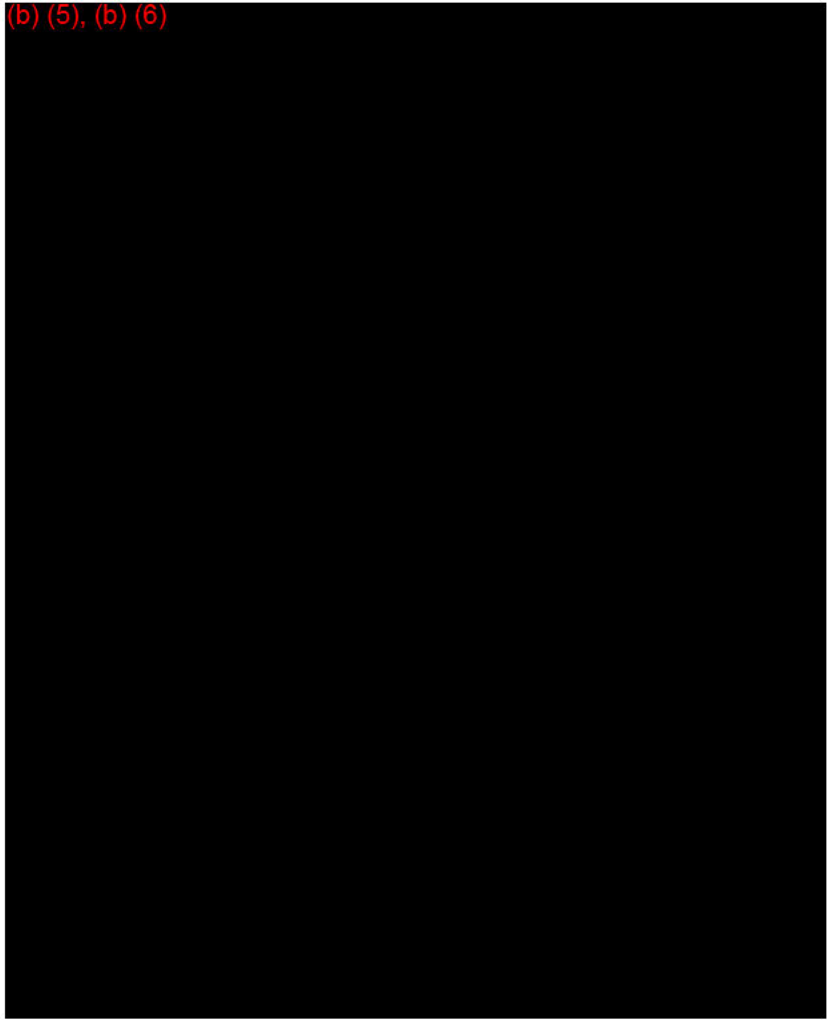
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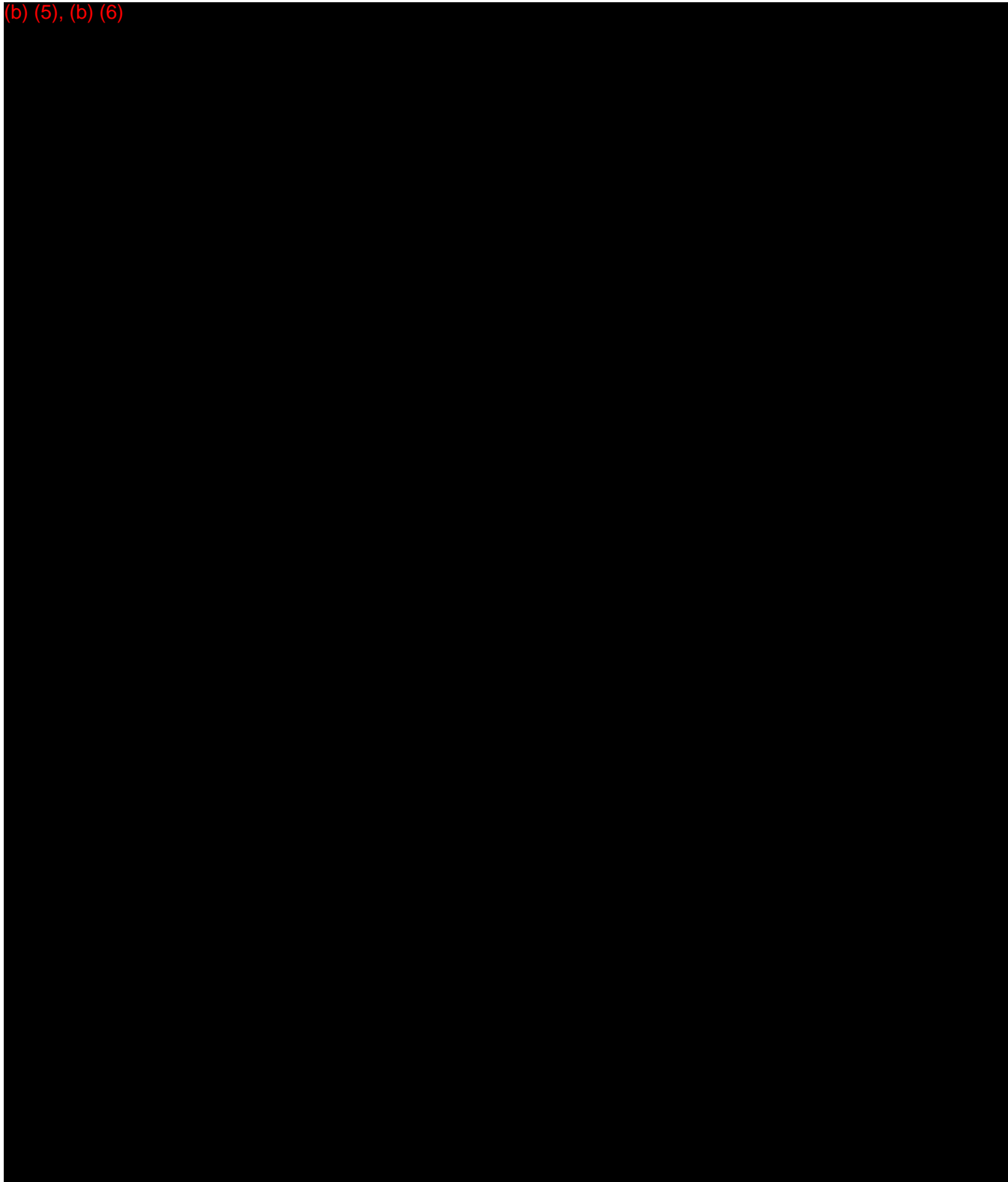
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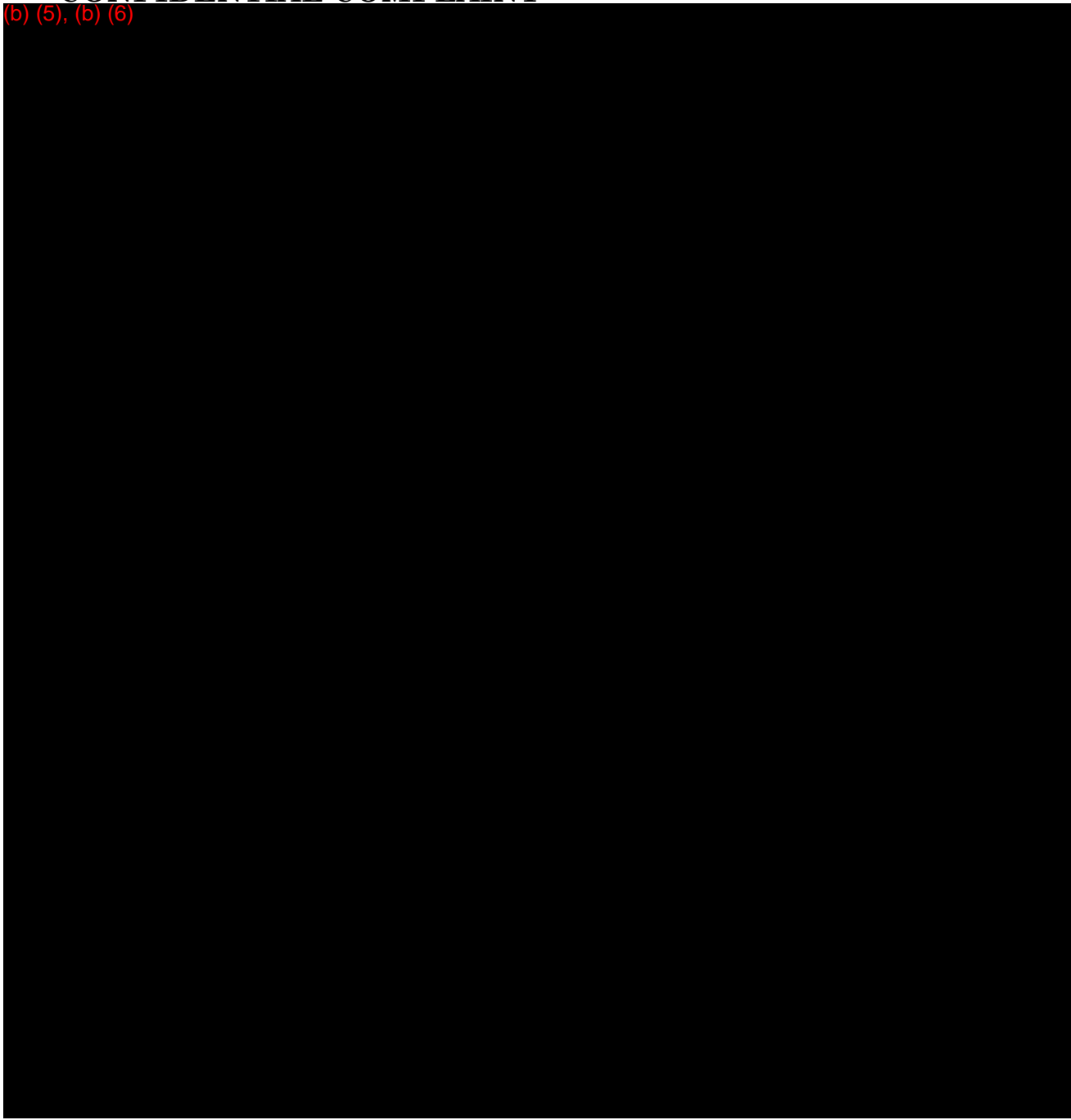
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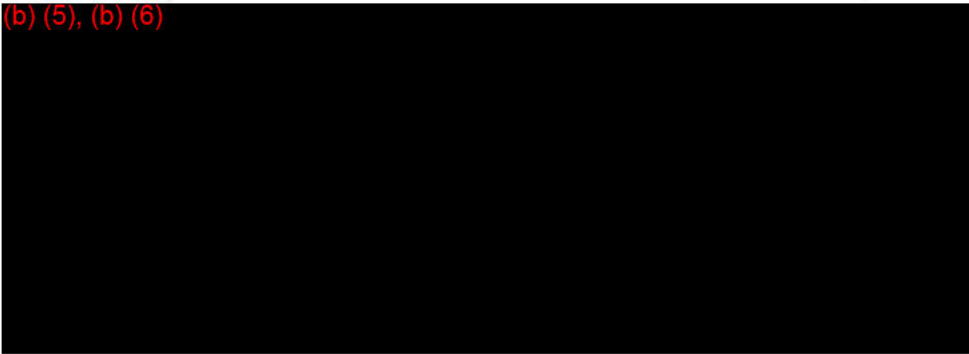
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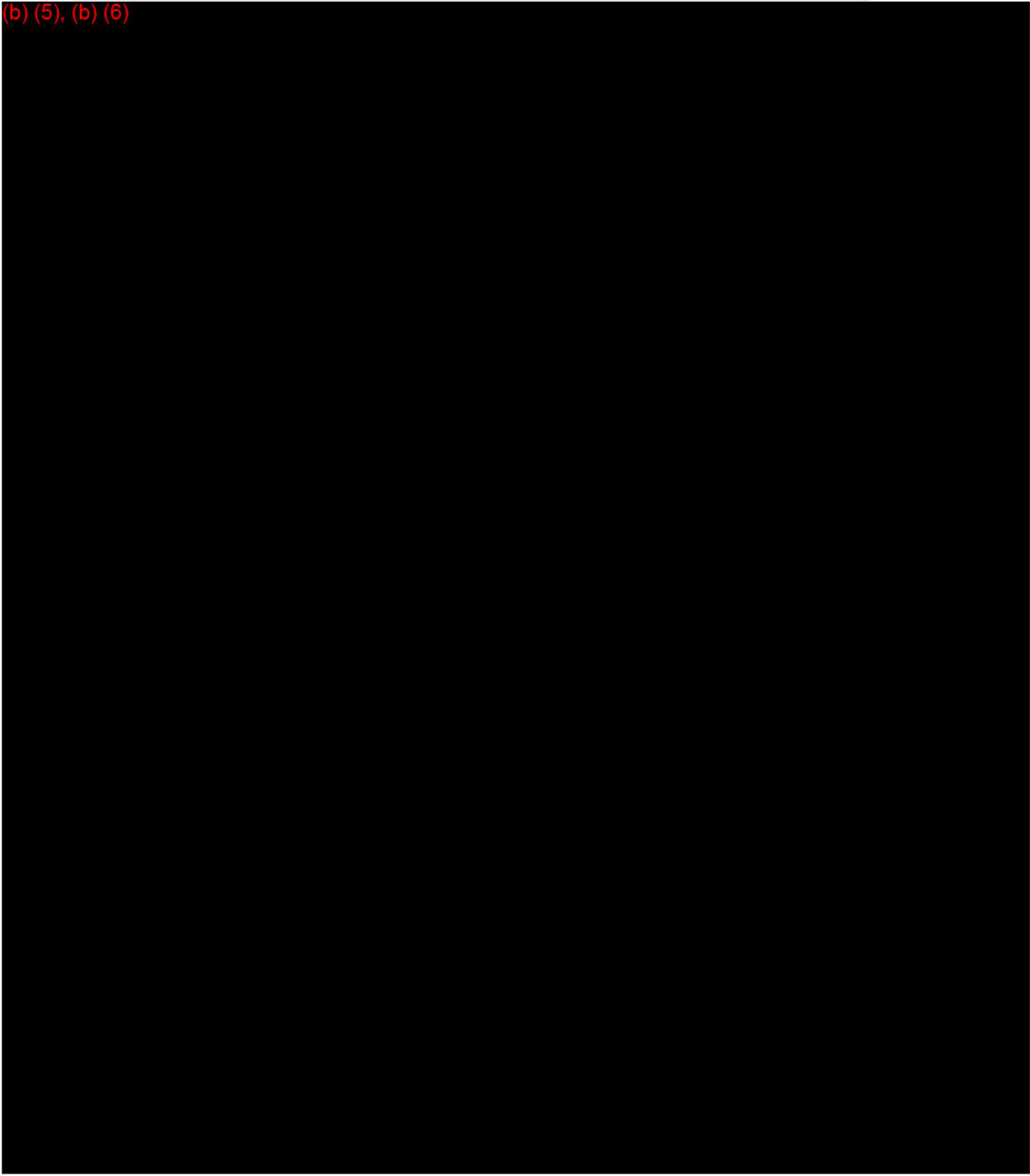
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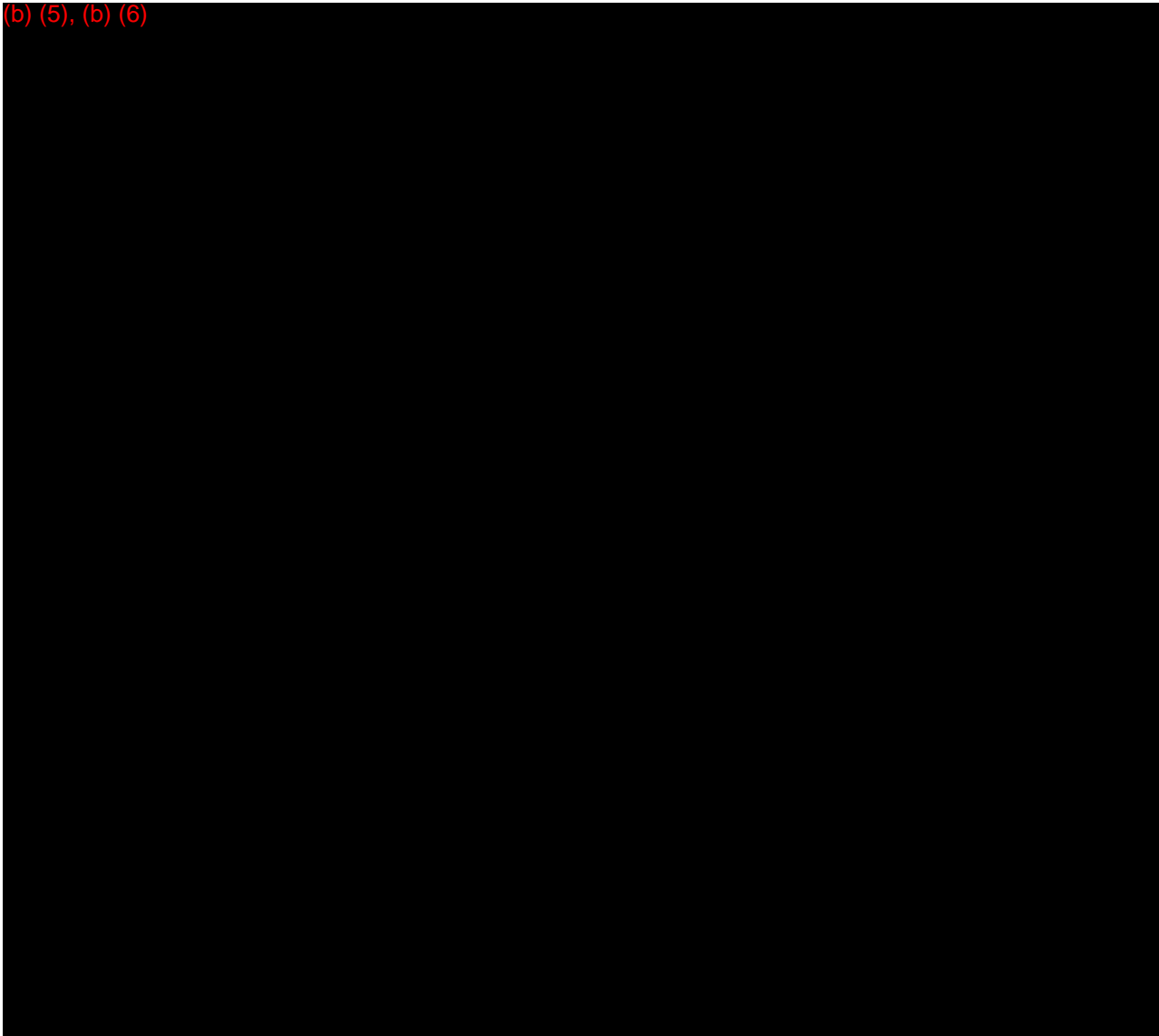
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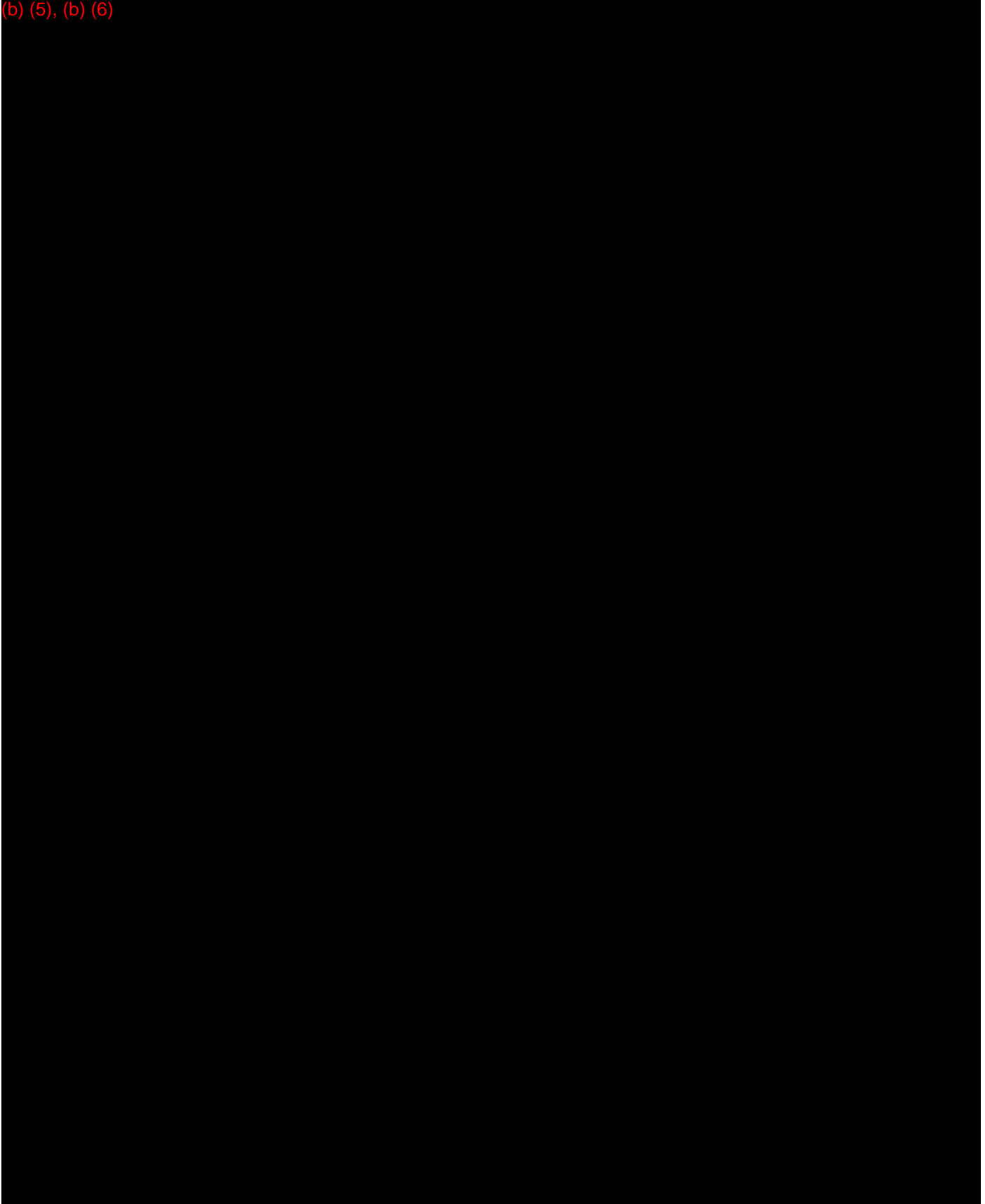
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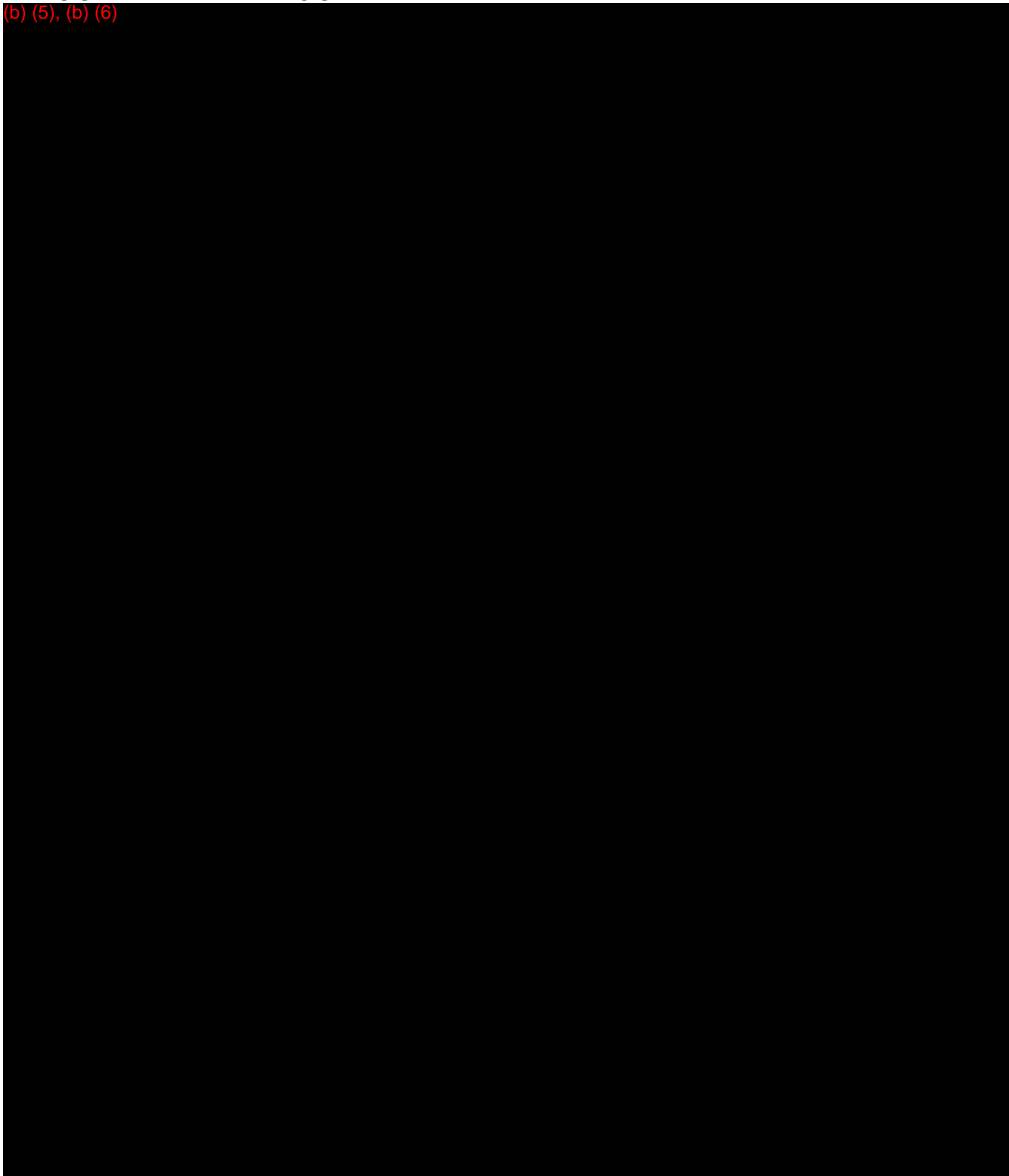
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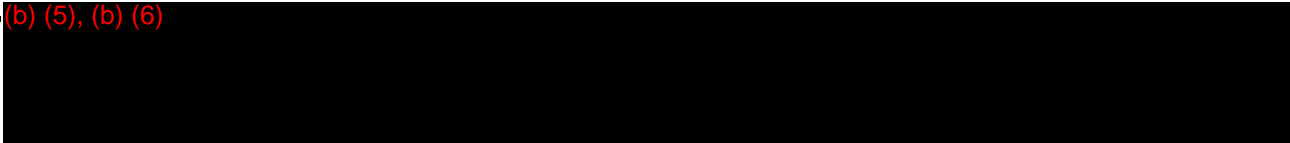
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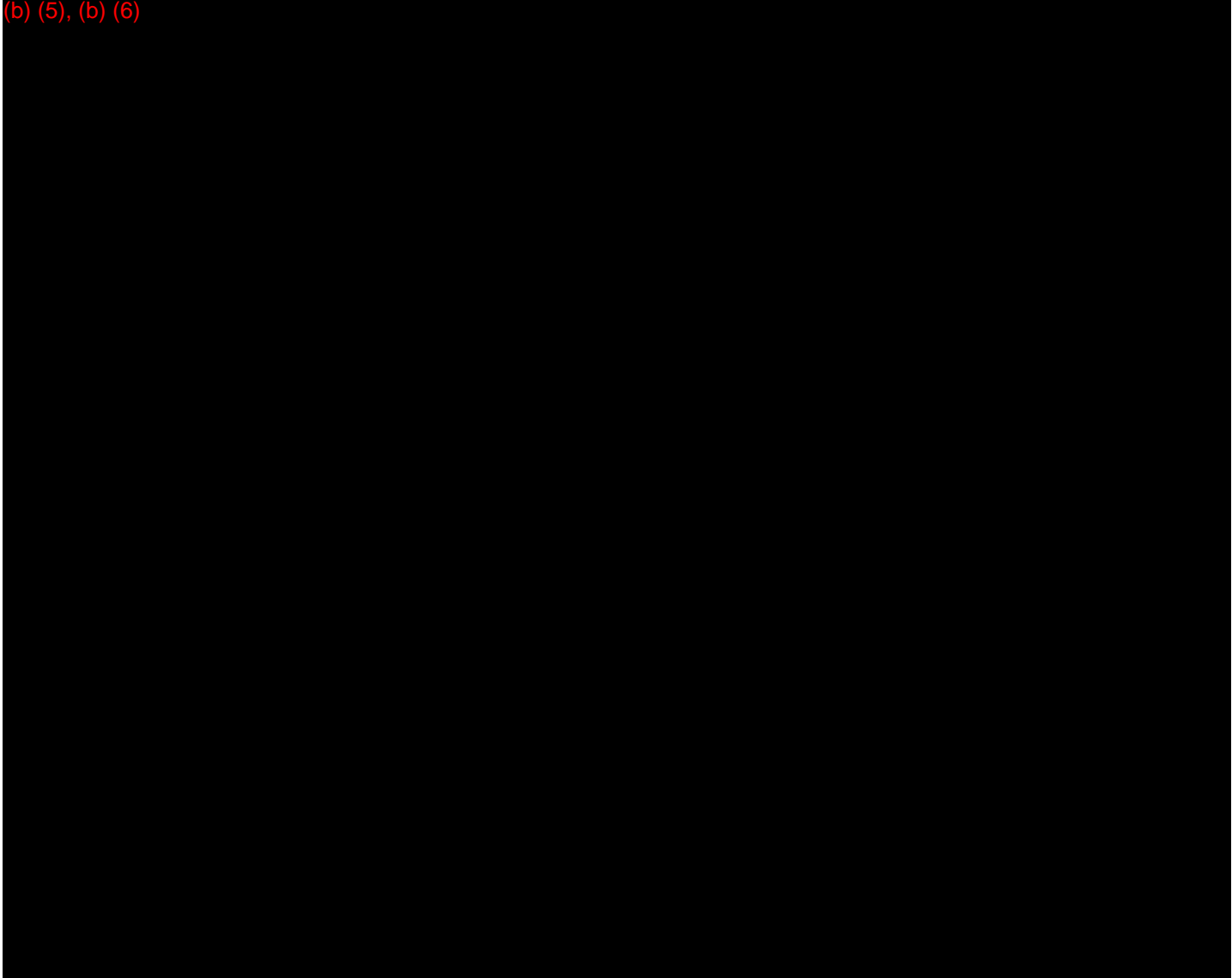


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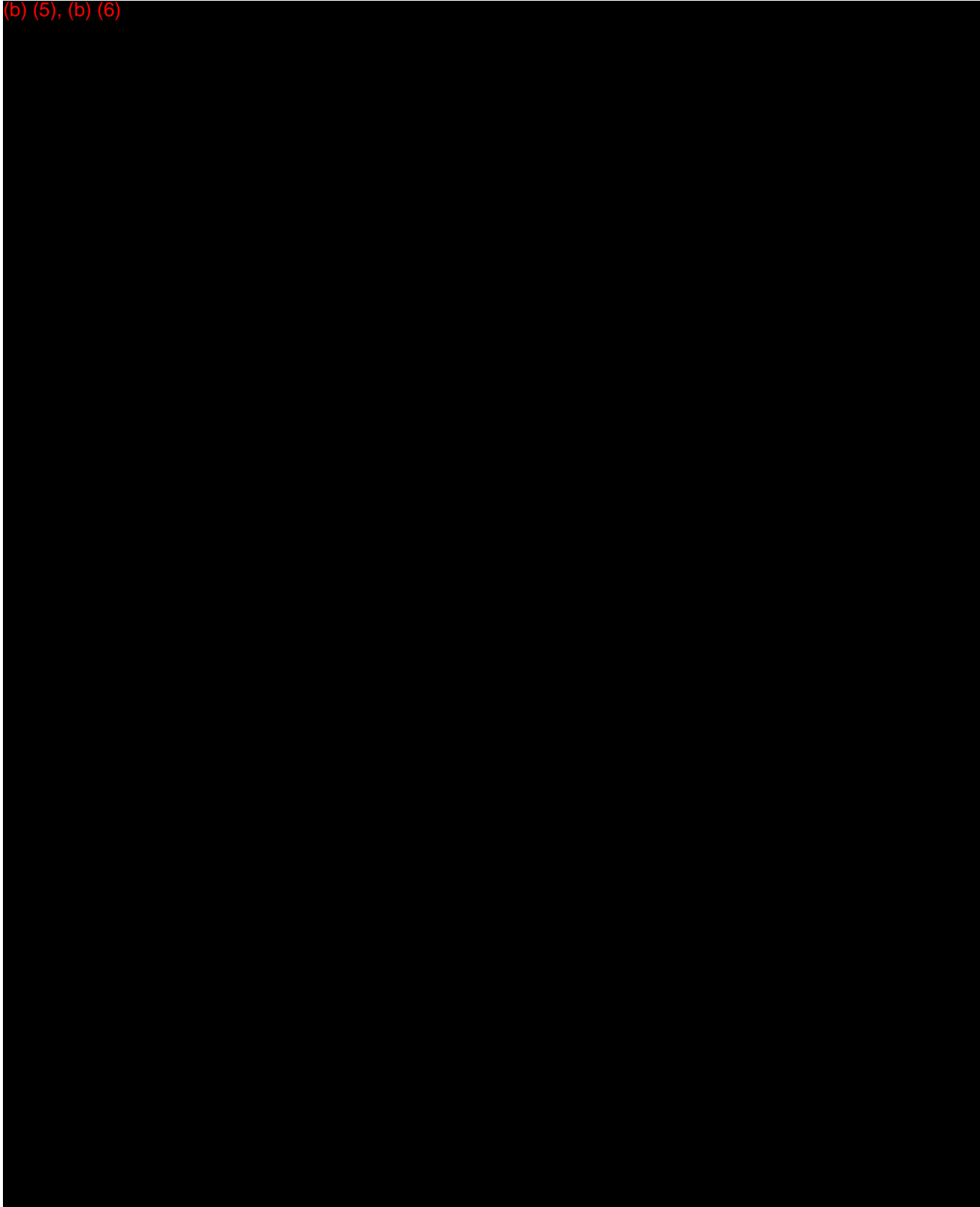
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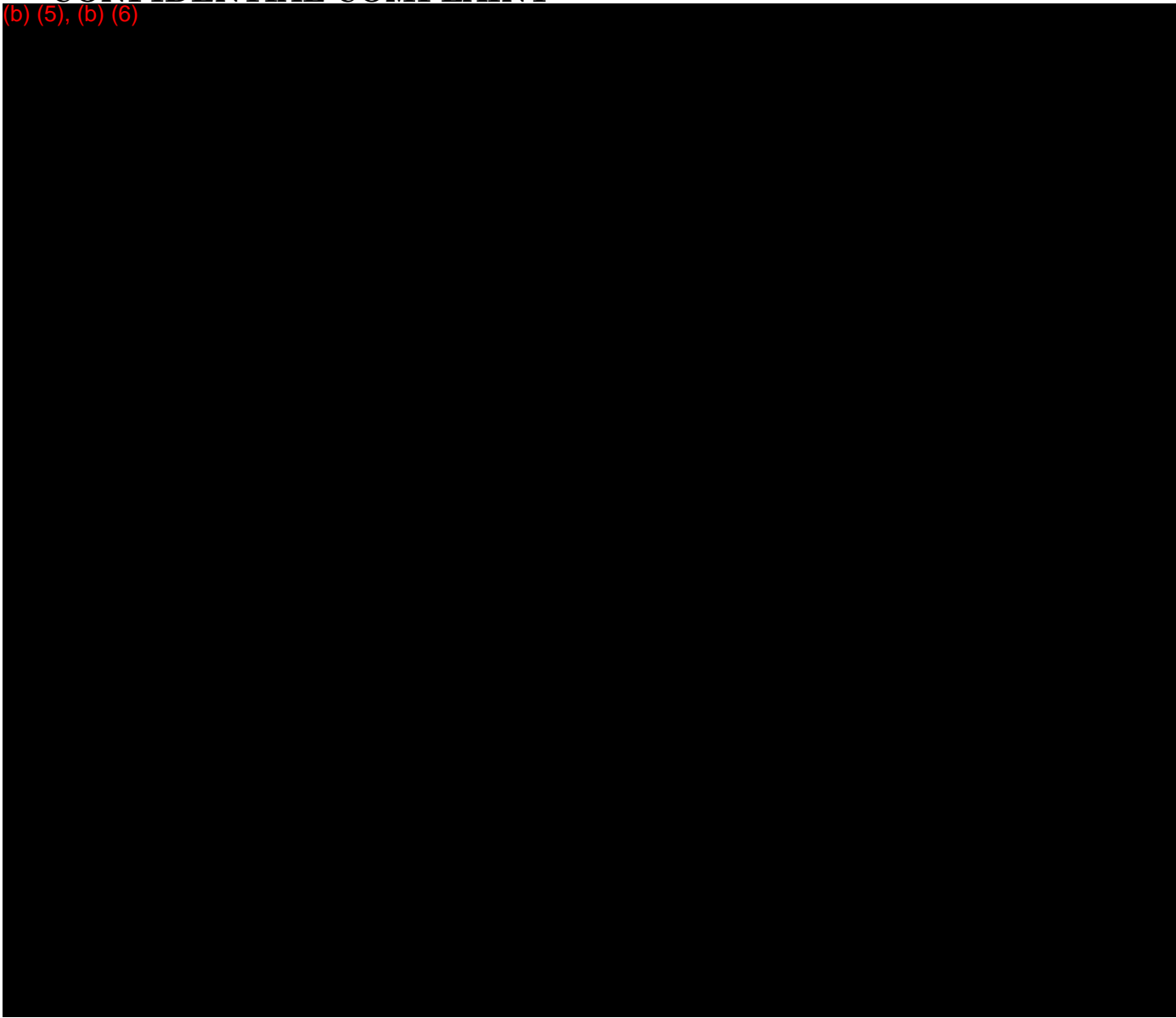
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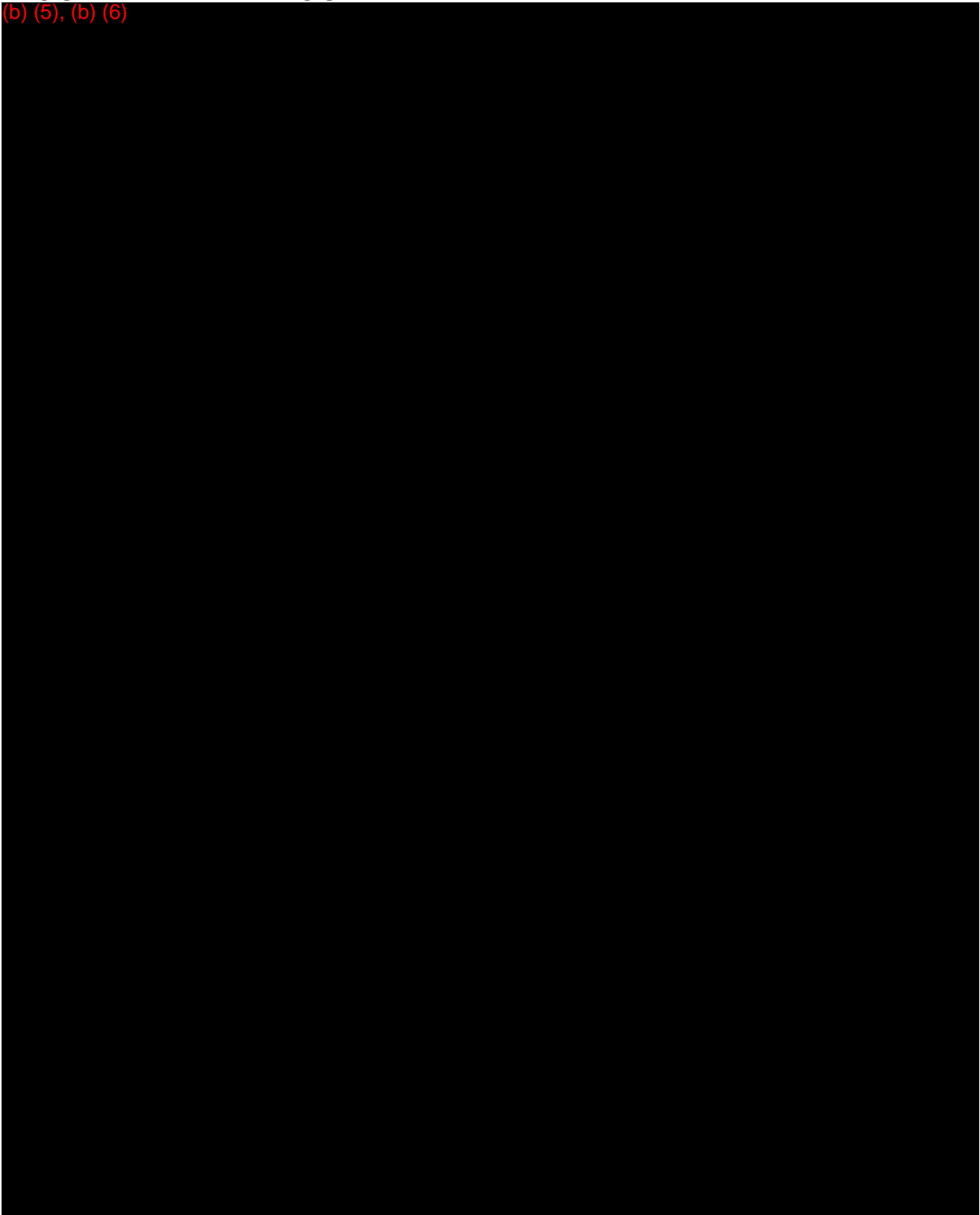
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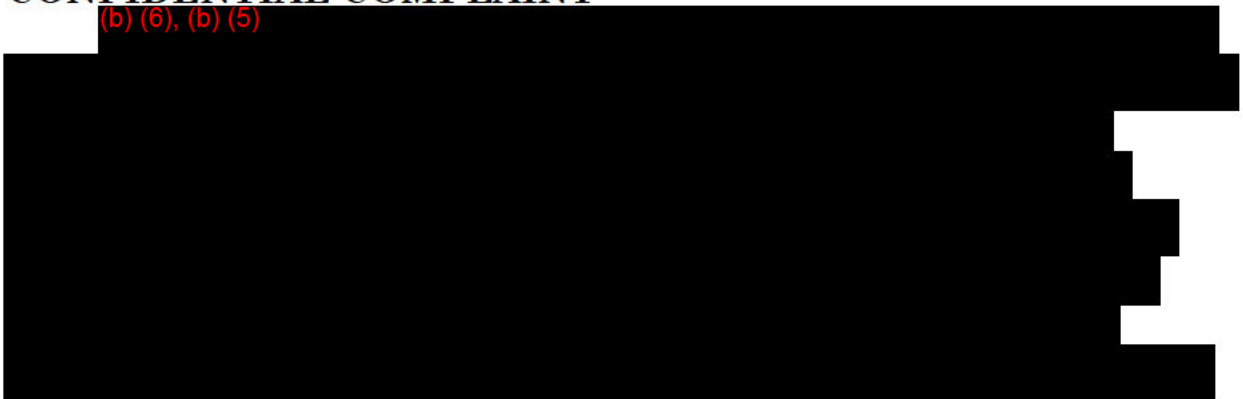
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(b) (6), (b) (5)



(b) (5), (b) (6)



From: (b) (6)
To: [Elez Biberaj](#)
Cc: (b) (6)
Subject: Letter from VOA Central News colleagues
Date: Monday, August 31, 2020 7:55:29 AM
Attachments: [LettertoVOAdirector.pdf](#)
Importance: High

Dear Acting Director Biberaj:

It is with the utmost respect and heavy heart that, on behalf of myself and other Central News colleagues, we dispatch the attached letter. After discussions a number of us have had with those across VOA we know our sentiment reflects the views of many others, especially those who are in vulnerable situations and unable to sign their names.

We are always open to dialogue in whatever form may be possible in these trying terms.

Most sincerely,

(b) (6)
White House Bureau Chief
[Voice of America](#)

(b) (6)

Voice of America is an international broadcaster in 47 languages via television, radio, web and mobile. VOA has a weekly measured audience of 350 million people and transmits programs through a network of more than 2,500 local broadcast affiliates worldwide.

Elez Biberaj
Acting director, Voice of America

Aug. 31, 2020

The undersigned Voice of America journalists are compelled to express our profound disappointment with the actions and comments of the chief executive officer of the U.S. Agency for Global Media, which endanger the personal security of VOA reporters at home and abroad, as well as threatening to harm U.S. national security objectives.

Michael Pack's actions risk crippling programs and projects for some countries that are considered national security priorities. He has ordered the firing of contract journalists, with no valid reason, by cancelling their visas, forcing them back to home countries where the lives of some of them may be in jeopardy. Now the purge appears to be expanding to include U.S. permanent residents and even U.S. citizens, with Mr. Pack recklessly expressing that being a journalist is "a great cover for a spy."

We have watched in dismay as USAGM executives have been dismissed for, in their words, attempting to educate the new CEO on avoiding legal violations, as well as guiding him on the firewall that protects VOA's legally mandated editorial independence.

Just as concerning are Mr. Pack's public comments, including bantering with a podcast host about turning off the air conditioning and banning masks inside VOA's headquarters, as part of his effort to "drain the swamp."

Mr. Pack has made a thin excuse that his actions are meant to protect national security, but just as was the case with the McCarthy 'Red Scare,' which targeted VOA and other government organizations in the mid-1950's, there has not been a single demonstrable case of any individual working for VOA -- as the USAGM CEO puts it -- "posing as a spy."

Many of us have repeatedly put ourselves in harm's way abroad for our audiences of several hundred million people in nearly 50 languages. In line with strictly upholding the VOA charter, which was signed into law in 1976, we insist on competent and professional oversight for VOA and our sister media organizations, including the Middle East Broadcasting Networks, Radio Free Europe/Radio Liberty and Radio/TV Marti.

Given these concerns we fear that the current USAGM leadership is failing not only the news organizations of USAGM (one of the world's largest broadcasting entities) and our audiences, but also our stakeholders, including the American public.

Signed,

(b) (6)



(b) (6)



From: Daniel Robinson
To: Elez Biberaj
Subject: Media/Press Inquiry
Date: Tuesday, October 6, 2020 7:58:04 PM
Importance: High

Elez Biberaj
Acting Director/Voice of America

Subject: Media/Press Inquiry

Elez, I hope you are well. This is a media inquiry with questions relating to recent events at VOA, and reporting about those events. I would appreciate a prompt response to the following questions:

(1) A recent NPR report carried the headline "Acting VOA Director Pledges To Protect Newsroom Despite Inquiry Into Reporter" This headline is being widely interpreted as meaning that you have decided to take no action against (b) (6) [REDACTED] inked to the internal investigation by officials of USAGM. **While the NPR headline may accurately reflect your broader view and intentions regarding firewall issues, does it accurately reflect your views and intentions regarding the investigation of (b) (6) [REDACTED]**

(2) It is widely known in the VOA community, and by agency management, that Herman was a leader of efforts to obtain additional signatures for the protest letter signed initially by 14 VOA employees. **Are you aware of this? If so, what administrative action has been taken, or will be taken, regarding his actions? Has, or will he receive any formal reprimand and/or face other repercussions, such as suspension?**

(3) In a press release on October 6th, USAGM stated that the agency, and the Voice of America (VOA) "have long had published policies governing journalists' conflicts of interest and use of social media. These policies were developed and implemented by former USAGM CEOs, including John Lansing, and CEO Michael Pack has made it clear they will be enforced."

On October 2nd, 2020 USAGM CEO Michael Pack issued a memo "clarifying long-standing agency conflicts of interest and social media policies" and in its October 6th statement an agency spokesman stated the CEO's intention to ensure that "critical aspects of USAGM's mission and federal law [have] and will be diligently and fairly reflected in the management of the agency."

Are you in agreement with the USAGM CEO on the points contained in both the October 2nd and October 6th

memos/statements? If not, can you please state where you differ with the CEO on the points contained in both statements?

(4) Who has been in charge of overseeing standards and practices and VOA's Best Practices Guide since Steve Springer was reassigned earlier this year?

Thank you in advance for your time and a prompt response to these questions, which are being sent as part of a story in development by BBG-USAGM Watch, the independent watchdog website. We have a specific deadline for this story, so lack of a response to any or all of these questions will require our noting that absence of response in our story.

Dan Robinson
Contributing Writer/BBG-USAGM Watch

From: [Frank Wuco](#)
To: [Elez Biberaj](#)
Subject: NPR FOLKENFLICK ARTICLE
Date: Sunday, October 4, 2020 8:34:03 PM

<https://www.npr.org/2020/10/04/919266194/political-aides-investigate-voa-white-house-reporter-for-anti-trump-bias>

From: [Elez Biberaj](#)
To: (b) (6)
Cc: (b) (6)
Subject: Re: Journalist Questioning Accuracy of VOA Reporter's Tweet
Date: Monday, October 26, 2020 3:58:40 PM

(b) (6),
Thanks for bringing this to my attention. In the future, please feel free to contact directly (b) (6)
(b) (6) in Programming, who will address these issues.
Elez

On Oct 26, 2020, at 2:29 PM, (b) (6) wrote:

Elez, another journalist is questioning accuracy of a tweet by VOA correspondent. The VOA reporter's tweet is attracting a lot of anti-Trump comments. Can you check on this and let me know if the criticism of the inaccuracy of the tweet is accurate?

Best,

(b) (6)

<IMG_2165.jpg>

<2020-10-26_112902 Crabtree - (b) (6) JPG>

From: (b) (6)
To: (b) (6); [VOA Director's Office; Kelu Chao](#); (b) (6)
Subject: Re: Agenda - October 5 Sr. Staff Mtg.
Date: Monday, October 5, 2020 8:49:16 AM

I would say that yesterday's email about social media should be discussed. I've been grilled with questions about it and these questions are probably come your way as well.
Same with the NPR story about (b) (6)

From: (b) (6)
Date: Monday, October 5, 2020 at 8:42 AM
To: VOA Director's Office (b) (6), Kelu Chao

(b) (6)

Subject: Agenda - October 5 Sr. Staff Mtg.

Good morning,

Attached please find the agenda for today's Senior Staff meeting attached. Have a great week everyone.

(b) (6)
U.S. Agency for Global Media
Voice of America
330 Independence Ave., SW – (b) (6)
Washington, DC 20237
(b) (6) Business



From: [Elez Biberaj](#)
To: [Frank Wuco](#)
Cc: (b) (6)
Subject: Re: Attorney-Client Privilege: Social Media Violations
Date: Thursday, September 17, 2020 8:26:17 PM

Received, Frank.

(b) (6) returns from leave on Monday. We will review and can discuss next week.
Elez

On Sep 17, 2020, at 4:32 PM, Frank Wuco (b) (6) wrote:

**PRIVILEGED AND CONFIDENTIAL
ATTORNEY WORK PRODUCT
ATTORNEY-CLIENT COMMUNICATION
PRE-DECISIONAL DELIBERATIVE//NO FOIA
CONFIDENTIAL COMPLAINT**

Elez, (b) (6)

Please review the attached document and then let's discuss your recommended courses of action.

Thank you,

Frank
<(b) (6) Social Media.docx>

From: (b) (6)
To: [Elez Biberaj](#)
Cc: [Kelu Chao](#); (b) (6)
Subject: Re: Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone
Date: Saturday, August 29, 2020 11:35:19 AM

I don't think this is one to respond to besides a statement of (b) (6) which can answer these without answering. I can loop (b) in.

(b)

> On Aug 29, 2020, at 4:41 AM, Elez Biberaj (b) (6) wrote:

>

> Good morning, Colleagues!

> I will need a draft response by early Monday morning, please.

> Thanks.

> Elez

>

> -----Original Message-----

> From (b) (6)

> Sent: Friday, August 28, 2020 11:57 PM

> To: Elez Biberaj (b) (6)

> Cc: CEO2016 (b) (6); Andre Mendes (b) (6) (b) (6) Emily Pauline Newman

(b) (6); Jonathan Bronitsky (b) (6)

> Subject: Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone

>

> Elez, I know it's late and that you might be on vacation but did you know that a VOA Newsroom editor killed (b) (6)'s interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone?

>

> What was the reason?

>

> Did (b) (b) (6) have prior VOA approval to seek and conduct this interview and to ask the questions (b) did, especially the one about the visas for USAGM employees?

>

> Did (b) tell the White House official that (b) was one of the VOA employees whose visa may not get extended? Was it a conflict of interest for (b) to ask the question about the visas?

>

> Did you or VOA Newsroom editors know that (b) (b) (6) had previously worked for Russia's RT?

>

> Best,

>

> (b)

From: (b) (6)
To: (b) (6)
Subject: RE: Journalist Questioning Accuracy of VOA Reporter's Tweet
Date: Monday, October 26, 2020 3:17:30 PM

From (b) (6) :

(b) (6)
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted] This is my mistake and I take full responsibility.

You might tell (b) (6) to contact Programming directly, so I could respond directly to him in the future

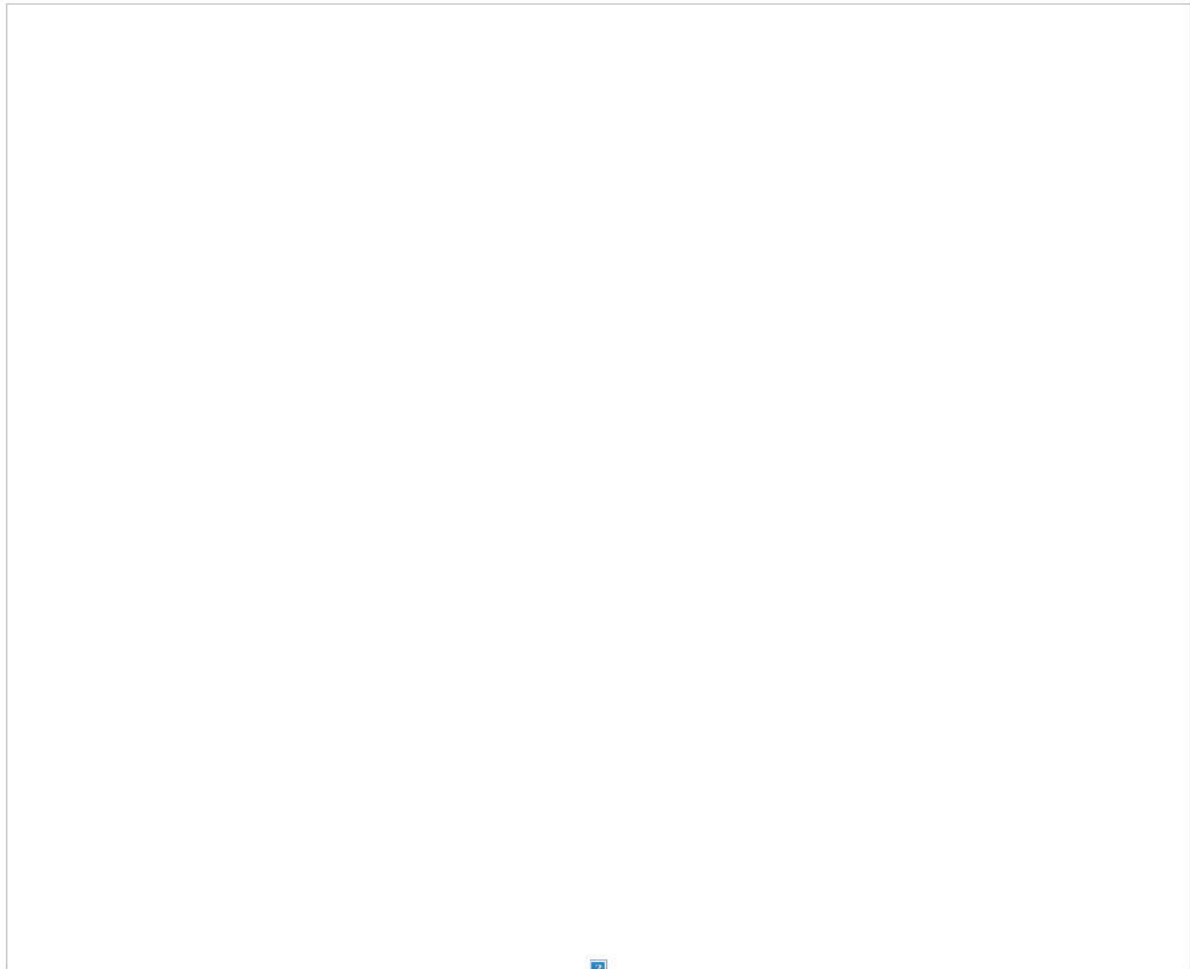
From: Elez Biberaj (b) (6)
Sent: Monday, October 26, 2020 2:31 PM
To: (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: Journalist Questioning Accuracy of VOA Reporter's Tweet

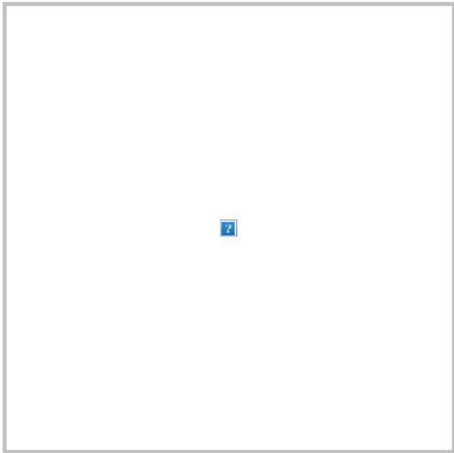
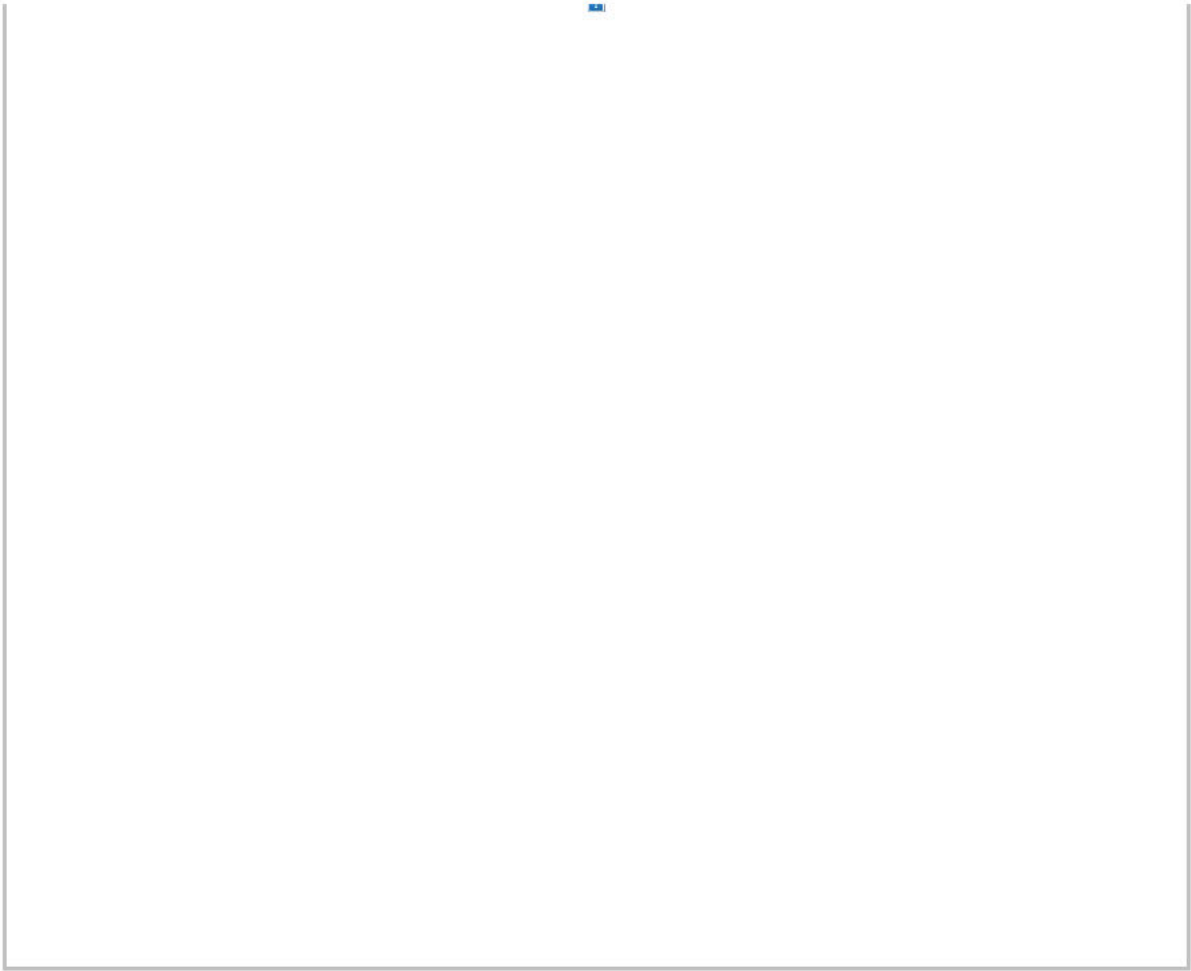
From: (b) (6)
Sent: Monday, October 26, 2020 2:30 PM
To: Elez Biberaj (b) (6)
Subject: Journalist Questioning Accuracy of VOA Reporter's Tweet

Elez, another journalist is questioning accuracy of a tweet by VOA correspondent. The VOA reporter's tweet is attracting a lot of anti-Trump comments. Can you check on this and let me know if the criticism of the inaccuracy of the tweet is accurate?

Best,

(b) (6)





From: [Elez Biberaj](#)
To: (b) (6)
Cc: (b) (6); [Elez Biberaj](#)
Subject: RE: Letter from VOA Central News colleagues
Date: Monday, August 31, 2020 4:16:05 PM

(b) (6)

Thank you for your letter, which I have shared with the USAGM leadership. Please know that I deeply value the work our journalists perform on a daily basis, bringing vital news to our global audiences who often have no access to a free press. The safety of our reporters at home and abroad is of paramount importance as well as any matter involving the VOA Charter and firewall.

Thank you.

Elez

Dr. Elez Biberaj
Acting Director
Voice of America
330 Independence Avenue, SW
Suite 3360
Washington, D.C. 20237

(b) (6)

Mobile

(b) (6)



From: (b) (6)
Sent: Monday, August 31, 2020 7:55 AM
To: Elez Biberaj (b) (6)
Cc: (b) (6)
(b) (6)
Subject: Letter from VOA Central News colleagues
Importance: High

Dear Acting Director Biberaj:

It is with the utmost respect and heavy heart that, on behalf of myself and other Central News colleagues, we dispatch the attached letter. After discussions a number of us have had with those across VOA we know our sentiment reflects the views of many others, especially those who are in vulnerable situations and unable to sign their names.

We are always open to dialogue in whatever form may be possible in these trying

terms.

Most sincerely,

(b) (6)

White House Bureau Chief

[Voice of America](#)

(b) (6)

Voice of America is an international broadcaster in 47 languages via television, radio, web and mobile. VOA has a weekly measured audience of 350 million people and transmits programs through a network of more than 2,500 local broadcast affiliates worldwide.

From: (b) (6)
To: Elez Biberaj; (b) (6)
Cc: (b) (6)
Subject: RE: request for comment/ Committee to Protect Journalists
Date: Monday, October 5, 2020 11:06:15 AM

Elez,

(b) (5), (b) (6)

I'll have something for you soon and we'll take from there.

Best,

(b) (6)

From: Elez Biberaj
Sent: Monday, October 5, 2020 10:55 AM
To: (b) (6)
Cc: (b) (6); Elez Biberaj (b) (6)
Subject: FW: request for comment/ Committee to Protect Journalists

From: Katherine Jacobsen (b) (6)
Sent: Monday, October 5, 2020 10:48 AM
To: Elez Biberaj (b) (6)
Cc: Carlos Martínez de la Serna (b) (6)
Subject: request for comment/ Committee to Protect Journalists

Dear Dr. Biberaj,

I am the U.S. researcher at the Committee to Protect Journalists and am closely following developments at USAGM and Voice of America.

NPR recently reported that USAGM appointees investigated (b) (6)

(b) (6)

Is this a fair portrayal of what has taken place? And do you or anyone at your organization plan to take administrative action against (b) (6) based on these allegations?

Thank you for your time.

Best,
Katherine

--

Katherine Jacobsen
Committee to Protect Journalists

(b) (6)

www.cpj.org

Are you a journalist covering protests in the United States? Please see CPJ's [Protest Safety Guide](#).

From: [Elez Biberaj](#)
To: (b) (6)
Cc: (b) (6); [Public Relations](#)
Subject: Re: REVIEW REQUESTED: (b) (6) requests to tweet from the current Update from the Acting VOA Director
Date: Friday, October 23, 2020 5:09:04 PM
Attachments: [image001.png](#)
[image003.png](#)
[image005.png](#)
[image006.png](#)

(b) (6) :

As per our discussion, the Update is an internal document and should not be tweeted.
Thank you and have a wonderful weekend.
eb

On Oct 23, 2020, at 4:49 PM, (b) (6) wrote:

Elez,

(b) (6) sent this email to me asking if (b) (6) could use the statement from the Update in one of (b) (6) tweets: (b) (5)

I reminded (b) (6) that the Update is an internal document meant for the VOA workforce, but told (b) (6) that I would check with you to get your thoughts.

Please advise.

Thanks, (b) (6)

From: (b) (6)
Sent: Friday, October 23, 2020 3:25 PM
To: (b) (6)
Subject: FW: Update from the Acting VOA Director

I'd love to tweet Elez's quote in bold. Let me know if PR can get his statement cleared for wider release.

From: VOA House Notices (b) (6)
Date: Friday, October 23, 2020 at 3:16 PM
To: VOA Notices (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: Update from the Acting VOA Director

<image001.png>

October

23, 2020

Esteemed Colleagues,

(b) (5)
[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

(b) (6) [Redacted text block]

[Redacted text block]

[Redacted text block]

(b) (5) [Redacted text block]

(b) (5) [Redacted text block]

[Redacted text block]

[Redacted text block]

[Redacted text block]

(b) (5)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

(b) (5) [Redacted]

[Redacted]

Have a wonderful weekend.

Elez

Dr. Elez Biberaj
Acting Director
Voice of America
330 Independence Avenue, SW

(b) (6) [Redacted]
Washington, D.C. 20237

(b) (6) [Redacted]
Mobile
(b) (6) [Redacted]

<image007.jpg>

From: [Sam Dewey](#)
To: (b) (6)
Cc: [Frank Wuco](#); [Emily Pauline Newman](#); (b) (6); [Kelu Chao](#); [Elez Biberaj](#)
Subject: RE: URGENT VOA ISSUE
Date: Saturday, August 29, 2020 4:34:28 PM
Importance: High

(b) (6) et al:

Apologies for the weekend email. I wanted to make you aware of a series of tweets recently released by (b) (6).

[\(b\) \(6\)](https://twitter.com/(b) (6))

Based on this couple of quick questions.

(b) (6), (b) (5)
[Redacted]

[Redacted]

[Redacted]

Sam

From: (b) (6)
Sent: Friday, August 28, 2020 9:14 PM
To: Sam Dewey (b) (6)
Cc: Frank Wuco (b) (6); Emily Pauline Newman (b) (6); (b) (6); Kelu Chao (b) (6); Elez Biberaj (b) (6)
Subject: RE: URGENT VOA ISSUE

Hello Sam,

Good to e-meet you. I'm the VOA Deputy for Programming. Thanks very much for bringing this to our attention. (b) (5)

In the year and a half the PSC program has been in effect, our group has handled PSC disciplinary issues consistently and firmly, in concert with the VOA News Standards Editor. As per with our procedures in a case like this, we have taken down the material in question and begun our investigation. We will be interviewing those involved and taking appropriate action.

(b) (6)'s visa expires tonight at midnight, and he was already being removed from the system. We accelerated that process when we learned of the issue.

Thanks again for your email. We're on the same page and agree that it should be dealt with swiftly and decisively.

All the best,

(b) (6)

Deputy Director for Programming

VOA

(b) (6) o)
m)

From: Sam Dewey (b) (6)

Sent: Friday, August 28, 2020 5:42 PM

To: Elez Biberaj (b) (6); Kelu Chao (b) (6)

(b) (6)

Cc: Frank Wuco (b) (6); Emily Pauline Newman (b) (6)

Subject: URGENT VOA ISSUE

Importance: High

All:

It was brought to our attention that earlier today (we believe) (b) (6) interviewed Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone.

He summarized portions of the interview as follows (emphasis in original):

We talked about the White House new strategy to Latin America and the Caribbean but also about the situation VOA

foreign-born journalists are facing with the USAGM inaction to renew their J-1 visas. Please see below a translation of the two questions and answers referring VOA. The interview can be found on **[VOA] VIDEO SHARE>MAURICIO CLAVER-CARONE.** Thank you.

TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this region is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. Is the White House aware of this situation and, if so, is it willing to act?

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

-Question: Is the White House willing to put some pressure along with the Department of State so that Mr. Michael Pack authorizes these visa extensions, since now the journalistic duty of this group of professionals is being suppressed with no reason provided and with a case-by-case review that has seen no evolution and has not been explained?

-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>



(b) (5), (b) (6)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Please advise immediately as to your view on contracting/HR initiation an investigation of (b) (6) (b) (6)'s conduct (as well as a review into any individual who knew of the apparent conflicts and approved (b) (6) (b) (6) covering this story).

Best,
Sam

From: [Frank Wuco](#)
To: (b) (6)
Cc: (b) (6); [Elez Biberaj](#)
Subject: RE: VOA Statement
Date: Tuesday, October 6, 2020 10:55:24 AM

Thank you, (b) (6). Much appreciated.

Frank

From: (b) (6)
Sent: Tuesday, October 6, 2020 10:55 AM
To: Frank Wuco (b) (6)
Cc: Jonathan Bronitsky (b) (6); Elez Biberaj (b) (6)
Subject: VOA Statement

Good morning,

VOA Acting Director Elez Biberaj tasked me to send you his statement we used yesterday evening to respond to media queries.

“All VOA journalists, whether federal government employees or contractors, are expected to adhere to VOA’s social media policy as delineated clearly in the VOA [Best Practices Guide](#). While we never discuss individual personnel matters, we always handle infractions in accordance with VOA policies and federal law.

VOA’s independence, integrity, and credibility of our reporting are of paramount importance. Anything that threatens that--whether a lack of objectivity or a violation of the firewall that is part of the law protecting VOA from political interference--is in violation of our values.

VOA considers any violation of the firewall or attack on its journalistic independence completely unacceptable. The firewall is understood to be violated when any person attempts to direct, pressure, coerce, threaten, interfere with, or otherwise impermissibly influence VOA leadership, officers, employees, or staff in the performance of their journalistic and broadcasting duties and activities.

VOA will continue to fulfill its mission by delivering accurate, balanced and comprehensive news and information on all platforms to our global audiences, particularly for those who are denied access to open and free media.”

Best,

(b) (6)

VOA Public Relations Officer

MEMORANDUM

DATE: September 20, 2020

TO: (b) (6) Supervising Contract Specialist, USAGM

FROM: (b) (6), Deputy Director for Programming, VOA

RE: INVESTIGATION OF POTENTIAL BEST PRACTICES VIOLATIONS BY PSCs

Dear (b) (6) :

(b) (5), (b) (6)
[Redacted]

[Redacted]

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

[Redacted]

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[Redacted]

[Redacted]

(b) (6), (b) (5) [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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[Redacted]

[Redacted]

[Redacted]

(b) (6), (b) (5)

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[Redacted text block]

[Redacted text block]

- [Redacted list item]

- [Redacted list item]

(b) (6), (b) (5)

[Redacted]

- [Redacted]
- [Redacted]

[Redacted]

- [Redacted]

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- [Redacted]
- [Redacted]

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- [Redacted]

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(b) (6), (b) (5)

[Redacted text block]

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[Redacted text block]

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(b) (5), (b) (6)

[Redacted text block]

[Redacted text block]

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[Redacted text block]

From: [Elez Biberaj](#)
To: [Andre Mendes](#)
Cc: (b) (6); [Elez Biberaj](#)
Subject: FW: No Extension - J1 Visa
Date: Wednesday, July 1, 2020 8:32:00 AM
Attachments: [image001.png](#)

Andre,
We desperately need your assistance on the J1 Visa, please. (b) (6) can follow up if you need additional information.
Thank you.
Elez

From: (b) (6)
Sent: Wednesday, July 1, 2020 8:26 AM
To: Elez Biberaj (b) (6)
Subject: Re: No Extension - J1 Visa

(b) (6) was working through Marie. Marie tossed to HR. We heard from (b) (6) this morning that the memo is still not signed so the J-1 holder's last day is today. Yes, please raise with Andre if you can. Thank you.

(b) (6)
U.S. Agency for Global Media
Voice of America
330 Independence Ave., SW – (b) (6)
Washington, DC 20237
(b) (6) Business



From: Elez Biberaj (b) (6)
Sent: Wednesday, July 1, 2020 8:24 AM
To: (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: RE: No Extension - J1 Visa

Good morning, (b) (6)
Shall I raise this with Andre or is (b) (6) handling this?
eb

From: (b) (6)
Sent: Wednesday, July 1, 2020 7:38 AM
To: Elez Biberaj (b) (6)
Subject: Fw: No Extension - J1 Visa

Good morning Elez,

Sending this exchange. Today is the deadline for the approved memo for Thai J-1 Visa holder.

(b) (6)

U.S. Agency for Global Media

Voice of America

330 Independence Ave., SW – (b) (6)

Washington, DC 20237

(b) (6) Business



From: (b) (6)

Sent: Wednesday, July 1, 2020 7:15 AM

To: (b) (6)

Cc: (b) (6)

(b) (6) Kelu Chao (b) (6)

Marie Lennon (b) (6)

Subject: RE: Extension

Good Morning

(b) (6) can work through today, but cannot report back until we receive the signed and approved memo

From: (b) (6)

Sent: Tuesday, June 30, 2020 7:20 PM

To: (b) (6)

Cc: (b) (6)

(b) (6) Kelu Chao (b) (6)

Marie Lennon (b) (6)

Subject: Re: Extension

Hello,

I have not heard any update. Does this mean (b) (6) cannot report to work tomorrow?

Please advise.

Thank you,

(b) (6)

Director - VOA East Asia and Pacific Division

P: (b) (6)

Sent from my iPhone

On Jun 30, 2020, at 13:53, (b) (6) wrote:

Hello (b) (6)

As I explained on June 24th (b) (6) can work through tomorrow July 1, 2020, but until the extension is approved by the CEO we cannot submit the paperwork for payment or send it over to State Department for approval. I have notified my contact at State Department and she is waiting on the documents so they can be reviewed and approved. Marie I have attached the documents you needed.

From: (b) (6)

Sent: Tuesday, June 30, 2020 12:44 PM

To: (b) (6)

Cc:

(b) (6); Kelu Chao (b) (6)

Subject: Re: Extension

Hi (b) (6),

Can you advise us on what to do for tomorrow, if the J1 Extension Memo for (b) (6) does not get signed by CEO Pack today? Do we need to ask (b) (6) to stop working? (b) (6) J1 visa expires tomorrow.

Please advise.

Thank you,

(b) (6)

Director - VOA East Asia and Pacific Division

P: (b) (6)

Sent from my iPhone

On Jun 25, 2020, at 11:22, (b) (6) wrote:

Good morning, (b) (6)

Thank you for the clarification. We will (nervously) wait for good news. (b) (6) has lifted the VOA Thai's performance in (b) (6) first year with us, we'd hate to lose (b) (6). We "plucked" (b) (6) from Wall Street Journal!

Thank you, as always, for your support!

(b) (6)

From: (b) (6)
Sent: Wednesday, June 24, 2020 8:57 AM
To: (b) (6) Onsanit
(b) (6)
Cc: (b) (6)
Subject: RE: Extension

Hello

Once I get the signed approval, I will ask my person over at State Department to expedite the extension approval. After that expiration date (b) (6) would 30 day to return home.

From: (b) (6)
Sent: Wednesday, June 24, 2020 8:20 AM
To: (b) (6)
(b) (6)
Cc: (b) (6)
Subject: Re: Extension

Most definitely, (b) (6).

(b) (6), what should we do if the deadline passes? It's only 5 days away.

Thank you,

(b) (6)
Director - East Asia & Pacific Division
330 Independence Ave., SW (b) (6)

Washington, D.C. 20237

Tel: (b) (6)

From: (b) (6)

Sent: Wednesday, June 24, 2020 8:14 AM

To: (b) (6)

(b) (6)

Cc: (b) (6)

Subject: Re: Extension

Thank you, (b) (6). I will talk to (b) (6) about this.

Sent from my iPhone

On Jun 24, 2020, at 8:04 AM, (b) (6)

(b) (6) wrote:

Thank you for the update, (b) (6)

(b) (6)

Director - East Asia & Pacific Division
330 Independence Ave., SW (b) (6)
Washington, D.C. 20237
Tel: (b) (6)

From: (b) (6)

Sent: Wednesday, June 24, 2020 7:22 AM

To: (b) (6)

(b) (6)

Cc: (b) (6)

(b) (6)

Subject: Extension

Good Morning

I wanted to inform you that as of today

(b) (6) extension paperwork

has not be signed off by CEO Mr. Pack. This

DS-2019 will expire on July 1, 2020 and she

will not be able to work until this is approved. I

was told Mr. Pack have been informed of the deadline.

(b) (6)

**Human Resources Specialist
Human Resource Division
330 Independence Ave, SW**

(b) (6)

Washington, DC 20237

(b) (6)

<(b) (6) VOA Thai J1 Extension Justification.pdf>

From: [Elez Biberaj](#)
To: [Andre Mendes](#)
Cc: [Elez Biberaj](#)
Subject: FW: POC for best practices/standards
Date: Wednesday, July 1, 2020 6:05:00 PM

Andre,
If you have time tomorrow, may we discuss? Have a great evening.
Elez

From: Kelu Chao (b) (6)
Sent: Wednesday, July 01, 2020 4:03 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Fwd: POC for best practices/standards

Elez, I haven't heard from (b) (6) re deadline, but don't want to be caught by surprise. The information and decision I gathered from our 9 am Senior Staff meeting today, Andre told you the good news that (b) (6) may return to his VOA Standards Editor's (b) (5)
(b) (5) (b) (5)
.
.

Thanks,
Kelu

Get [Outlook for iOS](#)

From: Kelu Chao (b) (6)
Sent: Tuesday, June 30, 2020 6:33:10 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6); Kelu Chao (b) (6)
Subject: RE: POC for best practices/standards

(b) (6) there are a lot of information gathering. Do you have a deadline?

Thanks,
Kelu

From: (b) (6)
Sent: Tuesday, June 30, 2020 3:32 PM
To: Kelu Chao (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. What we would like input on is (b) (5)

[REDACTED]

What legal authority does the CEO have to direct that editorials will be featured at the top of VOA's home page? How does this direction by the CEO comply with the statutory firewall requirements outlined in subsections (a) and (b) of section 303 of the United States International Broadcasting Act of 1994 (22 USC 6202)?

Best,

(b) [REDACTED]

From: Kelu Chao

Sent: Tuesday, June 30, 2020 3:06 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)

Subject: Re: POC for best practices/standards

Hi (b) (6), it's not (b) (6) works for VOA Copy Right Clearances. As you stated, VOA's Standards Editor (b) (6) has been temporarily detailed to the USAGM COO office since June 21. We are trying to cover his various duties as we speak. Re: firewall potential inquiry, please let us know the specifics. We will assign a senior editor to review the situation as soon as possible. Firewall issue is a serious issue to us. After the review, VOA Director will ultimately weigh in, make the decision, and relay the concern if needed, as required by law.

Thanks,

Kelu

Sent from my iPhone

On Jun 30, 2020, at 2:21 PM, (b) (6) wrote:

Hi Kelu,

I'm sorry – I know you are busy. I am working on reviewing responses to a congressional inquiry and there is a short turnaround time on this. Let me know who I should speak to about best practices and the firewall. Is it (b) (6) ?

Best,

(b) [REDACTED]

From: Elez Biberaj
Sent: Tuesday, June 30, 2020 2:17 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Kelu Chao (b) (6) VOA
Director's Office (b) (6); Elez Biberaj
(b) (6)
Subject: RE: POC for best practices/standards

Greetings, (b) (6). Please contact Kelu Chao (cc above).
Thank you.
Elez

From: (b) (6)
Sent: Tuesday, June 30, 2020 2:15 PM
To: Elez Biberaj (b) (6)
Cc: Lillian Cheng (b) (6)
Subject: POC for best practices/standards

Good afternoon Elez,

I'm working on responding to an inquiry about a potential firewall issue and I was wondering if there is someone who is filling in for (b) (6) on best practices/news standards while he is on his detail. I wanted to speak to someone about best practices in the news industry as it relates to this particular issue. Is there a POC designated for these types of questions?

Best,

(b) (6)

Assistant General Counsel
U.S. Agency for Global Media

(b) (6) (office)
(b) (6) (mobile)

(b) (6)

From: [Elez Biberaj](#)
To: [Andre Mendes](#)
Cc: [Elez Biberaj](#)
Subject: FW: POC for best practices/standards
Date: Wednesday, July 1, 2020 7:34:12 AM

Andre,
FYI.
Elez

From: (b) (6)
Sent: Tuesday, June 30, 2020 3:32 PM
To: Kelu Chao (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. (b) (5)

[Redacted]

What legal authority does the CEO have to direct that editorials will be featured at the top of VOA's home page? How does this direction by the CEO comply with the statutory firewall requirements outlined in subsections (a) and (b) of section 303 of the United States International Broadcasting Act of 1994 (22 USC 6202)?

Best,

(b) (6)

From: Kelu Chao
Sent: Tuesday, June 30, 2020 3:06 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: Re: POC for best practices/standards

Hi (b) (6), it's not (b) (6) works for VOA Copy Right Clearances. As you stated, VOA's Standards Editor (b) (6) has been temporarily detailed to the USAGM COO office since June 21. We are trying to cover his various duties as we speak. Re: firewall potential inquiry, please let us know the specifics. We will assign a senior editor to review the situation as soon as possible. Firewall issue is a serious issue to us. After the review, VOA Director will ultimately weigh in, make the decision, and relay the concern if needed, as required by law.

Thanks,
Kelu

Sent from my iPhone

On Jun 30, 2020, at 2:21 PM, (b) (6) wrote:

Hi Kelu,

I'm sorry – I know you are busy. I am working on reviewing responses to a congressional inquiry and there is a short turnaround time on this. Let me know who I should speak to about best practices and the firewall. Is it (b) (6) ?

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(b) (6)

From: Elez Biberaj

Sent: Tuesday, June 30, 2020 2:17 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Kelu Chao (b) (6) VOA
Director's Office (b) (6); Elez Biberaj

(b) (6)

Subject: RE: POC for best practices/standards

Greetings, (b) (6). Please contact Kelu Chao (cc above).

Thank you.

Elez

From: (b) (6)

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To: Elez Biberaj (b) (6)

Cc: Lillian Cheng (b) (6)

Subject: POC for best practices/standards

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Best,

(b) (6)

Assistant General Counsel

U.S. Agency for Global Media

(b) (6)

(office)

(mobile)

(b) (6)

From: [Elez Biberaj](#)
To: [Kelu Chao](#)
Cc: [Elez Biberaj](#)
Subject: FW: POC for best practices/standards
Date: Thursday, July 2, 2020 5:01:00 PM

Kelu,
I'm ok with the draft response (b) (5)

Many thanks.
eb

From: (b) (6)
Sent: Thursday, July 2, 2020 2:02 PM
To: Elez Biberaj (b) (6)
(b) (6)
(b) (6)
Cc: Kelu Chao (b) (6)
Subject: Re: POC for best practices/standards

Here is a draft response from (b) (6) and me:

(b) (5)

(b) (5)

(b) (5)

From: Elez Biberaj (b) (6)
Sent: Thursday, July 2, 2020 7:26 AM
To: (b) (6)
(b) (6)
Cc: Kelu Chao (b) (6); Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

Good morning, Colleagues!
Please review and let's discuss at our senior staff meeting.
Thank you.
Elez

From: Elez Biberaj (b) (6)
Sent: Wednesday, July 1, 2020 6:06 PM
To: Andre Mendes (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

Andre,
If you have time tomorrow, may we discuss? Have a great evening.
Elez

From: Kelu Chao (b) (6)
Sent: Wednesday, July 01, 2020 4:03 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Fwd: POC for best practices/standards

Elez, I haven't heard from (b) (6) re deadline, but don't want to be caught by surprise. The information and decision I gathered from our 9 am Senior Staff meeting today, Andre told you the good news that (b) (6) may return to his VOA Standards Editor's (b) (5)
(b) (5) (b) (5)
(b) (5)

Thanks,
Kelu

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From: Kelu Chao (b) (6)
Sent: Tuesday, June 30, 2020 6:33:10 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6); Kelu Chao

(b) (6)

Subject: RE: POC for best practices/standards

(b) (6), there are a lot of information gathering. Do you have a deadline?

Thanks,

Kelu

From: (b) (6)

Sent: Tuesday, June 30, 2020 3:32 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)

Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. (b) (5)

[Redacted]

What legal authority does the CEO have to direct that editorials will be featured at the top of VOA's home page? How does this direction by the CEO comply with the statutory firewall requirements outlined in subsections (a) and (b) of section 303 of the United States International Broadcasting Act of 1994 (22 USC 6202)?

Best,

(b) (6)

From: Kelu Chao

Sent: Tuesday, June 30, 2020 3:06 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)

Subject: Re: POC for best practices/standards

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Kelu

Sent from my iPhone

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Best,

(b) (6)

From: Elez Biberaj

Sent: Tuesday, June 30, 2020 2:17 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Kelu Chao (b) (6); VOA Director's Office (b) (6); Elez Biberaj

(b) (6)

Subject: RE: POC for best practices/standards

Greetings, Robin. Please contact Kelu Chao (cc above).
Thank you.
Elez

From: (b) (6)

Sent: Tuesday, June 30, 2020 2:15 PM

To: Elez Biberaj (b) (6)

Cc: Lillian Cheng (b) (6)

Subject: POC for best practices/standards

Good afternoon Elez,

I'm working on responding to an inquiry about a potential firewall issue and I was wondering if there is someone who is filling in for (b) (6) on best practices/news standards while he is on his detail. I wanted to speak to someone about best practices in the news industry as it relates to this particular issue. Is there a POC designated for these types of questions?

Best,

(b) (6)

Assistant General Counsel

U.S. Agency for Global Media

(b) (6)

(office)

(mobile)

(b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Kelu Chao](#); [Elez Biberaj](#)
Subject: FW: POC for best practices/standards
Date: Thursday, July 2, 2020 7:26:00 AM

Good morning, Colleagues!
Please review and let's discuss at our senior staff meeting.
Thank you.
Elez

From: Elez Biberaj (b) (6)
Sent: Wednesday, July 1, 2020 6:06 PM
To: Andre Mendes (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

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If you have time tomorrow, may we discuss? Have a great evening.
Elez

From: Kelu Chao (b) (6)
Sent: Wednesday, July 01, 2020 4:03 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Fwd: POC for best practices/standards

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(b) (6) (b) (5)

Thanks,
Kelu

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From: Kelu Chao (b) (6)
Sent: Tuesday, June 30, 2020 6:33:10 PM
To: (b) (6) >
Cc: Lillian Cheng (b) (6) >; Elez Biberaj (b) (6); Kelu Chao (b) (6)
Subject: RE: POC for best practices/standards

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Thanks,
Kelu

From: (b) (6)
Sent: Tuesday, June 30, 2020 3:32 PM
To: Kelu Chao (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. (b) (5)

[REDACTED]

What legal authority does the CEO have to direct that editorials will be featured at the top of VOA's home page? How does this direction by the CEO comply with the statutory firewall requirements outlined in subsections (a) and (b) of section 303 of the United States International Broadcasting Act of 1994 (22 USC 6202)?

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(b) (6)

From: Kelu Chao
Sent: Tuesday, June 30, 2020 3:06 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: Re: POC for best practices/standards

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Sent from my iPhone

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Best,

(b) (6)

From: Elez Biberaj

Sent: Tuesday, June 30, 2020 2:17 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Kelu Chao (b) (6); VOA Director's Office (b) (6); Elez Biberaj

(b) (6)

Subject: RE: POC for best practices/standards

Greetings, (b) (6). Please contact Kelu Chao (cc above).

Thank you.

Elez

From: (b) (6)

Sent: Tuesday, June 30, 2020 2:15 PM

To: Elez Biberaj (b) (6)

Cc: Lillian Cheng

Subject: POC for best practices/standards

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Best,

(b) (6)

Assistant General Counsel
U.S. Agency for Global Media
(b) (6) (office)

(b) (6) [REDACTED] (mobile)

(b) (6) [REDACTED]

From: [Elez Biberaj](#)
To: [Andre Mendes](#)
Cc: [Elez Biberaj](#)
Subject: FW: POC for best practices/standards
Date: Wednesday, July 1, 2020 7:34:00 AM

Andre,
FYI.
Elez

From: (b) (6)
Sent: Tuesday, June 30, 2020 3:32 PM
To: Kelu Chao (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. (b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
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(b) (6)

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Sent: Tuesday, June 30, 2020 2:17 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Kelu Chao (b) (6); VOA Director's Office (b) (6); Elez Biberaj

(b) (6)

Subject: RE: POC for best practices/standards

Greetings, (b) (6). Please contact Kelu Chao (cc above).

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To: Elez Biberaj (b) (6)

Cc: Lillian Cheng

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(b) (6)

Assistant General Counsel

U.S. Agency for Global Media

(b) (6)

(office)

(mobile)

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(b) (6)

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Sent: Tuesday, June 30, 2020 2:17 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Kelu Chao (b) (6); VOA Director's Office (b) (6); Elez Biberaj

(b) (6)

Subject: RE: POC for best practices/standards

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Assistant General Counsel

U.S. Agency for Global Media

(b) (6)

(office)

(mobile)

(b) (6)

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To: (b) (6)
Cc: [Kelu Chao](#); [Elez Biberaj](#)
Subject: FW: POC for best practices/standards
Date: Thursday, July 2, 2020 7:26:19 AM

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From: Elez Biberaj (b) (6)
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To: Andre Mendes (b) (6)
Cc: Elez Biberaj (b) (6)
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If you have time tomorrow, may we discuss? Have a great evening.
Elez

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To: Elez Biberaj (b) (6)
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(b) (5)
(b) (5)

Thanks,
Kelu

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From: Kelu Chao (b) (6)
Sent: Tuesday, June 30, 2020 6:33:10 PM
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Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6); Kelu Chao (b) (6)
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Best,

(b) (6)

Assistant General Counsel
U.S. Agency for Global Media
(b) (6) (office)

(b) (6) [REDACTED] (mobile)

(b) (6) [REDACTED]

From: [Elez Biberaj](#)
To: [Andre Mendes](#)
Cc: [Elez Biberaj](#)
Subject: FW: POC for best practices/standards
Date: Wednesday, July 1, 2020 6:05:50 PM

Andre,
If you have time tomorrow, may we discuss? Have a great evening.
Elez

From: Kelu Chao (b) (6)
Sent: Wednesday, July 01, 2020 4:03 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Fwd: POC for best practices/standards

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(b) (5)
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Thanks,
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Cc: Lillian Cheng (b) (6) Elez Bibera (b) (6)

Subject: Re: POC for best practices/standards

Hi (b) (6) it's not (b) (6) works for VOA Copy Right Clearances. As you stated, VOA's Standards Editor Steve Springer has been temporarily detailed to the USAGM COO office since June 21. We are trying to cover his various duties as we speak. Re: firewall potential inquiry, please let us know the specifics. We will assign a senior editor to review the situation as soon as possible. Firewall issue is a serious issue to us. After the review, VOA Director will ultimately weigh in, make the decision, and relay the concern if needed, as required by law.

Thanks,

Kelu

Sent from my iPhone

On Jun 30, 2020, at 2:21 PM, (b) (6) wrote:

Hi Kelu,

I'm sorry – I know you are busy. I am working on reviewing responses to a congressional inquiry and there is a short turnaround time on this. Let me know who I should speak to about best practices and the firewall. Is it (b) (6) ?

Best,

(b) (6)

From: Elez Biberaj
Sent: Tuesday, June 30, 2020 2:17 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6) Kelu Chao (b) (6) VOA
Director's Office (b) (6) Elez Biberaj
(b) (6)
Subject: RE: POC for best practices/standards

Greetings, Robin. Please contact Kelu Chao (cc above).
Thank you.
Elez

From: (b) (6)
Sent: Tuesday, June 30, 2020 2:15 PM
To: Elez Biberaj (b) (6)
Cc: Lillian Cheng (b) (6)
Subject: POC for best practices/standards

Good afternoon Elez,

I'm working on responding to an inquiry about a potential firewall issue and I was wondering if there is someone who is filling in for Steve Springer on best practices/news standards while he is on his detail. I wanted to speak to someone about best practices in the news industry as it relates to this particular issue. Is there a POC designated for these types of questions?

Best,

(b) (6)

Assistant General Counsel
U.S. Agency for Global Media

(b) (6) (office)
(b) (6) (mobile)

(b) (6)

From: [Elez Biberaj](#)
To: [Kelu Chao](#)
Cc: [Elez Biberaj](#)
Subject: FW: POC for best practices/standards
Date: Thursday, July 2, 2020 5:01:28 PM

Kelu,
I'm ok with the draft response. (b) (5)

Many thanks.
eb

From: (b) (6)
Sent: Thursday, July 2, 2020 2:02 PM
To: Elez Biberaj (b) (6)
(b) (6)
(b) (6)
Cc: Kelu Chao (b) (6)
Subject: Re: POC for best practices/standards

Here is a draft response from (b) (6) and me:

(b) (5)

(b) (5)

(b) (5)

From: Elez Biberaj (b) (6)
Sent: Thursday, July 2, 2020 7:26 AM
To: (b) (6)
(b) (6)
Cc: Kelu Chao (b) (6) Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

Good morning, Colleagues!
Please review and let's discuss at our senior staff meeting.
Thank you.
Elez

From: Elez Biberaj (b) (6)
Sent: Wednesday, July 1, 2020 6:06 PM
To: Andre Mendes (b) (6)
Cc: Elez Biberaj (b) (6)
(b) (6) (b) (6)

Andre,
If you have time tomorrow, may we discuss? Have a great evening.
Elez

From: Kelu Chao (b) (6)
Sent: Wednesday, July 01, 2020 4:03 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Fwd: POC for best practices/standards

Elez, I haven't heard from Robin re deadline, but don't want to be caught by surprise. The information and decision I gathered from our 9 am Senior Staff meeting today, Andre told you the good news that Steve Springer may return to his VOA Standards Editor's (b) (5)

(b) (5) (b) (5)
(b) (5)
(b) (5)

Thanks,
Kelu

Get [Outlook for iOS](#)

From: Kelu Chao (b) (6)
Sent: Tuesday, June 30, 2020 6:33:10 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6) Elez Biberaj (b) (6) Kelu Chao

(b) (6)

Subject: RE: POC for best practices/standards

(b) (6), there are a lot of information gathering. Do you have a deadline?

Thanks,

Kelu

From: (b) (6)

Sent: Tuesday, June 30, 2020 3:32 PM

To: Kelu Chao (b) (6)

Cc: Lillian Cheng (b) (6) Elez Biberaj (b) (6)

Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. (b) (5)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted] ?

What legal authority does the CEO have to direct that editorials will be featured at the top of VOA's home page? How does this direction by the CEO comply with the statutory firewall requirements outlined in subsections (a) and (b) of section 303 of the United States International Broadcasting Act of 1994 (22 USC 6202)?

Best,

(b) (6)

From: Kelu Chao

Sent: Tuesday, June 30, 2020 3:06 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6) Elez Biberaj (b) (6)

Subject: Re: POC for best practices/standards

Hi (b) (6), it's not (b) (6) works for VOA Copy Right Clearances. As you stated, VOA's Standards Editor (b) (6) has been temporarily detailed to the USAGM COO office since June 21. We are trying to cover his various duties as we speak. Re: firewall potential inquiry, please let us know the specifics. We will assign a senior editor to review the situation as soon as possible. Firewall issue is a serious issue to us. After the review, VOA Director will ultimately weigh in, make the decision, and relay the concern if needed, as required by law.

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Kelu

Sent from my iPhone

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Best,

(b) (6)

From: Elez Biberaj

Sent: Tuesday, June 30, 2020 2:17 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Kelu Chao (b) (6) VOA
Director's Office (b) (6); Elez Biberaj

(b) (6)

Subject: RE: POC for best practices/standards

Greetings, (b) (6). Please contact Kelu Chao (cc above).

Thank you.

Elez

From: (b) (6)

Sent: Tuesday, June 30, 2020 2:15 PM

To: Elez Biberaj (b) (6)

Cc: Lillian Cheng (b) (6)

Subject: POC for best practices/standards

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Best,

(b) (6)

Assistant General Counsel

U.S. Agency for Global Media

(b) (6) (office)
(b) (6) (mobile)

[Redacted]

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: FW: REVISION: VOA BEST PRACTICES GUIDE
Date: Tuesday, June 23, 2020 9:09:00 AM
Attachments: [2020-0512 BEST PRACTICES GUIDE.pdf](#)

(b) (6) :

Do you have a hard copy of the latest Guide?
eb

Dr. Elez Biberaj
Director
Eurasia Division
Voice of America
330 Independence Avenue, SW
Room (b) (6)
Washington, D.C. 20237

(b) (6)

Mobile

(b) (6)



From: (b) (6)
Sent: Tuesday, May 12, 2020 10:35 AM
To: VOA Notices (b) (6)
Cc: (b) (6)
Subject: REVISION: VOA BEST PRACTICES GUIDE

Colleagues,

Some minor edits were made to the update on Page 95 of the Best Practices Guide after I sent it out yesterday morning.
Please refer to this version instead.

Thanks,

(b) (6)

(b) (6)

Editor, News Standards & Best Practices
Voice of America

(b) (6)

www.voanews.com

#AFreePress Matters

From: [Elez Biberaj](#)
To: [VOA Eurasia Service Chiefs](#)
Cc: [Elez Biberaj](#)
Subject: FW: Secretary Pompeo to Deliver Keynote Address to Copenhagen Democracy Summit
Date: Tuesday, June 16, 2020 9:49:00 AM

fyi

From: U.S. Department of State <usstatebpa@public.govdelivery.com>
Sent: Tuesday, June 16, 2020 8:52 AM
To: Elez Biberaj (b) (6)
Subject: Secretary Pompeo to Deliver Keynote Address to Copenhagen Democracy Summit

You are subscribed to Press Releases for U.S. Department of State. This information has recently been updated, and is now available.

[Secretary Pompeo to Deliver Keynote Address to Copenhagen Democracy Summit](#)

06/16/2020 08:44 AM EDT

Office of the Spokesperson

Secretary Michael R. Pompeo will deliver the keynote address to the Copenhagen Democracy Summit 2020 on June 19. The Summit's theme this year is: Defending Democracy during COVID-19 – Transatlantic Perspectives. Secretary Pompeo will address a variety of topics important to our community of democracies, including promoting transparency and accountability in multilateral institutions, rule of law, religious freedom, and threats to democracy around the world.

The Copenhagen Democracy Summit 2020 will draw more than 500 participants from business executives, political and religious leaders, dissidents and other democracy supporters. The Summit is one of the main activities of the Alliance of Democracies Foundation, which aims to help strengthen the Transatlantic alliance as well as support stabilization efforts of aspiring democracies in post conflict areas and support democracy activists.

The Summit is hosted by former Danish Prime Minister Anders Fogh Rasmussen and the Alliance of Democracies Foundation. It aspires to represent all political viewpoints and has hosted bipartisan congressional delegations in previous years. For further information, please contact EUR Press at EUR-Press@state.gov. To register for the Summit, please visit the [Summit website](#).

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problems with the subscription service, please contact subscriberhelp.govdelivery.com.

This email was sent to (b) (6) using GovDelivery Communications Cloud on behalf of: U.S. Department of State · 2201 C Street NW · Washington, DC 20520



From: [Elez Biberaj](#)
To: (b) (6)
Bcc: [Elez Biberaj](#)
Subject: Fwd: PSC Contract Renewals
Date: Friday, June 19, 2020 4:51:02 PM

Great news! Have a wonderful weekend.

Begin forwarded message:

From: (b) (6)
Date: June 19, 2020 at 4:09:13 PM EDT
To: VOA Division Directors (b) (6)
(b) (6)
Cc: Kelu Chao (b) (6)
(b) (6)
Subject: PSC Contract Renewals

Division Directors,

I'm happy to let you know that I just heard from USAGM that we are cleared to renew all the contracts for PSC's who are currently on board. We will be uploading paperwork to their Paycom accounts in the coming days.

Please note that this is only for current PSC's; the hiring/contracting freeze for any new PSC's is still in place.

Thanks,

(b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Kelu Chao](#); [Elez Biberaj](#)
Subject: RE: Additional Questions for Contracts List
Date: Thursday, July 2, 2020 4:51:00 PM
Attachments: [image001.png](#)

Much appreciated, (b) (6) Have a great holiday and weekend.
Elez

From: (b) (6)
Sent: Thursday, July 2, 2020 3:21 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: FW: Additional Questions for Contracts List

Hi Elez,

I wanted to give you a heads up on contractor hiring. There are a few contracting positions that have been approved to be filled that are on the contracting freeze exceptions list. These are not renewals, they involve bringing on a new individual. In these cases we have been asked to forward the resume of the person selected along with the job posting/SOW for USAGM approval.

Again, I just wanted you to be aware of the process. (b) (5) !

Thanks,

(b) (6)

From: (b) (6)
Sent: Thursday, July 2, 2020 3:18 PM
To: (b) (6)
(b) (6)
Cc: (b) (6)
(b) (6)
Subject: RE: Additional Questions for Contracts List

Ok, I talked to Marie. When you have identified a candidate, please send me their resume along with the job posting in an email. I'll forward it to her and she will get approval from the USAGM Front Office.

Let me know if you have any questions.

Thanks,

(b) (6)

From: (b) (6)

Sent: Thursday, July 2, 2020 2:46 PM

To: (b) (6)

(b) (6)

Cc: (b) (6)

(b) (6)

Subject: RE: Additional Questions for Contracts List

Let me talk to Marie and see if I can get an idea for a process...

Thanks,

(b) (6)

From: (b) (6)

Sent: Thursday, July 2, 2020 2:44 PM

To: (b) (6)

(b) (6)

Cc: (b) (6)

(b) (6)

Subject: RE: Additional Questions for Contracts List

Ok, should we send the resume to you first?

From: (b) (6)

Sent: Thursday, July 2, 2020 2:38 PM

To: (b) (6)

(b) (6)

Cc: (b) (6)

(b) (6)

Subject: FW: Additional Questions for Contracts List

Hi (b) (6)

FYI on this hire, I don't want to get ahead of all the approvals that we need to bring people on board. If you have someone you are ready to select someone, we will need to send their resume to the USAGM front office.

Thanks,

(b) (6)

From: Marie Lennon (b) (6)

Sent: Thursday, July 2, 2020 2:35 PM

To: (b) (6)

Subject: RE: Additional Questions for Contracts List

(b) (5)

From: (b) (6)
Sent: Thursday, July 2, 2020 1:59 PM
To: Marie Lennon (b) (6)
Subject: FW: Additional Questions for Contracts List

Hi Marie,

Regarding this—you had already asked for—and I sent—the job posting for this position. Do we need further approval in order to move forward in the process?

Thanks,

(b) (6)

From: (b) (6)
Sent: Thursday, July 2, 2020 1:56 PM
To: (b) (6)
Cc:
Subject: RE: Additional Questions for Contracts List

Ok, thanks. My eyes hurt.....too many excel sheets.

From: (b) (6)
Sent: Thursday, July 2, 2020 1:53 PM
To: (b) (6)
Cc:
Subject: RE: Additional Questions for Contracts List

No (b) (6) if the request is already approved. Things are constantly changing.

From: (b) (6)
Sent: Thursday, July 2, 2020 1:48 PM
To: (b) (6)
Cc:
Subject: FW: Additional Questions for Contracts List

Hi

I'm going through the list of approved items on sharepoint and I see our PSC for polygraph was already approved. Do we still need to provide the additional justification?

From: (b) (6)
Sent: Thursday, July 2, 2020 11:28 AM
To: (b) (6)
 (b) (6)
Cc: (b) (6);
 (b) (6)
 (b) (6); Kelu Chao (b) (6)
 (b) (6); Jim Tunnessen
 (b) (6)
Subject: Additional Questions for Contracts List

Hello Team:
 Congratulations if all or some of your requirements have been approved.

This data call is an extension of the data call (IQ exercise) you recently completed. The leadership is now asking for more information on the unapproved requirements. Please review the attached spreadsheet and answer the below questions in column "L" of the spreadsheet, as they apply to your line item. This is an opportunity for you to explain why these requirements are critical. Please keep in mind that your responses will be reviewed outside of VOA, so don't make any assumptions but provide as much information as possible. The questions may not apply to every line item, and your Division may not be included on this list because this list is only for requirements through July 15, but I want to give you a heads up on what could be required from you. Please submit the update to me by COB today.

Question Applicability	Question
Personnel Related	Why did we decide to contract via POV/PSC versus hire an FTE?
	Where is the position physically located?
	What is the title of the position?
	What is the cost per position?
	Is the incumbent/new hire or contractor a J-1 visa holder or US citizen?

Funding Flexibilities	Can we contract short term (month to month)?
Priority Related	Why is this a priority?
	Is there any outside influence/interest (e.g. the Hill)?
	Any other pertinent information to help us understand why this is urgent.

Thank you,



(b) (6)

Director, Resource Management

Office: (b) (6)

Mobile: (b) (6)

(b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: Clearing The Air
Date: Monday, June 22, 2020 12:33:30 PM

Greetings, (b) (6) I was wondering if you would be available for a brief chat at some point today?
Many thanks.
eb

From: (b) (6)
Sent: Monday, June 22, 2020 12:28 PM
To: VOA Notices (b) (6); General Counsel (b) (6)
(b) (6)
Subject: Clearing The Air
Importance: High

Colleagues,

A number of you have contacted me today with regard to an article that appeared on The Atlantic's website. Allow me to set the record straight:

- 1 - I am still with the agency.
- 2 - I have been assigned to a four-month detail as a special assistant reporting to USAGM Chief Operating Officer Andre Mendes.
- 3 - I will continue to function as the COR for our contracts with AFP, AP (which includes ABC) and Reuters. Related to that I will continue to respond to emails regarding copyright and fair use.
- 4 - During this detail I will not be handling any other aspects of news standards and best practices.

Thanks.

(b) (6)

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From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: Clearing The Air
Date: Monday, June 22, 2020 12:38:26 PM

Thanks, (b) (6), and good luck.
I needed your advice on a personal matter, but I understand.
eb

From: (b) (6)
Sent: Monday, June 22, 2020 12:36 PM
To: Elez Biberaj (b) (6)
Subject: Re: Clearing The Air

Elez,

With all due respect, there's nothing I can tell you beyond what is in the email.

Thanks,

(b) (6)

Editor, News Standards & Best Practices
Voice of America
www.voanews.com
#AFreePressMatters

From: Elez Biberaj (b) (6)
Sent: Monday, June 22, 2020 12:33 PM
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From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: Clearing The Air
Date: Monday, June 22, 2020 12:33:00 PM

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eb

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Cc: [Elez Biberaj](#)
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eb

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Thanks,

(b) (6)

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From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: Editorials
Date: Thursday, June 25, 2020 7:40:16 AM

Good morning, (b) (6), and thank you.
I expect we will get some guidance soon.
With best wishes,
eb

From: (b) (6)
Sent: Thursday, June 25, 2020 5:52 AM
To: Elez Biberaj (b) (6)
Subject: Editorials

Good morning, Elez!
First of all, congratulations again on being our Acting Director! As I said, you have my full support.
Second of all, can you share more details about the VOA editorials mandate? Like how many times during the broadcast it should be aired and such?

Stay well and safe.

Best,

(b) (6)
Director - VOA East Asia and Pacific Division
P: (b) (6)
Sent from my iPhone

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: No Extension - J1 Visa
Date: Wednesday, July 1, 2020 8:23:00 AM
Attachments: [image001.png](#)

Good morning, (b) (6)
Shall I raise this with Andre or is (b) (6) handling this?
eb

From: (b) (6)
Sent: Wednesday, July 1, 2020 7:38 AM
To: Elez Biberaj (b) (6)
Subject: Fw: No Extension - J1 Visa

Good morning Elez,

Sending this exchange. Today is the deadline for the approved memo for Thai J-1 Visa holder.

(b) (6) VOA Chief of Staff
U.S. Agency for Global Media
Voice of America
330 Independence Ave., SW – (b) (6)
Washington, DC 20237
(b) (6) Business



From: (b) (6)
Sent: Wednesday, July 1, 2020 7:15 AM
To: (b) (6)
Cc: (b) (6)
(b) (6) Kelu Chao (b) (6)
Marie Lennon (b) (6)
Subject: RE: Extension

Good Morning

(b) (6) can work through today, but cannot report back until we receive the signed and approved memo

From: (b) (6)
Sent: Tuesday, June 30, 2020 7:20 PM
To: (b) (6)

Cc: (b) (6)
(b) (6); Kelu Chao (b) (6);
Marie Lennon (b) (6)
Subject: Re: Extension

Hello,
I have not heard any update. Does this mean (b) (6) cannot report to work tomorrow?

Please advise.

Thank you,

(b) (6)
Director - VOA East Asia and Pacific Division
P: (b) (6)
Sent from my iPhone

On Jun 30, 2020, at 13:53, (b) (6) wrote:

Hello (b) (6)

As I explained on June 24th (b) (6) can work through tomorrow July 1, 2020, but until the extension is approved by the CEO we cannot submit the paperwork for payment or send it over to State Department for approval. I have notified my contact at State Department and she is waiting on the documents so they can be reviewed and approved. Marie I have attached the documents you needed.

From: (b) (6)
Sent: Tuesday, June 30, 2020 12:44 PM
To: (b) (6)
Cc: (b) (6); Kelu Chao (b) (6)
Subject: Re: Extension

Hi (b) (6),

Can you advise us on what to do for tomorrow, if the J1 Extension Memo for (b) (6) does not get signed by CEO Pack today? Do we need to ask (b) (6) to stop working? (b) (6) J1 visa expires tomorrow.

Please advise.

Thank you,

(b) (6)

Director - VOA East Asia and Pacific Division

P: (b) (6)

Sent from my iPhone

On Jun 25, 2020, at 11:22, (b) (6) wrote:

Good morning, (b) (6),

Thank you for the clarification. We will (nervously) wait for good news. (b) (6) has lifted the VOA Thai's performance in (b) (6) first year with us, we'd hate to lose (b) (6). We "plucked" (b) (6) from Wall Street Journal!

Thank you, as always, for your support!

(b) (6)

From: (b) (6)

Sent: Wednesday, June 24, 2020 8:57 AM

To: (b) (6)

(b) (6)

Cc: (b) (6)

Subject: RE: Extension

Hello

Once I get the signed approval, I will ask my person over at State Department to expedite the extension approval. After that expiration date (b) (6) would 30 day to return home.

From: (b) (6) >

Sent: Wednesday, June 24, 2020 8:20 AM

To: (b) (6)

(b) (6)

Cc: (b) (6)

Subject: Re: Extension

Most definitely (b) (6).

(b) (6), what should we do if the deadline passes? It's only 5 days away.

Thank you,

(b) (6)

Director - East Asia & Pacific Division

330 Independence Ave., SW (b) (6)

Washington, D.C. 20237

Tel: (b) (6)

From: (b) (6)

Sent: Wednesday, June 24, 2020 8:14 AM

To: (b) (6)

(b) (6)

Cc: (b) (6)

Subject: Re: Extension

Thank you, (b) (6) I will talk to (b) (6) about this.

Sent from my iPhone

On Jun 24, 2020, at 8:04 AM, (b) (6)

(b) (6) wrote:

Thank you for the update, (b) (6)

(b) (6)

Director - East Asia & Pacific Division

330 Independence Ave., SW (b) (6)

Washington, D.C. 20237

Tel: (b) (6)

From: (b) (6)

Sent: Wednesday, June 24, 2020 7:22 AM

To: (b) (6)

(b) (6)

Cc: (b) (6)

(b) (6)

Subject: Extension

Good Morning

I wanted to inform you that as of today
(b) (6) extension paperwork
has not be signed off by CEO Mr. Pack. This
DS-2019 will expire on July 1, 2020 and she
will not be able to work until this is approved. I
was told Mr. Pack have been informed of the
deadline.

(b) (6)

Human Resources Specialist

Human Resource Division

330 Independence Ave, SW

(b) (6)

Washington, DC 20237

(b) (6)

(b) (6) VOA Thai J1 Extension Justification.pdf>

From: [Elez Biberaj](#)
To: (b) (7)(C)
Bcc: [Elez Biberaj](#)
Subject: Re: (b) (7)(A)
Date: Sunday, June 14, 2020 7:43:36 AM
Attachments: [image002.png](#)

Good morning, (b) (7) I hope you are enjoyed the weekend.

(b) (7)(A)
[Redacted]

With best wishes,
Elez

Dr. Elez Biberaj
Director
Eurasia Division
Voice of America
330 Independence Avenue, SW

(b) (6)
Washington, D.C. 20237

(b) (6)
Mobile

(b) (6)

On Jun 12, 2020, at 4:39 PM, (b) (6)
<(b) (7)(C)> wrote:

Dear Elez (and please call me (b) (7)),

(b) (7)(A)
[Redacted]

[Redacted]

(b) (7)(A)
[Redacted]

[Redacted]

Thanks again for all of your assistance, and best wishes for the weekend!

(b) (7)

From: Elez Biberaj (b) (6)
Sent: Thursday, June 11, 2020 3:22 PM
To: (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: <EXT>RE: (b) (7)(A)

Greetings, (b) (7)(C)
(b) (7)(A)
[Redacted]

With best wishes,
Elez

Dr. Elez Biberaj
Director
Eurasia Division
Voice of America
330 Independence Avenue, SW
(b) (6)
Washington, D.C. 20237
(b) (6)
Mobile

(b) (6)

<image001.jpg>

From: (b) (7)(C)
Sent: Thursday, June 11, 2020 12:45 PM
To: (b) (7)(C) >
Subject: (b) (7)(A)

Hello!

(b) (7)(A), (b) (7)(C)

[Redacted]

[Redacted]

Thank you for your time, and of course feel free to let me know if there is anything you may wish to discuss with us.

(b) (7)

(b) (7)(C)

[Redacted]

[Redacted]

[Redacted]

[Redacted] png>

From: [Elez Biberaj](#)
To: [Chris Luer](#)
Cc: [Elez Biberaj](#)
Subject: RE: pending contracts
Date: Friday, June 26, 2020 12:38:43 PM

Greetings, Chris. I just wanted to express my thanks for your assistance in getting approval for these urgent requests. Much appreciated.
Have a wonderful weekend.
eb

From: Chris Luer (b) (6)
Sent: Friday, June 26, 2020 12:29 PM
To: (b) (6)
Cc: Elez Biberaj (b) (6); Kelu Chao (b) (6)
(b) (6)
Subject: RE: pending contracts

(b) (6),

The SP list is what OMS and OCEO are working from. All of VOA's urgent requests have been added as far as I know and are being reviewed by OCEO. The SP list will be updated as new requests come in, so please keep them coming. If you have any additional questions, let me know.

Thanks,

Chris

From: (b) (6)
Sent: Friday, June 26, 2020 11:39 AM
To: Chris Luer (b) (6)
Cc: Elez Biberaj (b) (6); Kelu Chao (b) (6)
(b) (6)
Subject: pending contracts
Importance: High

Good morning, Chris –

I have seen a number of procurements approved – thank you! – but there are other contracts whose expiration approaches and we are waiting for information about whether they will be exempted from the freeze.

As I look at what's been approved, I see a number of individual stringers (Moscow, Islamabad, Africa, South/Central Asia) not on the list (though the East Asia/Pacific stringers are) and the coming expiration of Purchase Order Vendor agreements with more than 100 individuals in Studio and Production Operations and the Central Newsroom that haven't been addressed. If not approved, they will cripple our operations.

I assume there's more to come. Can you please confirm?

Best regards,

(b)

From: [Elez Biberaj](#)
To: [Chris Luer](#)
Cc: [Elez Biberaj](#)
Subject: RE: pending contracts
Date: Friday, June 26, 2020 12:38:00 PM

Greetings, Chris. I just wanted to express my thanks for your assistance in getting approval for these urgent requests. Much appreciated.
Have a wonderful weekend.
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Sent: Friday, June 26, 2020 12:29 PM
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I assume there's more to come. Can you please confirm?

Best regards,

(b)

From: [Elez Biberaj](#)
To: [Kelu Chao](#)
Cc: [Elez Biberaj](#)
Subject: RE: POC for best practices/standards
Date: Thursday, July 2, 2020 5:25:08 PM

Thank you, Kelu. I, too, though it was a great meeting.
Have a very Happy Fourth of July and wonderful weekend. And thank you very much for your support.
Elez

From: Kelu Chao (b) (6)
Sent: Thursday, July 2, 2020 5:23 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Re: POC for best practices/standards

i am fine with the draft. As matter of fact, (b) (6)'s language is clear and succinct. I'd appreciate if you send it, since it's firewall potential.

BTW, I thought Andre's meeting went well. What do you think?

Thanks, and Happy 4th!

Kelu

From: Elez Biberaj (b) (6)
Sent: Thursday, July 2, 2020 5:01 PM
To: Kelu Chao (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

Kelu,
I'm ok with the draft response. (b) (6)
(b) (6)?
Many thanks.
eb

From: (b) (6)
Sent: Thursday, July 2, 2020 2:02 PM
To: Elez Biberaj (b) (6)

(b) (6)

Cc: Kelu Chao (b) (6)
Subject: Re: POC for best practices/standards

Here is a draft response from (b) (6) and me:

(b) (5)

[Redacted]

[Redacted]

From: Elez Biberaj (b) (6)
Sent: Thursday, July 2, 2020 7:26 AM
To: (b) (6)
(b) (6)
Cc: Kelu Chao (b) (6) Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

Good morning, Colleagues!
Please review and let's discuss at our senior staff meeting.
Thank you.
Elez

From: Elez Biberaj (b) (6)
Sent: Wednesday, July 1, 2020 6:06 PM
To: Andre Mendes (b) (6)

Cc: Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

Andre,
If you have time tomorrow, may we discuss? Have a great evening.
Elez

From: Kelu Chao (b) (6)
Sent: Wednesday, July 01, 2020 4:03 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Fwd: POC for best practices/standards

Elez, I haven't heard from (b) (6) re deadline, but don't want to be caught by surprise. The information and decision I gathered from our 9 am Senior Staff meeting today, Andre told you the good news that (b) (6) may return to his VOA Standards Editor's job, but we don't have a timeline yet. (b) (5)

Thanks,
Kelu

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From: Kelu Chao (b) (6)
Sent: Tuesday, June 30, 2020 6:33:10 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6); Kelu Chao (b) (6)
Subject: RE: POC for best practices/standards

(b) (6), there are a lot of information gathering. Do you have a deadline?

Thanks,
Kelu

From: (b) (6)
Sent: Tuesday, June 30, 2020 3:32 PM
To: Kelu Chao (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. (b) (5)

(b) (5)

What legal authority does the CEO have to direct that editorials will be featured at the top of VOA's home page? How does this direction by the CEO comply with the statutory firewall requirements outlined in subsections (a) and (b) of section 303 of the United States International Broadcasting Act of 1994 (22 USC 6202)?

Best,

(b) (6)

From: Kelu Chao

Sent: Tuesday, June 30, 2020 3:06 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)

Subject: Re: POC for best practices/standards

Hi (b) (6), it's not (b) (6) works for VOA Copy Right Clearances. As you stated, VOA's Standards Editor (b) (6) has been temporarily detailed to the USAGM COO office since June 21. We are trying to cover his various duties as we speak. Re: firewall potential inquiry, please let us know the specifics. We will assign a senior editor to review the situation as soon as possible. Firewall issue is a serious issue to us. After the review, VOA Director will ultimately weigh in, make the decision, and relay the concern if needed, as required by law.

Thanks,
Kelu

Sent from my iPhone

On Jun 30, 2020, at 2:21 PM, (b) (6) wrote:

Hi Kelu,

I'm sorry – I know you are busy. I am working on reviewing responses to a congressional inquiry and there is a short turnaround time on this. Let me know who I should speak to about best practices and the firewall. Is it (b) (6) ?

Best,

(b) (6)

From: Elez Biberaj

Sent: Tuesday, June 30, 2020 2:17 PM

To: (b) (6)
Cc: Lillian Cheng (b) (6); Kelu Chao (b) (6); VOA
Director's Office (b) (6); Elez Biberaj
(b) (6)
Subject: RE: POC for best practices/standards

Greetings, (b) (6). Please contact Kelu Chao (cc above).
Thank you.
Elez

From: (b) (6)
Sent: Tuesday, June 30, 2020 2:15 PM
To: Elez Biberaj (b) (6)
Cc: Lillian Cheng (b) (6)
Subject: POC for best practices/standards

Good afternoon Elez,

I'm working on responding to an inquiry about a potential firewall issue and I was wondering if there is someone who is filling in for (b) (6) on best practices/news standards while he is on his detail. I wanted to speak to someone about best practices in the news industry as it relates to this particular issue. Is there a POC designated for these types of questions?

Best,

(b) (6)

Assistant General Counsel
U.S. Agency for Global Media

(b) (6) (office)
(b) (6) (mobile)

(b) (6)

From: [Elez Biberaj](#)
To: [Kelu Chao](#)
Cc: [Elez Biberaj](#)
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[REDACTED]

Thanks,
Kelu

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From: Kelu Chao (b) (6)
Sent: Tuesday, June 30, 2020 6:33:10 PM
To: (b) (6)
Cc: Lillian Cheng <L.Cheng@usagm.gov>; Elez Biberaj <ebiberaj@VOANews.COM>; Kelu Chao <kechao@voanews.com>
Subject: RE: POC for best practices/standards

Robin, there are a lot of information gathering. Do you have a deadline?

Thanks,
Kelu

From: Robin Celeste Terry
Sent: Tuesday, June 30, 2020 3:32 PM
To: Kelu Chao <kechao@voanews.com>
Cc: Lillian Cheng <L.Cheng@usagm.gov>; Elez Biberaj <ebiberaj@VOANews.COM>
Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. (b) (5)

(b) (5)

What legal authority does the CEO have to direct that editorials will be featured at the top of VOA's home page? How does this direction by the CEO comply with the statutory firewall requirements outlined in subsections (a) and (b) of section 303 of the United States International Broadcasting Act of 1994 (22 USC 6202)?

Best,
Robin

From: Kelu Chao
Sent: Tuesday, June 30, 2020 3:06 PM
To: Robin Celeste Terry <RTerry@usagm.gov>
Cc: Lillian Cheng <LCheng@usagm.gov>; Elez Biberaj <ebiberaj@VOANews.COM>
Subject: Re: POC for best practices/standards

Hi Robin, it's not Bojan Klima, he works for VOA Copy Right Clearances. As you stated, VOA's Standards Editor Steve Springer has been temporarily detailed to the USAGM COO office since June 21. We are trying to cover his various duties as we speak. Re: firewall potential inquiry, please let us know the specifics. We will assign a senior editor to review the situation as soon as possible. Firewall issue is a serious issue to us. After the review, VOA Director will ultimately weigh in, make the decision, and relay the concern if needed, as required by law.

Thanks,
Kelu

Sent from my iPhone

On Jun 30, 2020, at 2:21 PM, Robin Celeste Terry <RTerry@usagm.gov> wrote:

Hi Kelu,

I'm sorry – I know you are busy. I am working on reviewing responses to a congressional inquiry and there is a short turnaround time on this. Let me know who I should speak to about best practices and the firewall. Is it Bojan Klima?

Best,
Robin

From: Elez Biberaj
Sent: Tuesday, June 30, 2020 2:17 PM

To: Robin Celeste Terry <RTerry@usagm.gov>

Cc: Lillian Cheng <LCheng@usagm.gov>; Kelu Chao <kechao@voanews.com>; VOA Director's Office <VOA-Director-Office@voanews.com>; Elez Biberaj <ebiberaj@VOANews.COM>

Subject: RE: POC for best practices/standards

Greetings, Robin. Please contact Kelu Chao (cc above).

Thank you.

Elez

From: Robin Celeste Terry <RTerry@usagm.gov>

Sent: Tuesday, June 30, 2020 2:15 PM

To: Elez Biberaj <ebiberaj@VOANews.COM>

Cc: Lillian Cheng <LCheng@usagm.gov>

Subject: POC for best practices/standards

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Best,

Robin

Robin C. Terry
Assistant General Counsel
U.S. Agency for Global Media
202-920-2449 (office)
(b) (5) (mobile)
Rterry@usagm.gov

From: [Elez Biberaj](#)
To: [Robin Celeste Terry](#)
Cc: [Lillian Cheng](#); [Kelu Chao](#); [VOA Director's Office](#); [Elez Biberaj](#)
Subject: RE: POC for best practices/standards
Date: Thursday, July 2, 2020 5:32:00 PM

Greetings, Robin!

My colleagues and I have discussed your request and the following is the response:

(b) (5) [Redacted]

[Redacted]

[Redacted]

Thank you and Happy Fourth of July.

Elez

From: Robin Celeste Terry <RTerry@usagm.gov>
Sent: Tuesday, June 30, 2020 3:32 PM
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Cc: Lillian Cheng <LCheng@usagm.gov>; Elez Biberaj <ebiberaj@VOANews.COM>
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[Redacted]

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[Redacted]

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[<ebiberaj@VOANews.COM>](mailto:ebiberaj@VOANews.COM)

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Robin C. Terry
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U.S. Agency for Global Media
202-920-2449 (office)
(b) (5) (mobile)
Rterry@usagm.gov

From: [Elez Biberaj](#)
To: [Robin Celeste Terry](#)
Cc: [Lillian Cheng](#); [Kelu Chao](#); [VOA Director's Office](#); [Elez Biberaj](#)
Subject: RE: POC for best practices/standards
Date: Thursday, July 2, 2020 5:32:13 PM

Greetings, Robin!

My colleagues and I have discussed your request and the following is the response:

(b) (5) [Redacted]

[Redacted]

[Redacted]

Thank you and Happy Fourth of July.

Elez

From: Robin Celeste Terry <RTerry@usagm.gov>
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Subject: RE: POC for best practices/standards

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[Redacted]

[Redacted]

[Redacted]

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[<ebiberaj@VOANews.COM>](mailto:ebiberaj@VOANews.COM)

Subject: RE: POC for best practices/standards

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Cc: Lillian Cheng <LCheng@usagm.gov>

Subject: POC for best practices/standards

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Robin

Robin C. Terry
Assistant General Counsel
U.S. Agency for Global Media
202-920-2449 (office)
(b) (6) (mobile)
Rterry@usagm.gov

From: [Elez Biberaj](#)
To: [Kelu Chao](#)
Cc: [Elez Biberaj](#)
Subject: RE: POC for best practices/standards
Date: Thursday, July 2, 2020 5:33:11 PM

Thank YOU, Kelu!

From: Kelu Chao <kechao@voanews.com>
Sent: Thursday, July 2, 2020 5:32 PM
To: Elez Biberaj <ebiberaj@VOANews.COM>
Subject: Re: POC for best practices/standards

Elez, congratulations, you've passed the first two weeks, with flying color! You can count on me for support. Off to an excellent start!

Kelu

Sent from my iPhone

On Jul 2, 2020, at 5:25 PM, Elez Biberaj <ebiberaj@voanews.com> wrote:

Thank you, Kelu. I, too, though it was a great meeting.
Have a very Happy Fourth of July and wonderful weekend. And thank you very much for your support.
Elez

From: Kelu Chao <kechao@voanews.com>
Sent: Thursday, July 2, 2020 5:23 PM
To: Elez Biberaj <ebiberaj@VOANews.COM>
Cc: Kelu Chao <kechao@voanews.com>
Subject: Re: POC for best practices/standards

i am fine with the draft. As matter of fact, Matthew's language is clear and succinct. I'd appreciate if you send it, since it's firewall potential.

BTW, I thought Andre's meeting went well. What do you think?

Thanks, and Happy 4th!

Kelu

From: Elez Biberaj <ebiberaj@VOANews.COM>
Sent: Thursday, July 2, 2020 5:01 PM
To: Kelu Chao <kechao@voanews.com>
Cc: Elez Biberaj <ebiberaj@VOANews.COM>
Subject: FW: POC for best practices/standards

Kelu,
I'm ok with the draft response. (b) (5)

Many thanks.
eb

From: Matthew Baise <mbaise@voanews.com>
Sent: Thursday, July 2, 2020 2:02 PM
To: Elez Biberaj <ebiberaj@VOANews.COM>; William Baum <wbaum@VOANews.Com>; Karen Larson <klarson@usagm.gov>; Jodi Reed <jreed@voanews.com>; Yolanda Lopez <YLopez@voanews.com>
Cc: Kelu Chao <kechao@voanews.com>
Subject: Re: POC for best practices/standards

Here is a draft response from Yolanda, Bill and me:

(b) (5)

(b) (5)

(b) (5)

(b) (5)

From: Elez Biberaj (b) (6)
Sent: Thursday, July 2, 2020 7:26 AM
To: (b) (6)
(b) (6)
Cc: Kelu Chao (b) (6) Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

Good morning, Colleagues!
Please review and let's discuss at our senior staff meeting.
Thank you.
Elez

From: Elez Biberaj (b) (6)
Sent: Wednesday, July 1, 2020 6:06 PM
To: Andre Mendes (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

Andre,
If you have time tomorrow, may we discuss? Have a great evening.
Elez

From: Kelu Chao (b) (6)
Sent: Wednesday, July 01, 2020 4:03 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Fwd: POC for best practices/standards

Elez, I haven't heard from Robin re deadline, but don't want to be caught by surprise. The information and decision I gathered from our 9 am Senior Staff meeting today, Andre told you the good news that Steve Springer may return to his VOA Standards Editor's job, but we don't have a timeline (b) (5)
(b) (5)
(b) (5)
(b) (5)

Thanks,
Kelu

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From: Kelu Chao (b) (6)
Sent: Tuesday, June 30, 2020 6:33:10 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6); Kelu Chao (b) (6)
Subject: RE: POC for best practices/standards

(b) (6) there are a lot of information gathering. Do you have a deadline?

Thanks,
Kelu

From: (b) (6)
Sent: Tuesday, June 30, 2020 3:32 PM
To: Kelu Chao (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. (b) (5)

[Redacted]

What legal authority does the CEO have to direct that editorials will be featured at the top of VOA's home page? How does this direction by the CEO comply with the statutory firewall requirements outlined in subsections (a) and (b) of section 303 of the United States International Broadcasting Act of 1994 (22 USC 6202)?

Best,
(b) (6)

From: Kelu Chao
Sent: Tuesday, June 30, 2020 3:06 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: Re: POC for best practices/standards

Hi (b) (6), it's not (b) (6) works for VOA Copy Right Clearances. As you stated, VOA's Standards Editor (b) (6) has been temporarily detailed to the USAGM COO office since June 21. We are trying to cover his various duties as we speak. Re:

firewall potential inquiry, please let us know the specifics. We will assign a senior editor to review the situation as soon as possible. Firewall issue is a serious issue to us. After the review, VOA Director will ultimately weigh in, make the decision, and relay the concern if needed, as required by law.

Thanks,
Kelu

Sent from my iPhone

On Jun 30, 2020, at 2:21 PM, (b) (6) wrote:

Hi Kelu,

I'm sorry – I know you are busy. I am working on reviewing responses to a congressional inquiry and there is a short turnaround time on this. Let me know who I should speak to about best practices and the firewall. Is it (b) (6) ?

Best,
(b) (6)

From: Elez Biberaj
Sent: Tuesday, June 30, 2020 2:17 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Kelu Chao
(b) (6); VOA Director's Office (b) (6)
(b) (6); Elez Biberaj (b) (6)
Subject: RE: POC for best practices/standards

Greetings, (b) (6). Please contact Kelu Chao (cc above).
Thank you.
Elez

From: (b) (6)
Sent: Tuesday, June 30, 2020 2:15 PM
To: Elez Biberaj (b) (6)
Cc: Lillian Cheng (b) (6)
Subject: POC for best practices/standards

Good afternoon Elez,

I'm working on responding to an inquiry about a potential firewall issue and I was wondering if there is someone who is filling in for (b) (6) on best practices/news standards while he is on his detail. I wanted to speak to someone about best practices in the news industry as it relates to this particular issue. Is there a POC designated for these types of questions?

Best,

(b) (6)

Assistant General Counsel
U.S. Agency for Global Media

(b) (6) (office)
(b) (6) (mobile)

(b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Lillian Cheng](#); [Kelu Chao](#); [VOA Director's Office](#); [Elez Biberaj](#)
Subject: RE: POC for best practices/standards
Date: Tuesday, June 30, 2020 2:17:31 PM

Greetings, (b) (6). Please contact Kelu Chao (cc above).
Thank you.
Elez

From: (b) (6)
Sent: Tuesday, June 30, 2020 2:15 PM
To: Elez Biberaj (b) (6)
Cc: Lillian Cheng (b) (6)
Subject: POC for best practices/standards

Good afternoon Elez,

I'm working on responding to an inquiry about a potential firewall issue and I was wondering if there is someone who is filling in for (b) (6) on best practices/news standards while he is on his detail. I wanted to speak to someone about best practices in the news industry as it relates to this particular issue. Is there a POC designated for these types of questions?

Best,

(b) (6)

Assistant General Counsel
U.S. Agency for Global Media

(b) (6) (office)

(b) (6) (mobile)

(b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Kelu Chao](#); (b) (6); [Elez Biberaj](#)
Subject: RE: Poynter Training
Date: Wednesday, June 24, 2020 2:21:11 PM

(b) (6),
I am fully supportive and should proceed. Thank you.
eb

From: (b) (6)
Sent: Wednesday, June 24, 2020 2:07 PM
To: Elez Biberaj; (b) (6)
Cc: Kelu Chao; (b) (6)
Subject: Poynter Training

Hi Elez,

I scheduled (b) (6) to return (online) the week of July 13 for three days of training including four courses of "Bias-Free and Balanced Journalism" and two courses of "Writing for Storytelling", the former being a mandatory course that many new employees/contractors need to take.

While we have an open Blanket Purchase Agreement with Poynter for training, (b) (6) was unable to make the task order for this round of classes before the freeze on new contracts/obligations.

We need to notify Poynter to postpone the courses, but (b) (6) this morning told me (b) (6) has prepared lots of new material that (b) (6) would like to use as soon as possible. (b) (6) updates the Balanced Journalism class each time (b) (6) teaches it.

Could this be a priority for approval? The cost for this July task order is (b) (4) from (b) (6)'s budget.

Thanks,

(b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: (b) (6); [VOA Division Directors](#); (b) (6); [Kelu Chao](#); (b) (6)
Bcc: [Elez Biberaj](#)
Subject: Re: PSC Contract Renewals
Date: Friday, June 19, 2020 4:37:36 PM

This is fantastic, (b) (6). Thank you very much and have a great weekend.
eb

Dr. Elez Biberaj
Director
Eurasia Division
Voice of America
330 Independence Avenue, SW
(b) (6)
Washington, D.C. 20237
(b) (6)
(b) (6) Mobile
(b) (6)

On Jun 19, 2020, at 4:12 PM, (b) (6) wrote:

(b) (6)
This is a terrific news and big relief. I will share the good news with chiefs so that they can inform PSCs

Best and be safe!
(b) (6)

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Friday, June 19, 2020 4:09:12 PM
To: VOA Division Directors (b) (6)
(b) (6)
Cc: Kelu (b) (6)
(b) (6)
Subject: PSC Contract Renewals

Division Directors,

I'm happy to let you know that I just heard from USAGM that we are cleared to renew all the contracts for PSC's who are currently on board. We will be uploading paperwork

to their Paycom accounts in the coming days.

Please note that this is only for current PSC's; the hiring/contracting freeze for any new PSC's is still in place.

Thanks,

(b) [REDACTED]

From: Elez Biberaj
To: (b) (6)
Subject: RE: PSC Contract Renewals
Date: Friday, June 19, 2020 7:43:00 PM

Yes, of course, (b) (6).
Thank you.
eb

Dr. Elez Biberaj
Director
Eurasia Division
Voice of America
330 Independence Avenue, SW
(b) (6)
Washington, D.C. 20237
(b) (6)
(b) (6) Mobile
(b) (6)



From: (b) (6)
Sent: Friday, June 19, 2020 4:52 PM
To: Elez Biberaj (b) (6)
(b) (6)

Subject: Re: PSC Contract Renewals

Great! Can I tell them?

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From: Elez Biberaj (b) (6)
Sent: Friday, June 19, 2020 4:51:01 PM
To: (b) (6)
(b) (6)

(b) (6)

Subject: Fwd: PSC Contract Renewals

Great news! Have a wonderful weekend.

Begin forwarded message:

From: (b) (6)

Date: June 19, 2020 at 4:09:13 PM EDT

To: VOA Division Directors (b) (6)

(b) (6)

Cc: Kelu Chao (b) (6)

(b) (6)

Subject: PSC Contract Renewals

Division Directors,

I'm happy to let you know that I just heard from USAGM that we are cleared to renew all the contracts for PSC's who are currently on board. We will be uploading paperwork to their Paycom accounts in the coming days.

Please note that this is only for current PSC's; the hiring/contracting freeze for any new PSC's is still in place.

Thanks,

(b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: (b) (6); [VOA Division Directors](#); (b) (6); [Kelu Chao](#); (b) (6)
Subject: Re: PSC Contract Renewals
Date: Friday, June 19, 2020 4:37:37 PM

This is fantastic, (b) (6). Thank you very much and have a great weekend.
eb

Dr. Elez Biberaj
Director
Eurasia Division
Voice of America
330 Independence Avenue, SW
(b) (6)
Washington, D.C. 20237
(b) (6)
(b) (6) Mobile
(b) (6)

On Jun 19, 2020, at 4:12 PM, (b) (6) wrote:

(b) (6)
This is a terrific news and big relief. I will share the good news with chiefs so that they can inform PSCs

Best and be safe!
(b) (6)

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Friday, June 19, 2020 4:09:12 PM
To: VOA Division Directors (b) (6)
(b) (6)
Cc: Kelu Chao (b) (6)
(b) (6)
Subject: PSC Contract Renewals

Division Directors,

I'm happy to let you know that I just heard from USAGM that we are cleared to renew all the contracts for PSC's who are currently on board. We will be uploading paperwork to their Paycom accounts in the coming days.

Please note that this is only for current PSC's; the hiring/contracting freeze for any new PSC's is still in place.

Thanks,

(b) [REDACTED]

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: REVISION: VOA BEST PRACTICES GUIDE
Date: Tuesday, June 23, 2020 9:15:00 AM

(b) (6)

If I may have three copies, that would be great – at your convenience, please.
Thank you.
eb

Dr. Elez Biberaj
Director
Eurasia Division
Voice of America
330 Independence Avenue, SW
(b) (6)
Washington, D.C. 20237
(b) (6)
(b) (6) Mobile
(b) (6)



From: (b) (6)
Sent: Tuesday, June 23, 2020 9:15 AM
To: Elez Biberaj (b) (6)
Subject: Re: REVISION: VOA BEST PRACTICES GUIDE

No, but I can print one for you. Do you just need one hard copy or do you need more?

(b) (6)

Art Director, Office of Public Affairs Graphics Unit

New Number: (b) (6)

m (b) (6)

(b) (6)

U.S. Agency for Global Media | Broadcasting Board of Governors
330 Independence Ave. SW | Washington, DC 20237
<http://usagm.gov>

From: Elez Biberaj (b) (6)
Sent: Tuesday, June 23, 2020 9:09 AM

To: (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: REVISION: VOA BEST PRACTICES GUIDE

(b) (6):
Do you have a hard copy of the latest Guide?
eb

Dr. Elez Biberaj
Director
Eurasia Division
Voice of America
330 Independence Avenue, SW
(b) (6)
Washington, D.C. 20237

(b) (6)
Mobile
(b) (6)



From: (b) (6)
Sent: Tuesday, May 12, 2020 10:35 AM
To: VOA Notices (b) (6)
Cc: (b) (6)
Subject: REVISION: VOA BEST PRACTICES GUIDE

Colleagues,

Some minor edits were made to the update on Page 95 of the Best Practices Guide after I sent it out yesterday morning.
Please refer to this version instead.

Thanks,
(b) (6)

(b) (6)
Editor, News Standards & Best Practices
Voice of America
(b) (6)
www.voanews.com
#AFreePress Matters

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: Secretary Pompeo to Deliver Keynote Address to Copenhagen Democracy Summit
Date: Tuesday, June 16, 2020 11:32:00 AM

I don't think it's a good idea; I think it's a GREAT idea. Thanks, (b) (6).
eb

Dr. Elez Biberaj
Director
Eurasia Division
Voice of America
330 Independence Avenue, SW
(b) (6)
Washington, D.C. 20237
(b) (6)
(p) (o) Mobile
(b) (6)



From: (b) (6)
Sent: Tuesday, June 16, 2020 11:31 AM
To: Elez Biberaj (b) (6)
Subject: RE: Secretary Pompeo to Deliver Keynote Address to Copenhagen Democracy Summit

Elez,
We are thinking of doing live with translation given the importance of this speech. Do you think it's a good idea?
Irina

From: Elez Biberaj (b) (6)
Sent: Tuesday, June 16, 2020 9:49 AM
To: VOA Eurasia Service Chiefs (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: Secretary Pompeo to Deliver Keynote Address to Copenhagen Democracy Summit

fyi

From: U.S. Department of State <usstatebpa@public.govdelivery.com>
Sent: Tuesday, June 16, 2020 8:52 AM
To: Elez Biberaj (b) (6)
Subject: Secretary Pompeo to Deliver Keynote Address to Copenhagen Democracy Summit

You are subscribed to Press Releases for U.S. Department of State. This information has recently been updated, and is now available.

[Secretary Pompeo to Deliver Keynote Address to Copenhagen Democracy Summit](#)

Office of the Spokesperson

Secretary Michael R. Pompeo will deliver the keynote address to the Copenhagen Democracy Summit 2020 on June 19. The Summit's theme this year is: Defending Democracy during COVID-19 – Transatlantic Perspectives. Secretary Pompeo will address a variety of topics important to our community of democracies, including promoting transparency and accountability in multilateral institutions, rule of law, religious freedom, and threats to democracy around the world.

The Copenhagen Democracy Summit 2020 will draw more than 500 participants from business executives, political and religious leaders, dissidents and other democracy supporters. The Summit is one of the main activities of the Alliance of Democracies Foundation, which aims to help strengthen the Transatlantic alliance as well as support stabilization efforts of aspiring democracies in post conflict areas and support democracy activists.

The Summit is hosted by former Danish Prime Minister Anders Fogh Rasmussen and the Alliance of Democracies Foundation. It aspires to represent all political viewpoints and has hosted bipartisan congressional delegations in previous years. For further information, please contact EUR Press at EUR-Press@state.gov. To register for the Summit, please visit the [Summit website](#).

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This email was sent to (b) (6) using GovDelivery Communications Cloud on behalf of: U.S. Department of State · 2201 C Street NW · Washington, DC 20520



From: [Elez Biberaj](#)
To: (b) (6)
Cc: (b) (6); [Elez Biberaj](#)
Subject: RE: Upcoming Operations POV-PSC Transition
Date: Thursday, July 2, 2020 4:43:07 PM

Thank you very much, (b) (6). This is great news. I hope the pay issues are resolved satisfactorily – we really cannot afford to lose highly qualified contractors. Have a great Fourth of July and a wonderful weekend.
Elez

From: (b) (6)
Sent: Thursday, July 02, 2020 4:31 PM
To: Elez Biberaj (b) (6)
Cc: (b) (6)
Subject: Upcoming Operations POV-PSC Transition

Good afternoon, Elez,

I wanted to alert you to the upcoming transition of contractors in Studio & Broadcast Operations to PSCs. This transition began several months ago, but was suspended due to COVID-19, additional review by the VOA front office, and the subsequent contracting freeze from the CEO's office.

Today we received approval from USAGM to complete the transition, and it is our plan to move quickly. We will issue final offer letters this coming Monday, July 6th, so as to have the PSC contracts be effective on July 19th.

The contractors received their tentative offer letters in early June. According to (b) (6), the POVs are generally looking forward to the change, as are the supervisors. There has, however, been some discontent regarding pay rates; there are a number of contractors who will be taking pay cuts as a result of the transition. It is possible that some individuals may reject the offers and leave the Agency. We're stressing the added value of Agency tax contributions and benefits (including paid time off and sick leave), so we're hoping for a smooth process overall.

Please let us know if you have any questions.

Have a good weekend,

(b) (6)

Project Manager
VOA Programming Directorate
Desk: (b) (6)

Email: (b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: (b) (6); [Elez Biberaj](#)
Subject: RE: Upcoming Operations POV-PSC Transition
Date: Thursday, July 2, 2020 4:43:00 PM

Thank you very much, (b) (6). This is great news. I hope the pay issues are resolved satisfactorily – we really cannot afford to lose highly qualified contractors. Have a great Fourth of July and a wonderful weekend.
Elez

From: (b) (6)
Sent: Thursday, July 02, 2020 4:31 PM
To: Elez Biberaj (b) (6)
Cc: (b) (6)
Subject: Upcoming Operations POV-PSC Transition

Good afternoon, Elez,

I wanted to alert you to the upcoming transition of contractors in Studio & Broadcast Operations to PSCs. This transition began several months ago, but was suspended due to COVID-19, additional review by the VOA front office, and the subsequent contracting freeze from the CEO's office.

Today we received approval from USAGM to complete the transition, and it is our plan to move quickly. We will issue final offer letters this coming Monday, July 6th, so as to have the PSC contracts be effective on July 19th.

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Please let us know if you have any questions.

Have a good weekend,

(b) (6)

Project Manager
VOA Programming Directorate
Desk: (b) (6)

Email: (b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: VOA Hiring Chart
Date: Thursday, July 2, 2020 4:49:00 PM

Thank you very much, (b) (6).
I wish you a Happy Fourth of July and a wonderful weekend.
Elez

From: (b) (6)
Sent: Thursday, July 2, 2020 3:51 PM
To: Elez Biberaj (b) (6)
Subject: VOA Hiring Chart

Hi Elez,

Every two weeks, (b) (6) and I meet with (b) (6) and (b) (6) to discuss the status of hiring new employees. Attached is a chart I maintain to track new hires. Not much happening right now. This is the shortest list we've had in about two years! Most J-1 visas are on hold right now.

Bola keeps track of the actual number of staffers coming and going, and (b) (6) tracks the overall process in Teams. (b) (6) and (b) (6) are tracking PSCs separately.

Let me know if you have any questions.

Thanks,

(b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: VOA News + VOA Editorials
Date: Thursday, June 25, 2020 11:59:23 AM

Greetings, (b) (6) !
I will inquire and get back to you as soon as possible.
Thank you.
Elez

From: (b) (6)
Sent: Thursday, June 25, 2020 11:33 AM
To: Elez Biberaj (b) (6)
Subject: FW: VOA News + VOA Editorials

Hi Elez,

Please see below.

Thanks.

(b) (6)

From: Jonathan Bronitsky (b) (6) >
Sent: Thursday, June 25, 2020 11:24 AM
To: (b) (6)
Cc: Diane Cullo (b) (6)
Subject: VOA News + VOA Editorials

Hi, (b) (6) .

When I called yesterday at 4:04 pm, I relayed our team's request that Editorials be "added" to the top bar of VOANews.com *alongside* US News, Press Freedom, Coronavirus, and VOA News on Iran. Editorials was indeed added, but it replaced Coronavirus. That decision to replace Coronavirus was not made by the Front Office, nor was the Front Office informed of that decision prior to or after the change was made.

Please communicate to the VOA team that Coronavirus should be added back, so that the total number of tabs at the top bar is five: US News, Press Freedom, Coronavirus, VOA News on Iran, and Editorials.

Thank you so much.

Sincerely,
Jonathan

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: VOA News + VOA Editorials
Date: Thursday, June 25, 2020 1:22:28 PM

<https://www.voanews.com/>

From: Elez Biberaj (b) (6)
Sent: Thursday, June 25, 2020 12:52 PM
To: (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: RE: VOA News + VOA Editorials

(b) (6),
This may have been a technical issue, i.e., that Voltron only allows four links in the top bar. We are checking into it. On VOA's Russian Service site, which has not yet launched, we have five links on the top.
Thank you for bringing this to my attention.
Elez

From: (b) (6)
Sent: Thursday, June 25, 2020 12:17 PM
To: Elez Biberaj (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: Re: VOA News + VOA Editorials

Ok, thanks.

Get [Outlook for iOS](#)

From: Elez Biberaj (b) (6)
Sent: Thursday, June 25, 2020 11:59:22 AM
To: (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: RE: VOA News + VOA Editorials

Greetings, (b) (6) !
I will inquire and get back to you as soon as possible.
Thank you.
Elez

From: (b) (6)
Sent: Thursday, June 25, 2020 11:33 AM
To: Elez Biberaj (b) (6)
Subject: FW: VOA News + VOA Editorials

Hi Elez,

Please see below.

Thanks.

(b) (6)

From: Jonathan Bronitsky (b) (6)
Sent: Thursday, June 25, 2020 11:24 AM
To: (b) (6)
Cc: Diane Cullo (b) (6)
Subject: VOA News + VOA Editorials

Hi, (b) (6) .

When I called yesterday at 4:04 pm, I relayed our team's request that Editorials be "added" to the top bar of VOANews.com *alongside* US News, Press Freedom, Coronavirus, and VOA News on Iran. Editorials was indeed added, but it replaced Coronavirus. That decision to replace Coronavirus was not made by the Front Office, nor was the Front Office informed of that decision prior to or after the change was made.

Please communicate to the VOA team that Coronavirus should be added back, so that the total number of tabs at the top bar is five: US News, Press Freedom, Coronavirus, VOA News on Iran, and Editorials.

Thank you so much.

Sincerely,
Jonathan

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: VOA News + VOA Editorials
Date: Thursday, June 25, 2020 11:59:00 AM

Greetings, (b) (6) !
I will inquire and get back to you as soon as possible.
Thank you.
Elez

From: (b) (6)
Sent: Thursday, June 25, 2020 11:33 AM
To: Elez Biberaj (b) (6)
Subject: FW: VOA News + VOA Editorials

Hi Elez,

Please see below.

Thanks.

(b) (6)

From: Jonathan Bronitsky (b) (6)
Sent: Thursday, June 25, 2020 11:24 AM
To: (b) (6)
Cc: Diane Cullo (b) (6)
Subject: VOA News + VOA Editorials

Hi, (b) (6) .

When I called yesterday at 4:04 pm, I relayed our team's request that Editorials be "added" to the top bar of VOANews.com *alongside* US News, Press Freedom, Coronavirus, and VOA News on Iran. Editorials was indeed added, but it replaced Coronavirus. That decision to replace Coronavirus was not made by the Front Office, nor was the Front Office informed of that decision prior to or after the change was made.

Please communicate to the VOA team that Coronavirus should be added back, so that the total number of tabs at the top bar is five: US News, Press Freedom, Coronavirus, VOA News on Iran, and Editorials.

Thank you so much.

Sincerely,
Jonathan

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Kelu Chao](#); (b) (6) [VOA Director's Office](#)
Bcc: [Elez Biberaj](#)
Subject: Re: VOA-PHASE 1-NEWS AND INFORMATION TV PROGRAMS.docx
Date: Monday, June 29, 2020 10:11:29 PM

Many thanks, (b) (6) .
Elez

> On Jun 29, 2020, at 9:14 PM, (b) (6) > wrote:
>
> Hello
> This is the last draft. We will review again in the next few days.
> This list includes staff returning as well as alternates.
> C
>
> <VOA-PHASE 1-NEWS AND INFORMATION TV PROGRAMS.docx>
>
>
> (b) (6)
> Director of Partnerships
> Latin America Broadcasting
> Voice of America



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***BEST
PRACTICES
GUIDE***

MAY 2020

[SharePoint: Best Practices Guide](#)
DALETPLUS: MEDIA-->CATEGORIES-->MANUALS

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THE VOA CHARTER

President Gerald Ford signed the VOA Charter ([Public Law 94-350](#)) into law on July 12, 1976. It protects the independence and integrity of VOA programming.

The long-range interests of the United States are served by communicating directly with the peoples of the world by radio. To be effective, the Voice of America must win the attention and respect of listeners. These principles will therefore govern Voice of America (VOA) broadcasts:

1. VOA will serve as a consistently reliable and authoritative source of news. VOA news will be accurate, objective, and comprehensive.
2. VOA will represent America, not any single segment of American society, and will therefore present a balanced and comprehensive projection of significant American thought and institutions.
3. VOA will present the policies of the United States clearly and effectively, and will also present responsible discussions and opinions on these policies.

BEST PRACTICES GUIDE

INTRODUCTION

THIS GUIDE APPLIES TO ALL EMPLOYEES, CONTRACTORS AND STRINGERS WHO GATHER, PRODUCE, EDIT, TRANSLATE, PRESENT AND DISSEMINATE CONTENT FOR VOA

The purpose of this Guide is to define in more detail the journalistic standards and best practices that VOA full-time employees and contractors should follow every day. And it is a **guide** rather than a rulebook for one very good reason: although the increasingly changing news and information environment requires each of us to have a basic understanding of best practices, it goes without saying that every news event, every radio, TV and web piece, every social media post, every program, every interview – that is, **everything we cover, produce and disseminate – is unique and must be considered in context and on its own merits.**

VOA full-time employees and contractors are encouraged to bring issues not covered in this guide to the attention of their supervisors, Service Chiefs, Division Directors, the Editor for News Standards & Best Practices, VOA Senior Management or the Office of General Counsel as appropriate.

- There may be times when the News Center or a Language Service will be working on stories that allege wrongdoing. In those cases, the Office of General Counsel **must** be consulted. [\(Also see Legal Issues, p. 99\)](#)

It is everyone's responsibility to understand these best practices as well as to consider one's own sense of right and wrong. Credibility is the most precious commodity of any news organization. The only way to achieve and maintain that credibility is for everyone within VOA to accept responsibility for it.

WHEN IN DOUBT, ASK - DO NOT ASSUME

This guide will help, but should not replace, discussions of difficult issues with co-workers and supervisors. We grow as a news organization -- and policies are formed -- by asking questions and discussing the journalistic issues we face daily.

In addition to these journalistic guidelines, Federal employees [are also required to follow the policies laid out by the Office of Government Ethics and USAGM's Ethics Counsel.](#)

The [Best Practices Guide](#) is a living document and is updated regularly on SharePoint.

NEWS GATHERING

FAIRNESS, OBJECTIVITY & BALANCE

WHEN PERFORMING OFFICIAL DUTIES, VOA STAFF LEAVE THEIR PERSONAL POLITICAL VIEWS BEHIND

- All correspondents, producers, writers, editors and hosts should be aware of their own cultural values and personal beliefs and put them aside when preparing a report, conducting an interview, hosting a newscast, interview program, or posting on social media.
- The accuracy, quality and credibility of the Voice of America are its most important assets, and they rest on our audiences' perception of VOA as an objective and reliable source of U.S., regional and world news and information.
- VOA journalists -- including writers, correspondents, stringers, program hosts, and social media teams -- should always avoid the use of unattributed negative terms or labels to describe persons or organizations. The only exception is when the individuals and groups use those labels to describe themselves or their activities.
- Be fair to all of the people involved in a story. People who are presented in a negative light must be given a reasonable chance to present their side of the issue. If they refuse to comment, that should be noted. This demonstrates to our audience that we made the effort to be fair to all sides.
- A correspondent, producer or host should be well prepared with facts to balance the statement of one side or the other. Don't simply nod in acknowledgment when listening to someone's answer, as this could imply that you agree with that position.
- VOA journalists and all those preparing broadcast, website and social media programming must avoid any action or statement that might give the appearance of partisanship. **This includes the wearing of lapel pins, religious symbols, clothing designs or color schemes that appear to support one party or individual over another.**

**THERE IS NO PLACE AT VOA FOR ADVOCACY JOURNALISM -
THE PRESENTATION OF NEWS FROM ONE PARTICULAR
VIEWPOINT OR ONE SPECIFIC AGENDA.**

**VOA JOURNALISTS CANNOT ACCEPT MONETARY PAYMENT
OR GIFTS FROM ANY INDIVIDUAL, SPECIAL INTEREST GROUP,
OR POLITICAL ORGANIZATION IN EXCHANGE FOR NEWS
COVERAGE. IT IS A VIOLATION OF JOURNALISTIC ETHICS.**



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- Other conflicts of interest, real or apparent, may come up, such as the relationship of staff members with VOA and USAGM management.
 - For instance, VOA journalists should avoid, where possible, covering an event where a speaker or panelist is from VOA – simply because VOA is represented at the event. If the event is one of journalistic value, the report should disclose and explain that VOA is represented at the event and cite the editorial reason for covering the event.
- VOA employees and contractors must carry out their work with the utmost professionalism. This applies equally to your work in the Cohen Building, the bureaus, and in the field. Professionalism and respect for your colleagues is absolutely vital to maintaining best practices. Whether in a newsroom, studio, control room or in the field, pursuit of a story is not an excuse for arrogance.



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BIAS & DIVERSITY

One of the key areas for ensuring fairness, objectivity and balance in our reporting is to stay clear of bias or preconceived notions. Some examples:

- Avoid stereotyping by race, gender, age, religion, ethnicity, geography, sexual orientation, disability, social status or physical appearance.
- The words we use in our scripts should be precise. For example, avoid the casual use of words and phrases like “illegal immigrant,” “Third World” and “terrorist,” or the assumption that “fundamentalism” equals violence. [This is the latest guidance from the AP](#) on writing about the “alt-right” and related terms. All VOA staff should read the guidance and follow it in our own reporting.
- Don’t include a description of an individual unless it is essential to the story. If a description doesn’t serve an editorial purpose, it may perpetuate negative stereotypes, possibly anger some members of a community and in all likelihood doesn’t effectively advance the story.
- Coverage of events in a gay community should not be automatically linked to coverage of HIV/AIDS, because HIV/AIDS is not exclusive to gay communities.
- Correspondents, producers, video, photo and web editors must understand the possibility of racial or ethnic stereotyping when selecting images to include in stories. For example, in a story about unwed mothers in the U.S., should every mother shown be African American? If using file video about drug arrests in the U.S., should every person shown be African American or Hispanic? The clear answer is no.

POLITICAL ACTIVITY

VOA STAFF CANNOT CAMPAIGN FOR OR ORGANIZE EVENTS FOR POLITICAL CANDIDATES

THAT IS A VIOLATION OF THE JOURNALISTIC ETHICS OF OBJECTIVITY, FAIRNESS AND BALANCE AND SHOULD BE AVOIDED AT ALL TIMES

THE HATCH ACT

The Hatch Act is a federal law; its main provision is to prohibit government employees in the Executive Branch from engaging in partisan political activity. The Office of General Counsel has provided some basic guidelines regarding political activity by VOA employees.

Employees **MAY NOT** engage in political activity while:

- On duty
- In any government office
- Using a government vehicle
- Wearing an official uniform or insignia

In addition, the following political activities are prohibited while **on duty**:

- Wearing campaign buttons and/or t-shirts
- Displaying campaign posters in the workplace
- Using **AGENCY** e-mail accounts, social media accounts or blogs to support or criticize a candidate or political position
- Using agency computers to make online campaign donations
- Using screensavers supporting or criticizing a candidate or political position
- Using agency-supplied smartphones to support or criticize a candidate or political position

NOTE: You are on duty when you are teleworking.

**IF YOU HAVE ANY QUESTIONS ABOUT THESE GUIDELINES,
PLEASE CONTACT THE OFFICE OF GENERAL COUNSEL AT (b) (6)**

POLITICAL REPORTING ON VOA WEBSITES

To avoid appearances of inappropriate endorsement or bias, if any VOANews.com website reports on a GOP or Democratic presidential debate and the story includes a link to the campaign website of one candidate, we must include the campaign websites of all the candidates who are taking part in the debate. The same holds true if we are reporting on candidates for the Senate, House and for governors.

We follow the same guidelines during the final presidential campaign period with regard to a sitting president and the opposing candidate/s. But in that case, the link for the sitting president **MUST BE TO THE CAMPAIGN'S WEBSITE, AND NOT TO WWW.WHITEHOUSE.GOV.**

EXCEPTION: For the 2020 election campaign, because President Trump uses his personal Twitter account on a daily basis, we should be checking @realdonaldtrump during the campaign in addition to any official account the campaign might create.

In other words, when reporting on U.S. political campaigns, all VOANews.com websites should follow the same journalistic balance and fairness that we strive for in all of our daily reporting.

For more complete guidance on the Hatch Act, [please follow this link to the Office of General Counsel's Ethics page.](#)

WRITING

VOA copy should be simple and straightforward. We are not writing treaties or scholarly reports. For example, use “stop the fighting” rather than “achieve the cessation of hostilities.” Most of our writing is for people whose first language is not English, so avoid excessively difficult words, and explain them when you must use them.

Avoid colloquialisms and jargon, which may be difficult to translate and are not easily understood by foreign audiences. When used, as in a direct quotation, provide an alternative in parentheses to assist language services.

- The convicted hacker said writing the virus was “a piece of cake” (very easy).
- He spoke “off the cuff” (without notes).
- The House Minority Whip (the number two Republican/Democrat in the House).
- He made a killing (made a lot of money) in the stock market.

Words such as “biggest,” “highest,” “first” and others like them should be used judiciously because they often turn out to be incorrect. Ask yourself whether the fact that something is first is truly significant. Avoid superlatives such as “most famous” or “greatest,” which often represent value judgments. Descriptive and colorful words are encouraged, but use caution. Something that is “unique” is the only one of its kind. A thing or event cannot be “somewhat unique.” Other words describing extreme situations should also raise flags for writers and editors, and should be scrutinized to ensure they are justified. “Trouble” in a city does not necessarily mean it is in “chaos.” “Asking urgently” is not necessarily “pleading” or “begging.” If a situation is “desperate” today, what will it be tomorrow when things get worse?

It is acceptable, however, to use words like these when you’re quoting someone directly.

SOURCING

Whenever possible, a source should be “on the record” – someone who is willing to be named and quoted. However, journalists routinely rely on sources who won’t go on the record. If a source refuses to be named, the information he or she provides must be characterized in other ways, as clearly as possible.

A REQUEST FOR CONFIDENTIALITY SHOULD COME FROM THE SOURCE AND NOT SUGGESTED BY THE CORRESPONDENT OR PRODUCER.

However, your editor has a right to know the name of the source if he or she asks for it.

AN UNNAMED SOURCE MUST HAVE VERIFIABLE AND FIRST-HAND KNOWLEDGE OF THE STORY

Before using an unnamed source, you must be certain that there is no other way to get the information on the record. You must be convinced the source knows what he/she is talking about, and you should consider asking for actual evidence to support the source’s claim or comment. When discussing third-party information with a source, be sure that the source is actually confirming the information from his or her knowledge of a particular situation, and is not simply hearing it from you and agreeing that it is plausible.

Avoid extremely vague terms such as “unnamed sources” or “unidentified sources,” “informed sources,” “authoritative sources,” “well-placed sources,” “reliable sources.”

You should be willing to tell our audience why the source cannot be named. For example, you can say, “The source’s name is being withheld to protect against possible reprisals.”

A story that relies on the use of confidential/unnamed sources should be of public concern. We are not interested in “gotcha” stories just for the sake of the “gotcha,” nor are we interested in scoring scoops just for the sake of being first (and possibly being wrong).

There will be times when multiple news outlets report information from unnamed sources during a breaking story, as with the Boston Marathon bombing in April 2013.

As happened with Boston – when multiple news organizations said there was an arrest and VOA reported that information – we will later find out that that information is incorrect. In those cases VOA will issue a correction as quickly as possible across all platforms.

[\(Also see Corrections, p. 97\)](#)

BEST PRACTICES GUIDE

The following characterizations will help to establish with a source what level of confidentiality you have agreed to. In all cases it is always best to clarify with the source how the information may be used:

- **ON THE RECORD**
All information is suitable for publication and attributable to the source by name and title.
 - **OFF THE RECORD**
Material that is “off the record” is not directly usable, but the information can be used to focus the direction of a story. Off-the-record material may also be a valid second source to confirm information obtained elsewhere.
 - **ON BACKGROUND**
“On background” is generally understood to mean the information given can be used, provided it is attributed to a generic source. “A senior administration official called the election flawed.”
 - **DEEP BACKGROUND**
Information obtained on “deep background” is normally provided with the understanding that it will not be sourced directly in any way. Acceptable wording might be, “It was learned that the delegates agreed to a second meeting on Tuesday.”
- **PUBLICATION OF A SIGNIFICANT STORY BASED UPON A SINGLE SOURCE WHO WILL NOT ALLOW HIS OR HER NAME TO BE USED MUST ALWAYS BE APPROVED IN ADVANCE BY VOA SENIOR MANAGEMENT.**
 - **UPON REQUEST, DISCLOSURE OF A SOURCE’S IDENTITY TO VOA SENIOR MANAGEMENT AND TO THE OFFICE OF GENERAL COUNSEL MAY BE REQUIRED TO CLEAR THE SOURCED INFORMATION FOR AIR.**
 - **WHEN DISCUSSING CONFIDENTIALITY WITH A SOURCE, IT MAY BE ADVISABLE TO EXPLAIN THE POSSIBILITY OF THIS LIMITED DISCLOSURE WITHIN VOA. REFUSAL TO DISCLOSE THE SOURCE MAY RESULT IN THE SOURCE’S INFORMATION NOT BEING USED BY VOA.**

[*\(Also see Reporter’s Privilege & Confidential Sources, p. 105\)*](#)

RUMORS & SPECULATION

VOA avoids the use of rumors and speculation in news items. However, this should be carefully evaluated on a case-by-case basis in instances where a rumor or speculation takes on a life of its own. In general, reporters, producers and editors should seek out responsible officials to respond to the rumors or speculation and use those comments as our entry to the story. Without an official comment, VOA should avoid being first to publicize a rumor or speculation.

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ATTRIBUTION

WE GIVE CREDIT WHERE CREDIT IS DUE

Proper attribution is a fundamental element of good journalism.

Aside from the material provided by our own correspondents and stringers, VOA receives news from a number of different outlets: ABC News, Agence France Presse, the Associated Press and Reuters, as well as from newspapers, television news networks and official news agencies of other nations.

Story information can also come from press releases put out by corporations or private groups such as non-governmental organizations (NGOs). When using press releases, they must be identified as such, and if applicable, they should be counter-balanced.

When VOA quotes exclusive information from news stories or uses quotes from editorials, opinion pieces or social media posts, it is mandatory to credit the media organization, NGO or other outlet. Not including that information can open VOA to possible claims of plagiarism and/or copyright infringement.

(Also see [Crediting the News Agencies, p. 20](#) and [Plagiarism, p. 24](#))

One method of providing attribution is in the use of block quotes. In the example below, *VOX.com* provided a hyperlink to a *Washington Post* story about “Pizzagate,” but also included part of the Post’s story in a “block,” shown by the solid bar on the left. This is acceptable for use on voanews.com websites, but it should not be used repeatedly.

The conspiracy theory, known as “Pizzagate,” apparently connected Hillary Clinton’s presidential campaign to a nonexistent child sex ring at the Comet Ping Pong pizzeria, **Faiz Siddiqui and Susan Svrluga reported for the Washington Post:**

The restaurant’s owner and employees were threatened on social media in the days before the election after fake news stories circulated claiming that then-Democratic presidential nominee Hillary Clinton and her campaign chief were running a child sex ring from the restaurant’s backrooms. Even Michael Flynn, a retired general whom President-elect Trump has tapped to advise him on national security, shared stories about another anti-Clinton conspiracy theory involving pedophilia. None of them were true. But the fake stories and threats persisted, some even aimed at children of Comet Ping Pong employees and patrons. The restaurant’s owner was forced to contact the FBI, local police, Facebook and other social-media platforms in an effort to remove the articles.

BEST PRACTICES GUIDE

Information that comes directly from the U.S. government – the White House, State Department, Pentagon or Congress – is considered valid on its own, **but must still be attributed.**

On a breaking news story, AP or Reuters may quote a single source such as a police official or a government spokesperson. In those cases our copy will attribute the information to the wire service and say that VOA is working to confirm the information.

Information in News Center stories does not require additional sourcing.

There are times when the attribution can be left unstated because the source of a particular statement is both obvious and authoritative.

An example of over-attribution:

The U.S. space agency NASA says astronauts aboard the space shuttle “Discovery” performed a second spacewalk today.

It’s better, and easier, to write:

Astronauts aboard the U.S space shuttle “Discovery” performed a second spacewalk today.

In the course of our reporting, we often will cite information or statistics that come from think tanks, NGOs, or another government agency. Aside from crediting those groups in scripts, they must also be credited in full-screen graphics, whether as a stand-alone page or within a video package.

FULL SCREEN GRAPHICS

- While styles and looks may differ for various Language Services, the basic procedure should be the same.
- Any time a graphic is based on information or statistics that are not originally generated by VOA, a small info source attribution needs to be included on the graphic.
See the photos on the next page, identifying the correct attribution.

WIKIPEDIA SHOULD NOT BE CONSIDERED OR USED AS A PRIMARY SOURCE OF INFORMATION

There have been a number of incidents where material posted on Wikipedia has not been verified or has proven to be incorrect. Any information found on Wikipedia should be confirmed with other, more reliable sources, or with the News Center.

OPENSOURCE

The U.S. government-funded news portal [OpenSource](#) is an important tool for finding source information. VOA uses the text material in OpenSource as a second source of news and information.

OpenSource can be found in DaletPlus/Webspace at **WIRES→OPENSOURCE→ALL WIRES**

However, **VOA DOES NOT HAVE ACCESS** to the audio and video which OpenSource posts from news organizations -- BBC, Sky News and Al Jazeera English, for example -- with whom VOA **does not have contractual agreements.**



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BEST PRACTICES GUIDE

CREDITING THE NEWS AGENCIES

To make sure that our best practices are in sync with our news agency contracts, below is guidance on how VOA should credit the agencies across all platforms. Note that each platform has different guidelines, and everyone should be aware of the differences, especially if you're producing a story that will appear on all platforms.

RADIO

- AFP, AP and Reuters have all confirmed that VOA radio broadcasts can use their news wire copy verbatim without verbal attribution or credit. All three agencies consider this to be “standard use” of their material.
- However, if one wire service has an exclusive interview or information that other news organizations do not have, we should give that wire service verbal credit in the broadcast.
[\(Also see Audio Usage Rights, p. 69\)](#)

TELEVISION

- Although the individual news agency IDs and the Dot are burned into agency video as they are being recorded in DaletPlus, it is preferable that all video pieces -- whether produced by the News Center or by a Language Service – should note in the DaletPlus Asset Management Form the time segments where ABC NewsOne, AFP, AP and Reuters video are used. That is our way of tracking/crediting them for the usage, and for the Senior Archivists to know whether the material is worth keeping.
- Video downloaded from the ABC, AFP, AP and Reuters websites must have the proper ID added to the video before it is broadcast or published. This is a requirement of our contracts with our providers.
[\(Also see Video Usage Rights, p. 71, Documenting Source Video in DaletPlus, p. 80 and News Agency IDs and the Dot, p. 81\)](#)
- Verbal credit to the news agencies is not required for video reports, **unless the video is exclusive and is noted as such in the agency's script.**

WEB

It has long been the practice in print to credit the wire services when using their stories in whole or in part. All VOA websites and social media pages should follow this practice.

- [How the credit looks when using a single news agency's wire story in full, with the agency's name at the top.](#)
- [How the credit looks when using more than one agency's wire story, with the agencies' names at the bottom.](#)
- [Agency photos used on VOA websites and on agency-maintained social media pages must include a captioned credit to the agency.](#)

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BYLINES

VOA frequently publishes stories with contributions from News Center and language service journalists. This is an explanation of the News Center's policy on how contributions should be credited in the script and how to determine who receives the byline on the finished web story. There are also several examples showing who would earn the byline under different reporting scenarios.

Story script headers in DaletPlus have three fields related to tracking reporter contributions, noted here in bold:

((TITLE:

HEAD:

TEASER:

TWEET:

DATE:

PUBLISHED AT:

(Press Alt+D here before publishing to generate a timestamp)

NUMBER:

WEB BYLINE:

CONTRIBUTING:

WRITER:

DATELINE:

AUDIO:

VIDEO:

WEB:

TYPE: OCN

UPDATE:))

- When creating a story in D+, the **writer** is the journalist who actually composed/updated/corrected the written text. If a story is updated, with minor additions, the writer field must be updated as well, so that later questions can be directed to the relevant person. If an editor updates a story, the editor's name goes into the writer field.
- The **contributing** credit goes to reporters who provided key information for a story that ended up in the final copy, but who are not involved in actually writing the story.
- The **web** byline entry follows the bylines policy detailed on the next page.
- **ONLY** the **web** byline and/or the **contributing** line are published online.

It is the responsibility of all writers and correspondents to know the bylines policy and fill out the template accurately. News desk editors should ensure that this is done correctly before publishing, so that it is clearly laid out for the Web editors.

DETERMINING WHO GETS THE WEB BYLINE

A web byline depends in part on whether there is original reporting in the story. The News Center's byline policy tries to highlight when a reporter is on location where a story is occurring, and/or when we have original content.

The next sections explain the byline policy for reporters working out of VOA's headquarters and the policy for reporters working in the field. When reporters are on location filing material to a writer/editor on the news desk, VOA generally follows AP's byline policy, linked below.

VOA HQ-BASED JOURNALISTS

For journalists based in VOA's headquarters in Washington, a byline on a story requires correspondence with a news source that makes it into the story – whether that's a phone call, an email, a Twitter direct message etc.

For example: Watching a news event live on TV, and combining that with a press release is not "byline worthy." However, if the writer/reporter gets something additional information from a source, and that content is included in the published story, then the writer/reporter will get the byline. Stories that do not meet the byline standard, but are considered still worth publishing, will carry a generic VOA News byline instead of a reporter's name.

AP allows bylines only from reporters who have a relevant dateline. VOA, however, allows bylines from writers and reporters working inside its main Washington headquarters whose reporting meets the byline standard.

BUREAU & FIELD REPORTERS

[AP recommends that reporters who are filing from location for a story get first billing on a byline](#) – even if much of the story is actually written by someone on their desk. For VOA, if the desk writer or editor also contributes original reporting, then it would be left to the discretion of the final editor to determine whether the work merits a shared byline or contributor mention.

NEWS CENTER POLICY ON PSEUDONYMS & "PEN NAMES"

The News Center does not permit reporters to use pseudonyms as bylines on English language news stories. The main reason for this is that fabricating a reporter's identity undermines VOA's credibility.

For reporters who do not wish to have their name on a story for security issues or other valid reasons, the News Center will use a generic VOA News byline. Additional explanatory information can be included in a contributor line, should the reporter wish to highlight why his or her real name cannot be used.

For example:

"A VOA employee working in Pakistan contributed to this report. The reporter's name is being withheld because of ongoing threats against journalists in the country."

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“A VOA Mandarin service journalist wrote this report. VOA is declining to name the reporter because of Chinese government policies that threaten journalists and their extended families.”

If a reporter does not want to use his or her name in a voiced TV or radio report, the intro and the signoff may omit it. A possible final line for an intro: “We have this report from our West Africa bureau in Dakar.” For the signoff the reporter would say, “...VOA News, West Africa bureau.”

BYLINE EXAMPLES INVOLVING MULTIPLE JOURNALISTS

- A language service interviews a newsmaker or analyst and sends the news desk the interview audio, which a writer uses in an OCN.
WEB BYLINE: VOA News
CONTRIBUTING: Language service reporter name(s)
WRITER: Writer’s name
- A language service reporter/stringer is on the scene of a breaking news event overseas and sends in quotes from eyewitnesses and color from the scene. A writer takes the material, and shapes it into a story, adding context and background.
WEB BYLINE: Language service reporter/stringer
CONTRIBUTING: None (unless writer also calls an analyst/contributes original material)
WRITER: Writer’s name
- A language service sends quotes from an interview with an analyst for a breaking news story that the news desk has already written by monitoring live broadcasts and using news wires. The writer updates the story, adding the new material.
WEB BYLINE: VOA News
CONTRIBUTING: Language service reporter name(s)
WRITER: Writer’s name
- An overseas correspondent files on a breaking news story in the coverage region. A language service reporter later gets additional reaction and sends the information to the news desk to use to update the story.
WEB BYLINE: Overseas correspondent
CONTRIBUTING: Language service reporter name(s)
WRITER: Writer’s name



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PLAGIARISM

PLAGIARISM IS ILLEGAL AND UNETHICAL AND STRIKES AT THE VERY HEART OF OUR JOURNALISTIC MISSION.

IT CAN COST THE INDIVIDUAL AND THE AGENCY ITS CREDIBILITY AND REPUTATION, AND WILL NOT BE TOLERATED.

WE DO NOT PRESENT OTHERS' WORK AS OUR OWN

ALLEGATIONS OF PLAGIARISM WILL BE FULLY INVESTIGATED, AND STAFFERS WILL BE NOTIFIED OF ANY SUCH ALLEGATIONS.

PLAGIARISM MAY RESULT IN DISCIPLINARY ACTION, UP TO AND INCLUDING REMOVAL FROM FEDERAL SERVICE

The Poynter Institute offers [this excellent guidance for identifying plagiarism](#).

DRONES

The use of drones is heavily regulated, and VOA journalists must follow both governmental restrictions and VOA policies.

It is illegal to operate an unmanned aerial system/drone (UAS) for business purposes in the United States without advance approval from the Federal Aviation Administration (FAA). Prospective VOA drone users must obtain a [Remote Pilot Certificate](#) (the official title for a drone pilot license) prior to any field usage of a drone.

DRONE USAGE BY VOA-AFFILIATED PERSONNEL IS RESTRICTED TO PROPERLY LICENSED DRONE PILOTS.

[VOA drone pilots will follow the FAA'S rules and respect all restrictions](#), including those imposed locally by police or emergency service agencies. VOA journalists contracting for drone services must also be aware of laws and safety regulations governing their use.

When a drone will be used to cover a story, advance notice via email must be sent to the VOA Deputy Director for Programming (b) (6) or the Editor for News Standards & Best Practices (b) (6). A summary of the story and location of the shoot should be included in the email.

VOA will use guidelines from the Professional Society of Drone Journalists (www.dronejournalism.org) to determine drone usage:

- **NEWSWORTHINESS:** The story must be of sufficient importance to risk using a potentially harmful drone. Do not use a drone if the information or aerial perspective can be gathered by other, safer means.
- **SAFETY:** A drone pilot must be properly trained in the operation of the equipment. The equipment must be in a condition suitable to safe and controlled flight. A drone must not fly in weather conditions that exceed the limits of the drone's ability to operate safely. A drone must be flown in a manner that ensures the safety of the public and is least disruptive to the general population in a public setting. A Pilot's first drone flight should **not** be when shooting a story.
- **REGULATIONS AND PUBLIC SPACES:** A drone pilot must follow the regulations that apply to the airspace where the drone is used.
- **PRIVACY:** Use of a drone must never compromise the privacy of non-public figures. VOA journalists should not use images of private citizens in private spaces that are encountered beyond the scope of their stories.

VOA will own and operate drones for use in the United States subject to government regulations and VOA procedures. ([See Flight Operations, p. 27](#))

Drones will be standardized as specified by the Office of the Chief Digital Officer, which will inventory and house them in Washington, D.C. or selected domestic bureaus. Drones will be registered with the Federal Aviation Administration (<https://registermyuas.faa.gov/>) in the name of VOA. Like other VOA technical equipment, purchases of drones will be approved in advance by the VOA Chief Digital Officer (b) (6) or his designee.

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Although VOA will own and operate drones within the United States, VOA will **NOT** own and operate drones outside the United States.

Unlike the FAA in the U.S., neither the International Civil Aviation Organization (ICAO) nor the European Aviation Safety Agency (EASA) have established general usage or legal guidelines for drone operations. Regulations vary from country to country, frequently change, and may not yet be established. For instance, there is no listing of drone regulations for Iran. However, [the Global Drone Regulations Database](#), is an international directory containing summaries of countries' drone laws, if known.

VOA journalists requiring a drone outside the U.S. will need to rent drone services from a pilot/operator licensed for the particular country in which the shoot is planned. They will also be expected to search the database to make sure VOA will not inadvertently violate regulations for the country in which the shoot is planned.

Contracting for drone services outside the country, like contracting for other external services, should be requested in advance from VOA Broadcast Operations, which will work with the IBB Office of Contracts to arrange services. Once drone services are secured, language services should advise the Deputy Director of Programming (b) (6) or the News Standards & Best Practices Editor (b) (6) of the name of the drone pilot and the drone's registration information.

NOTE: Nothing in this section prevents VOA journalists from obtaining drone footage taken by non-VOA personnel who have acted independently of VOA. User-generated drone video will be governed by the same standards and verifications as other independently gathered video used by VOA, prior to its use. [\(Also see User-Generated Content, p. 54\)](#)

THE DRONE CREW

There are three operations roles in drone flight: Pilot, Observer, and Journalist. Although a single individual can fill all three roles, VOA will normally have at least two people involved in any drone flight: a Pilot and a combination Observer/Journalist. The three roles are defined as follows:

- **PILOT:** Responsible for all flight operations and the ultimate authority on any flight. The Pilot determines if the aircraft is airworthy and capable of conducting the proposed operations in the available airspace, and is responsible for conducting operations within all FAA regulations (and any restrictions set forth by a "grant of exemption" from the FAA). The Pilot must brief the other members of the crew about the specifics of the mission, their roles and responsibilities, and what is expected of them before, during and after flight operations. The Pilot – the person holding the FAA-issued Part 107 certificate – is by regulation the final authority on whether the drone flies or not. The Pilot's decision on flight safety is final.
- **OBSERVER:** Responsible for monitoring the operational area to ensure that there are no hazards that may endanger the flight or people. The Observer is the only member of the team who should speak to the Pilot during flight operations. The Observer is to alert the Pilot if any aircraft come into the area, or if any person or vehicle comes near the operation. The Observer should remain within speaking distance of the Pilot.

- **JOURNALIST:** Responsible for communicating flight goals before the flight and verifying results after the drone lands. Defines the aerial elements needed for the story, but is subordinate to the Pilot, who has responsibility for determining if the Journalist's goals are possible under the conditions presented.

FLIGHT OPERATIONS

VOA drone pilots should use either the checklists at Kittyhawk.io or the ones listed below. Pre-trip and pre-flight inspections help ensure airworthiness and will serve as an early warning for both maintenance issues and for mechanical issues that could substantially affect or cancel flight operations or safety.

PRE-TRIP: Pre-trip and prior to embarking on any drone operation, the Pilot must gather information about the proposed flight area to ensure operations comply with FAA safety regulations. The Pilot should view publicly available aerial images of the area or personally conduct a site survey that will enable him/her to answer questions about the proposed flight location and be confident of success in the mission, including:

- What is there?
- Are there hazards to aviation?
- What airspace is it in?
- Do we need permission from air traffic control (ATC)?
- Are we flying on or over private property? Do we have permission of the landowner to operate there?
- How many people might be in or around the area? What is our plan to prevent flight over people?
- How high above sea level is the location? How will the altitude affect the performance of your drone during flight?

Prior to the day of the shoot, the Pilot and Observer/Journalist should meet to define the goals of the drone shoot and specific mission goals, including:

- What shots do you need (specific expected shots, angles, or subjects)?
- What purpose is the drone serving in your story?
- What context is the drone adding to your story?
- How much drone video or photograph do you need to tell the story?
- What privacy issues can you anticipate and what steps have you taken to lessen them?
- What the operations area looks like.
- What the expected weather will be.
- Any known hazards.

Prior to the shoot itself, the Pilot should also practice with the drone assigned for use.

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PRE-FLIGHT: Pre-flight operations are done immediately before any flight work is to occur. The pre-flight checklist repeats some of the pre-trip checklist, such as inspecting the aircraft and some of the control surfaces. On the day of the shoot, before leaving for the operations area, the Pilot should conduct a pre-trip inspection of the drone, including:

- Charging batteries.
- That there are sufficient fully charged batteries to compensate for the possible effects of temperature on the batteries.
- Checking various mounting hardware.
- Checking the camera and storage media to ensure it is sufficient for the shoot.
- Verifying that weather parameters are within FAA Part 107 minimums, as determined by consulting an **aviation** weather forecast or weather report (METAR) or from obtaining a flight briefing from Flight Services.
- Verifying that the Journalist has informed local police or fire agencies that we will be using news-gathering drones.

Once on site, the Pilot will conduct the pre-flight inspection, connect the batteries, etc., and delineate a takeoff and landing area of at least 10 feet x 10 feet and ensure it is free of debris. S/he may also assign the Journalist or other VOA personnel on site to ensure that bystanders don't inadvertently walk into either the takeoff/landing zone or under the drone's flight path.

IN FLIGHT: The "In Flight" checklist isn't really a checklist. It's a "Do Constantly" list, noted as a reminder for all journalists using drones. While in flight, personnel involved in the shoot must:

- Be constantly scanning for airborne traffic or obstacles. The Observer (in most cases, the Journalist) must report them immediately to the Pilot.
- Be constantly scanning for people on the ground in the flight area. The Observer must report them immediately to the Pilot.
- Be constantly checking battery levels, ensuring that the drone is returned to the landing area before reaching 25% of capacity remaining.
- Be constantly checking flight parameters such as altitude to ensure they remain within restrictions and operational goals.

Any changes to the operational plan should be discussed only at the time of battery changes.

POST-FLIGHT:

ALL POST-FLIGHT LOGS MUST BE ENTERED IN [KITTYHAWK.IO](https://kittyhawk.io).

The post-flight checklist is broken into three parts: shutting down the drone, inspecting the aircraft, and filling out logs. Logging is an essential part of drone safety. It forms the basis of the permanent record documenting maintenance of the drone VOA needs. Among other things, pilots should document any issue that should be checked or fixed between flights, drone usage (times of takeoffs and landings), problems during flight, and battery usage.

DRONE RESTRICTIONS

[The FAA's website](#) provides complete information on approved flights and operations. VOA personnel involved in drone use should familiarize themselves with the [contents of the site](#). For news coverage by drone within the United States, these restrictions are most relevant:

Waivers to restrictions must be obtained in writing from the FAA. Without a written waiver, VOA will operate its drones in compliance with posted laws and regulations.

ACCIDENTS

By using licensed drone pilots and having a rigorous system of approvals of drone usage, VOA will minimize the instances of mishaps or accidents involving drones. Should VOA personnel be involved in accidents or injuries involving drones, the pilot and the VOA reporter/producer of the story must separately notify their service chief and division director, plus the VOA Deputy Director of Programming (b) (6) and the Office of the Chief Digital Officer (b) (6). The drone pilot is required by law to notify both the Federal Aviation Agency and the National Transportation Safety Board of accidents that either cause injuries or at least \$500 in damage to property.

Website contacts for the FAA and NTSB are below:

https://www.faa.gov/uas/report_accident/

<https://ntsb.gov/investigations/process/Documents/NTSB-Advisory-Drones.pdf>

ARCHIVING DRONE FOOTAGE

All high quality drone footage must go in the archives within 3 weeks of the original shoot.

If the drone operator will be editing the video, he/she should copy the footage, edit down to the best footage, and work with the Media Asset Management team to supply the metadata and get the video into the archive. If the operator does not edit, the producer must take on the responsibility.

No one will be granted continued access to a drone unless the footage from their previous shoot has been processed in the archive system. The Media Asset Management team has been alerted to tag the content as DRONE footage in the metadata, so users can easily search the database for the video.

This is a critical part of the return on the investment of training, purchasing and maintaining the drones.

HIDDEN CAMERAS & MICROPHONES

VOA does not ordinarily support the use of hidden cameras or microphones for newsgathering. If extraordinary circumstances prompt you to think of doing so, you **must provide in advance** justification why it is necessary.

**CLEARANCE MUST COME FROM THE VOA DIRECTOR'S OFFICE,
THE OFFICE OF GENERAL COUNSEL AND THE NEWS STANDARDS & BEST PRACTICES EDITOR.**

SENSITIVE & GRAPHIC MATERIAL

Newsworthiness should be the primary factor in deciding whether to air or publish audio or video that may be offensive to our audiences. Some examples include murder scenes, acts of war, acts of nature, or faces of victims.

In most cases, VOA should not broadcast or publish the moment of death in a suicide, execution, or any similar event. Exceptions might include circumstances where an event is being covered live and the action is unexpected or spontaneous, or where the event is so highly newsworthy as to warrant broadcast or posting. If it happens during live coverage, explain to the audience what has happened as quickly as possible, and move on.

The broadcasting or posting of graphic, profane, racist or other objectionable language should be determined if it is essential to the newsworthiness of the story.

Material of a sexual nature is also a cause for concern, as people of all ages listen to, watch and read VOA news stories. Questions to be asked: Is the material essential to the story? Should video be digitized in some way so as not to be offensive? Would you want your children to see such images?

If it's determined the material will be broadcast or posted online, a mandatory warning needs to be provided far enough ahead of the story to make sure children do not see or hear the material. If the material is posted online, it should not be on the homepage. Rather, a link to the story should appear on the homepage, with a warning that sexual/graphic images are included with the story.

YouTube has a [blurring tool](#) that lets you blur any part of a video, including moving objects.

[\(Also see YouTube Guidelines, p. 58\)](#)

IN THESE CASES, THE EDITOR FOR NEWS STANDARDS & BEST PRACTICES AND/OR VOA SENIOR MANAGEMENT WILL DETERMINE WHETHER TO POST SUCH IMAGES OR AUDIO, AND WILL ISSUE A HOUSE-WIDE NOTE DETAILING MANDATORY LANGUAGE TO ADVISE OUR AUDIENCE OF THE CONTENT.

The following sections explain these guidelines in greater detail.

COVERING WAR

Given the many nationalities and ethnicities that VOA reaches via radio, TV and online, it's important to follow some basic guidelines in covering and reporting conflicts.

LOADED WORDS

VOA should never use “we,” “us,” “our” or “they,” “them” and “their” in reporting about any side in a conflict. VOA practice is to name the country, as in “U.S. troops” or “Pakistani troops.”

No side in a conflict should be referred to as “the enemy,” or any territory as “enemy territory” in copy or in graphics. The only exception is if you are directly quoting someone making those references.

Referring to attacks as “punishing,” “brutal” or “successful” can imply that VOA is taking sides. Again, the only exception would be if you're directly quoting someone making those claims.

REPORTING COMBAT ACTIVITY

As a rule, VOA should not report that warplanes or missiles are approaching a target. When an attack is underway, VOA will report it:

- If we're able to independently confirm that bombs/missiles have hit the ground; or
- If the country being attacked confirms it's being attacked; or
- If an official of an attacking country directly tells VOA that an attack is happening; or
- If VOA observes the attack first-hand

In all of the above cases, attribution **MUST** be as clear and as specific as possible.

[\(Also see Attribution, p. 16\)](#)

When information originates only from state-owned media, we should make that clear to audiences the entire time the information is used.

[\(Also see Using Content From State-Run Media, p. 90\)](#)

If VOA's reporting is being censored or shut down and/or VOA's movements are being restricted, that should also be reported.

COVERING TERRORISM

Generally, terrorism is defined as “the use of violence and threats to intimidate or coerce, especially for political purposes.” Terrorists use violence against (often innocent) individuals to advance their political or ideological agenda. “Terrorism” and “terrorist” carry a lot of weight, and they should be used with extreme care. It is up to editors to determine if they are most appropriate terms to use.

VOA will report the actions of terrorists (bombings, shootings, hostage takings) fully, accurately and without taking sides, as we would cover any other news story. Wherever possible, we should also provide appropriate coverage of the victims, their injuries and their families.

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We will provide our audiences with informative analyses of terrorist organizations, their ideology and history, but at the same time VOA must never suggest that reporting the context in which terrorism takes place justifies terrorism in any way.

VIDEO & AUDIO OF TERRORISTS, HOSTAGES OR PRISONERS

Statements from, interviews with, or video of terrorists, hostages or prisoners of war should be judged on their journalistic merits before making a decision on usage.

Some guidelines for making those decisions:

➤ **TERRORISTS**

- Although we will report on the actions of terrorists, **VOA SHOULD NOT BE USED AS A PLATFORM TO SPREAD THEIR MESSAGES.**
- This means that in almost all cases, VOA will not air a terrorist message in its entirety. Senior VOA managers will decide what portions, if any, of the message will be cleared for broadcast and websites based upon its news value.

➤ **HOSTAGES/PRISONERS**

- Pay close attention to whether a hostage or prisoner appears to have been mistreated, is bound in handcuffs or shackles, or has a hood on his/her head.
- In the case of a prisoner's statement, VOA will take special measures to ensure that the individual POW identities are not revealed (i.e. facial blurring, voice alteration, use of pseudonym or nom du guerre).
- Senior VOA managers will decide whether to show video of this nature.

➤ **FULL DISCLOSURE**

- When applicable, all TV and radio scripts and web copy **MUST** state that VOA has not been able to independently verify the source of the video or audio. Should VOA receive the material directly from a group, army or government, that should be noted in the script and web copy as well.

➤ **LEGAL ISSUES**

- From the Office of General Counsel: The Geneva Convention relative to Treatment of Prisoners of War requires POWs to "at all times be protected, particularly against acts of violence or intimidation and against insults and public curiosity." Although the Convention does not define what "public curiosity" means, the U.S. is a party to the Convention and it generally applies it at all times to the maximum extent practicable.

**PLEASE REMEMBER THAT THESE ARE BASIC GUIDELINES.
EACH INSTANCE IS UNIQUE, AND A DECISION IN ONE SITUATION WILL NOT
NECESSARILY BE THE PROPER ACTION FOR THE NEXT SITUATION.
ALWAYS CONSULT WITH VOA SENIOR MANAGERS BEFORE MAKING ANY
DECISIONS TO AIR OR PUBLISH MATERIAL OF THIS NATURE.**

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THREATS TO JOURNALISTS

VOA journalists sometimes operate in dangerous environments. Hostile governments, terrorist groups, and lone actors occasionally threaten the safety of our employees and stringers. Their safety is paramount.

REPORTING THREATS

If any person operating on behalf of VOA believes his or her safety to be under threat, it should immediately be reported to the proper authorities at VOA. Such incidents include detention, harassment, or credible threats of harm.

If an incident occurs, the reporter must inform their supervisor/editor who will contact their service chief and division director. Those managers will then alert Security and VOA Programming.

As part of the reporting requirements, service chiefs should receive verbal or written confirmation that the person affected consents for a record of the incident to be created for internal use. Information about these incidents will be securely stored on USAGM systems, with access limited to a small number of individuals.

EXTERNAL RELEASE OF THIS INFORMATION

Any release of this information will require the clear written consent of the journalist involved, as well as clearance by the VOA director. Even a release of the individual's name to the USAGM board requires clearance with the VOA Programming Office. Any other release of information pertaining to these incidents must be used solely to assist the affected individual or to work with organizations that further journalistic freedom.

COVERING MASS SHOOTINGS

[The Poynter Institute](#) provides excellent guidance on how to cover and report on mass shootings. These are their primary recommendations:

- Name the shooter infrequently, if at all, and only when his or her name is critical to helping your audience understand what happened.
- Avoid images of the shooter that could be seen as glorifying him or her by others who might be inclined to other acts of violence.
- As more information becomes available, be careful to be accurate and contextual. Small details can take on inappropriate levels of importance in the early reporting stages. Those details can be harmful to the truth if they are inaccurate or out of context.
- Avoid speculating about mental illness or allowing unqualified sources to speculate about mental illness. Witnesses, law enforcement and politicians usually know very little about the topic in general, are likely to know even less about the role of mental illness in this tragedy.



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- Avoid using superlatives like “the deadliest mass shooting ever,” in teases, tweets and other formats where context is absent. Instead, use them where you can bring more context, such as interviews, the text of stories and produced packages.

[This link from SAVE.org](#) includes additional recommendations and other important guidelines for covering and reporting on mass shootings.

COVERING CRIMINAL ACTIVITY

VOA staff **must not** interfere in any way with ongoing law enforcement activities. If some orders seem designed to manage or deny news coverage, VOA reporters, producers and photographers at the scene should protest and notify senior management and the Office of General Counsel as quickly as possible. If necessary, the agency will take appropriate legal action to protect access to the news.

There may be occasions where VOA staff has the opportunity to accompany law enforcement on arrests or investigations. These situations can present sensitive legal questions, including trespass and invasion of privacy.

THESE ACTIVITIES SHOULD ONLY BE UNDERTAKEN WITH APPROVAL IN ADVANCE FROM YOUR SUPERVISOR, VOA SENIOR MANAGEMENT AND THE OFFICE OF GENERAL COUNSEL.

It’s important to understand that even though law enforcement may go onto private property, it **DOES NOT** mean that journalists are exempt from trespassing.

[\(Also see *Filming In Public vs. Private Places*, p. 103\)](#)

Keep in mind that cameras, microphones and lights can cause relatively passive bystanders to act and/or react for the cameras. All VOA staff should use their own best judgment and discretion in these situations; where possible, you should avoid any action that could possibly influence the event.

At the same time, VOA staff covering conflicts, protests or demonstrations should not take one side or another.

[\(Also see *Fairness, Objectivity and Balance*, p. 8 and *Social Media*, p. 49\)](#)

Neither the police nor demonstration leaders should be a reporter’s only sources for accurate reporting of causes, issues or casualties.

HOSTAGE/BARRICADE SITUATIONS

Coverage of these situations, whether in the U.S. or overseas, presents difficult challenges and usually requires special care. No single statement or guideline can begin to cover every situation that we may report on. The following are intended to guide you in exercising your best judgment.

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- The event should be characterized as accurately as possible. Before labeling an event a “riot” or “terrorism,” or referring to someone as a “terrorist,” you should discuss it with your senior editors and managers, and if necessary, with News Center managers or the Editor for News Standards and Best Practices.
- Keep in mind the possibility that a hostage taker may be able to see, hear, or try to manipulate VOA’s coverage. Consider whether describing or showing the actions or movements of law enforcement officers could tip off the hostage taker or barricaded person.
- **DO NOT** put yourself in a position where you could be playing a role in the incident. VOA staff should **NEVER** attempt to contact a hostage or hostage taker. This could endanger a hostage and interfere with rescue efforts. It could also possibly subject you to criminal liability. You should not attempt to make or receive telephone calls from a hostage or barricade situation or from nearby homes or businesses.
- When reporting on these situations, avoid speculation about the hostage taker, his or her motives, demands, or state of mind. If a guest speculates about these issues, the host should point out that VOA has not verified what the guest has just said, and move the conversation away from such speculation.

NAMING PEOPLE INVOLVED IN CRIMES

Be precise with the language used in reporting about crime or demonstrations.

VICTIMS

VOA should not name rape victims or other victims of sexual assaults or molestations. These crimes carry a stigma for the victims, and victims should be allowed to decide whether they want to be identified. Be cautious in providing descriptive details so that the person is not inadvertently identified.

There are special difficulties in identifying minors (under 18 years of age) who have been kidnapped or are alleged victims of sexual crimes. In the case of a kidnapping, news outlets may identify minors to help them be found. However, if we learn that a kidnapped minor has been sexually assaulted, the responsible action is to stop both naming the individual and showing his/her picture.

EXCEPTIONS TO THE ABOVE MUST BE APPROVED IN ADVANCE BY A SUPERVISOR AND THE EDITOR FOR NEWS STANDARDS & BEST PRACTICES

SUSPECTS

VOA does not identify suspects of criminal investigations who have not been charged or arrested. This has become more difficult in the U.S. in recent years, when law enforcement officials refer to someone as “a person of interest.” This is not a legal term, and VOA should not use it because it can place a person under increasing suspicion and may result in unintended consequences for the individual.

The essential source for identifying the status of a person or group charged or arrested is law enforcement or the court system, **NOT** an unidentified “informed individual.” When someone has been charged with a crime, use language that does not imply guilt or innocence. Similarly, if someone originally identified as a suspect is not charged with a crime, we must make that known as soon as possible in a follow-up story.

NAMING OR IDENTIFYING MINORS INVOLVED IN CRIMINAL ACTIVITY

In addition to the guidance above regarding minors who are victims, VOA should not name, show video or play audio of a minor who is a suspect in a crime, or is arrested and charged with a crime. Exceptions may be made if a minor is charged as an adult, but in those cases we should wait until the accused has been formally charged, not just arrested.

There may be other exceptions, such as if a minor is charged with murder or another heinous crime. In some cases, local media may have already widely reported the minor’s identity.

BEFORE DECIDING TO IDENTIFY A MINOR, PLEASE CONSULT A SUPERVISOR AND THE EDITOR FOR NEWS STANDARDS & BEST PRACTICES

INTERVIEWING & VIDEOTAPING MINORS

Interviewing minors, whether for audio or video, can present special issues, particularly where wrongdoing, criminal activity, private, potentially embarrassing or other sensitive situations are involved. In these situations you **MUST** obtain permission from a parent or adult guardian. Permission should be in writing, where possible. [You can find the release form on Sharepoint.](#)

If that isn’t possible, recording audio or video of the parent/guardian giving consent is acceptable.

Generally, minors can be interviewed and recorded, without permission, on non-controversial subjects such as reaction to a movie, talking about a favorite food, going back to school on the first day of the school year.

When recording audio or shooting video at a school in the U.S., ask whether a school has sent out what are known as “negative releases” to parents. These are notifications that a media crew will be visiting a school, asking parents to return the notice only if they **DO NOT** want their child to participate in interviews or tapings. In this situation you may not need additional permission.

In a breaking news situation, if the minor is out of harm’s way, it may be permissible – without parental approval -- to interview the minor if he/she is a witness or has information about the event. However, keep in mind that the minor must be freely willing to talk, and should not be asked private, personal or other potentially embarrassing questions and should not be asked to name suspects.

In all cases, ABC NewsOne, AFP, AP and Reuters video should be carefully screened to follow the same guidelines.

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COVERING & REPORTING SUICIDES

Deciding whether to report the name of a suicide victim is a delicate and difficult matter. Did the victim commit suicide publicly in order to achieve notoriety? Will reporting the person's name encourage others who might be contemplating suicide and looking for recognition? Will reporting the victim's name bring unwanted attention to family or friends? Keep in mind that by most accounts, people who commit suicide are in a disturbed or distressed mental state. Consequently, there are no clear or easy answers to these questions.

If the person is **NOT** a public figure, there should be no overwhelming editorial reason to report the name. Ask the question: Is the suicide tangential to the story, or does it have a larger impact on the story or participants in the story?

BEFORE REPORTING THE NAME OF A SUICIDE VICTIM, PLEASE CONSULT A SUPERVISOR OR THE EDITOR FOR NEWS STANDARDS & BEST PRACTICES

There may be a situation when a VOA staffer in the field is in a position to intervene in a situation where injury or the loss of life is a very real outcome. When a person decides to take his or her own life as a protest, there is no expectation that a journalist will intervene, nor is there a VOA policy on whether you should or should not intervene. It is up to the individual on the scene to use his or her own best judgment. [\(Also see Sensitive & Graphic Material, p. 30\)](#)

BREAKING NEWS

Although breaking news situations don't often present themselves in VOA's daily coverage, there are certain key points to follow when putting that type of information on the air or online.

Producers should use caution before airing live and/or unedited material which may be excessively graphic in visuals or language. Ask the question: Does the news value of the material warrant airing it without reviewing it first?

CONSULT WITH YOUR SUPERVISOR AND THE EDITOR FOR NEWS STANDARDS & BEST PRACTICES IF POTENTIALLY GRAPHIC MATERIAL IS GOING TO BE AIRED OR POSTED ONLINE BEFORE BEING VIEWED OR WITHOUT A DETAILED DESCRIPTION.

When airing or posting such material, alert your listeners, viewers and readers as to the nature of the material.

[\(Also see Sensitive & Graphic Material, p. 30\)](#)

REPORTING CROWD ESTIMATES

When covering rallies or demonstrations, it's important to attribute estimates of size. Organizing groups or official agencies which provide them may have reasons to inflate or downplay the numbers.

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Where non-official estimates such as “hundreds of thousands” appear to be guesses or inflated, a correspondent, producer or photographer on the scene may be able to provide a better perspective on crowd size.

As an example, they can say the crowd is standing shoulder to shoulder for four blocks. If a correspondent, producer or photographer is not covering the event, we should look to the wire services for their reporting on the size of the crowd.

[\(Also see Attribution, p. 16\)](#)

STAGING & RE-CREATIONS

➤ **VOA DOES NOT DO “AS LIVE,” “LOOK LIVE” OR “LIVE TO TAPE” VIDEO REPORTS.**

These are video playbacks of a correspondent reporting from a location, but are manipulated in the control room to give the illusion that this is a true live shot by placing the video in a double box and having the anchor appear to interact with the correspondent. Presenting a correspondent in this manner goes against the VOA Charter’s principle of being a reliable and credible source of news, and should be discouraged at all times.

➤ **VOA REPORTS THE NEWS**

➤ **WE DO NOT CREATE OR MANIPULATE NEWS STORIES**

➤ **STAGING A NEWS EVENT OR CONTROLLING HOW IT TURNS OUT -- WHETHER BY ENCOURAGEMENT, PROPS OR PAYMENT -- IS UNACCEPTABLE**

When shooting video with the subject of a story to explain something that happened, don’t ask the person to do things they normally don’t do. For instance: It’s acceptable to shoot video of a family that goes to the cemetery once a week to place flowers on the grave of a family member, but you should explain in the track that this is something the family normally does. However, if you ask someone to go to the cemetery and lay flowers on the grave of a family member, you should explain that as well.

Keep in mind, though, that the more you direct people – having them do things specifically for the camera – the more time you’ll have to spend explaining that to the audience.

USING VOA EMPLOYEES OR RELATIVES FOR STORIES

Generally speaking, VOA employees should not be used in radio, TV or web pieces outside of their official capacity. In most cases it is also preferable not to use the relatives or friends of VOA employees. While they may be perfect subjects to help illustrate stories, there is always the possibility of the appearance of a conflict.

However exceptions can be granted. For instance, if a relative or friend is prominent or expert in his or her own right. When in doubt, consult with your supervisor or the Editor for News Standards & Best Practices.

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INTERVIEWS

Even in the era of selfies, photo-bombing and user-generated content, most people are not comfortable being interviewed and consider recording equipment to be invasive, especially when you're dealing with sensitive subjects. One way to reduce that unease or tension is to first talk to an interview subject **WITHOUT** the equipment. Put the person at ease; make him or her feel comfortable talking to you before proceeding with the actual interview.

When setting up an interview, the subject may ask what questions will be asked or how the interview will be treated when produced. It's OK to outline in advance general points of interest and the general subject areas you intend to cover.

YOU SHOULD NOT

- **PROVIDE ACTUAL QUESTIONS TO BE ASKED**
- **PROMISE YOU WILL NOT ASK QUESTIONS OUTSIDE THE AREAS YOU HAVE OUTLINED**
- **PROMISE HOW SUBJECTS WILL BE TREATED ON THE AIR**

Any agreement that certain questions will or will not be asked will be decided on a case-by-case basis in consultation with your supervisor and/or VOA senior management as warranted. If an agreement is approved, the agreement should be mentioned in the introduction to the interview.

If an interviewee requires VOA to use a name or title we ordinarily would not use, that too should be mentioned in the introduction to the interview.

DO NOT PROMISE THAT

- **VOA WILL AIR THE ENTIRE INTERVIEW OR A PORTION OF IT IN A TV PROGRAM, OR AS PART OF A TV PACKAGE**
- **THAT THE INTERVIEWEE WILL BE ABLE TO FIND ALL OR PART OF THE INTERVIEW ON THE VOA WEBSITE**
- **THAT ANY PART OF THE INTERVIEW WILL BE INCLUDED IN A TV PROGRAM OR TV PACKAGE, OR WITH A WEB STORY OR BLOG**

(Also see [Hosting a Guest on VOA Programs, p. 47](#))

NEWSMAKER INTERVIEWS

When VOA interviews a prominent newsmaker at length, the purpose is to find out what an individual, organization or group of lawmakers are thinking about a particular issue. This type of interview does not always require that the other side be presented within the interview format.

Instead, a video piece or a brief explainer can be used to set up the topic or topics being discussed, and that can be the means by which the other side's point of view is presented. Another possibility is reading copy following the interview stating the opposition's view.

Ultimately, it is advisable to seek out a corresponding interview at length with someone from the other side of the issue.

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RECORDING TELEPHONE INTERVIEWS

- If you are planning to record a telephone interview, the reporter or producer **MUST** advise the interview subject that he or she is being recorded, and that their comments will be on the record. If the interview subject objects to being recorded, the reporter or producer should confirm that the interview can be used as off the record information.

(Also see [Sourcing, p. 14](#) and [Defamation/Privacy/False Light, p. 103](#))

SHOOTING/EDITING TV INTERVIEWS

- When shooting a two-camera interview, it's acceptable for a reporter to register appropriate visual expressions, such as smiling at a joke. What is NOT acceptable is editing in a visual reaction that is out of sequence to the answer being given.
- Equally unacceptable is separating questions from answers. The 10th answer of an interview **should not** be edited as if it were the response to the 4th question, even if it seems to make the reporter's or producer's editorial point clearer.
- Interviews shot with one camera can present editing difficulties, so when possible, the camera should be set up to start the interview on a medium 2-shot. That will allow the cameraperson to push in on the interview subject, pan to the interviewer and pull back to the 2-shot as needed.
- If the above method isn't possible, then reverse questions (questions asked after the interview is done, with the camera reversed to tape the interviewer), while not ideal, are allowed. Reverse questions should be true to the original questions and if done, the interviewee or representative should be made aware and should be invited to be present.

In this situation, because the reverse shots are happening after the actual interview, the reporter or producer should avoid showing an expression (smile, frown, nod) that might be seen as agreement or disagreement with what the subject said during the interview.

PUBLIC FIGURES

Questions and reporting about the private lives of public figures should be relevant to the story. For example, the questioning is appropriate when the reporting is intended to expose inconsistency, lying, hypocrisy and most certainly, illegal activity. In the case of candidates for public office, information about these actions often enables voters to judge the character of a candidate or elected official.

However, VOA's reporting **should not** be based on rumor, speculation or gossip. Reporting should rely on on the record statements and actions of public figures. Information from normally reliable sources not willing to be identified should be very closely examined.

(Also see [Sourcing, p. 14](#) and [Rumors & Speculation, p. 15](#))

The passage of time is an important consideration in determining what is relevant, and may affect current relevance. When information is dated, evaluate it carefully. In the case of a political figure, it may be the importance of such information for the public to judge that person's qualifications and fitness to hold public office.

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Consider each situation separately and own its own merits. There is no blanket rule prohibiting reporting private activities from many years ago.

For interviews, be very careful when using information from sources and/or sourced information from another news organization when asking a question to a guest about his/her private life.

[\(Also see Sourcing, p. 14 and Attribution, p. 16\)](#)

Open-ended questions based on little or no evidence are strongly discouraged. For example, the question “Have you ever taken a bribe,” should not be asked unless it’s based on our reporting, or if there is a compelling and journalistically justifiable reason to ask it.

IF VOA STAFF ARE UNSURE OF THE APPROPRIATENESS OF THEIR QUESTIONING OR REPORTING REGARDING THE PRIVATE LIFE OF A PUBLIC FIGURE, THEY SHOULD CONSULT WITH THEIR SUPERVISOR AND WHEN APPROPRIATE WITH THE EDITOR FOR NEWS STANDARDS & BEST PRACTICES AND THE OFFICE OF GENERAL COUNSEL.

ANONYMITY

There may be reasons to agree to anonymity for an interview subject, whether for radio, TV or online. For example, we may not wish to jeopardize the subject’s safety or subject him or her or family members to harm or undue embarrassment. But there may be legal considerations as well in granting anonymity to interview subjects.

Always ask the interviewee about his or her reasons for requesting anonymity. Clarify and confirm the conditions agreed to in exchange for the information. Anonymity for interviewees can be defined by degree. In establishing the degree of anonymity, describe the process to be used (e.g. blurring of faces, digitizing the voice, videotaping in shadow) but do not guarantee a particular result.

- **THE FAILURE TO ADEQUATELY DISGUISE AN INTERVIEW SUBJECT OR A MISUNDERSTANDING OVER THE STEPS AGREED ON TO DISGUISE AN INTERVIEW SUBJECT CAN RESULT IN A LEGAL CLAIM AGAINST VOA.**
- **GENERALLY, WE WANT TO AVOID PROMISING ANONYMITY FOR PEOPLE TRYING TO EVADE LAW ENFORCEMENT.**
- **EXCEPTIONS SHOULD BE CLEARED WITH A SUPERVISOR, THE EDITOR FOR NEWS STANDARDS & BEST PRACTICES AND/OR SENIOR MANAGEMENT AND THE OFFICE OF GENERAL COUNSEL.**

[\(Also see Sourcing, p. 14\)](#)



“AMBUSH” INTERVIEWS

So-called “ambush” interviews, where a person who has refused to be interviewed is approached without notice by a reporter or producer, are discouraged and should be avoided. An “ambush” is different than a “stakeout,” where cameras are set up in advance to get comments from individuals who are going to or leaving meetings and/or work.

CONSULT WITH SUPERVISORS, THE EDITOR FOR NEWS STANDARDS & BEST PRACTICES AND/OR SENIOR MANAGEMENT AND THE OFFICE OF GENERAL COUNSEL WHEN CONSIDERING WHETHER TO DO AN AMBUSH INTERVIEW.

ADVANCE SCRIPTS/SCREENING

You should not show a script to a third party not affiliated with VOA or USAGM in advance of the story’s broadcast or online publication. However, you can call an interviewee and review portions of a script in order to fact check. As part of the reporting process you may also show portions of other interviews or other footage prepared for the report to an interview subject to obtain their reaction or comment for use in the same report. You should videotape the individual watching the other interview or other footage whenever possible.

Advance screenings of VOA news stories are not permitted without the prior approval of senior management. An exception: press screenings for review purposes.

SUBJECT TAPING INTERVIEW

On occasion, a subject may ask to do his or her own recording of an interview. That is permissible as long as the subject understands the taping is for personal use only, not for broadcast, publication or other distribution. As noted above, VOA will not provide an audio or video copy of the raw interview to an interview subject.

REQUESTS FOR UNAIED/UNPUBLISHED MATERIAL

As a general policy, VOA should not give third parties access to unaired or unpublished material or discuss the existence of such materials. Refer those requests to senior management and the Office of General Counsel.

[\(Also see Usage Requests, p. 93 and VOA Firewall, p. 99\)](#)

PAYMENT

VOA does not pay people for interviews. However, it may be appropriate to pay certain travel-related expenses for an interviewee. Refer questions on this subject to VOA senior management and the Office of General Counsel.

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GUESTS

NOTIFYING VOA SENIOR MANAGEMENT OF HIGH-LEVEL GUESTS

As a major international broadcaster, VOA often welcomes to the Cohen Building high-level foreign government officials and other important individuals, such as prominent dissidents and exiles. To better determine when additional protocols may be appropriate, VOA journalists who schedule these meetings or visits should immediately notify senior management through their chain of command. Division Directors will then notify the [Programming Directorate](#) for coordination with the VOA Director's Office. Decisions about any special actions that may be needed will be coordinated between the VOA Director's Office and the CEO's Office. Notification at each stage should occur prior to the visit, with sufficient time for senior management to take any actions that may be necessary.

VOA personnel who schedule meetings at the Cohen Building with audience members, members of the diaspora, or lower-level government officials should also immediately notify their Division Director. That Division Director will then decide whether additional coordination within VOA and/or the CEO's Office is required.

SECURITY PROCEDURES FOR GUESTS

Security procedures for entry into the Cohen Building are set by the Federal Protective Service (FPS), the agency that provides integrated security and law enforcement services to federally owned and leased facilities. FPS, not USAGM Security, manages the contract for the building's Protective Security Officers (PSOs), thus they report to and are represented by the FPS Inspector.

As with other Federal buildings, all visitors must show proper photo ID and go through security screening upon arrival.

FOR PROGRAM GUESTS, THIS PROCESS CAN SEEM CUMBERSOME.

CONSEQUENTLY, EMPLOYEES MUST EXPLAIN THE SECURITY PROCEDURES AND PHOTO ID REQUIREMENTS TO ALL PROGRAM GUESTS PRIOR TO THEIR ARRIVAL, AND ASK THAT THEY ANTICIPATE ABOUT 10 MINUTES FOR THE CHECK-IN PROCESS.

Types of Accepted Identification:

1. U.S. Citizens: Valid U.S. Driver's License or U.S. Passport
2. Non-U.S. Citizens: Valid Passport/Visa

Please notify your guest/visitor that they will be required to process through security screening (walk-through magnetometer and x-ray machine for hand-carried items) prior to arrival.

[\(Also see Prohibited Items, p. 112\)](#)

If you are sponsoring an event, please provide USAGM Security with a guest list that includes the date/time of their arrival, along with their full names and your contact information (Sponsor). Please remember that all visitors **MUST** be escorted while in the Cohen Building per FPS requirements. This list should be emailed to the central Security email at: (b) (6)

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A Free Press Matters

BEST PRACTICES GUIDE

In those rare cases when an important guest arrives without ID, contact USAGM Security immediately so they can work with the FPS to request an exception to normal procedures and allow the guest entry into the building. Please understand that the final decision to waive normal security procedures for your guest rests with FPS, not USAGM Security.

Exceptions to these procedures can be made in some cases for VIPs. VIPs are granted access without having to sign in or go through the metal detectors. Under some circumstances, they also enter the building through a different entry point than the C Street visitors' entrance.

The following are automatically considered VIPs:

1. The President and his cabinet, including sitting Ambassadors
2. Sitting and former members of Congress
3. Anyone who has a federal law enforcement detail, such as foreign dignitaries

For these and other special guests, employees can request VIP status from USAGM Security managers or from the USAGM Chief of Staff.

Please contact Security with any additional questions at (b) (6).

GUEST BOOKING PROCEDURES

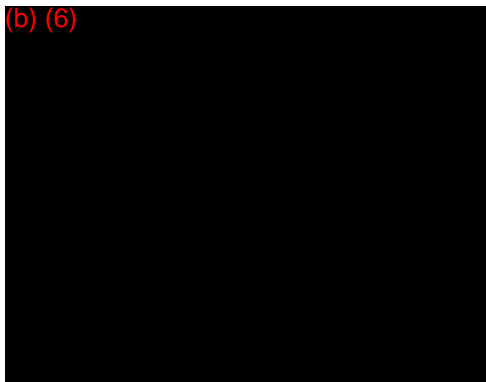
- **ALL REQUESTS FOR THE PRESIDENT, VICE PRESIDENT, FIRST LADY AND THE VP'S SPOUSE WILL BE MADE THROUGH THE VOA DIRECTOR'S OFFICE.**

THERE ARE ABSOLUTELY NO EXCEPTIONS

- **REQUESTS FOR OTHER WHITE HOUSE OFFICIALS, CABINET SECRETARIES, CONGRESSIONAL LEADERSHIP AND THE KEY BEATS SHOULD COME FROM THE NEWS CENTER CORRESPONDENTS AT THOSE BEATS.**

THE CORRESPONDENTS ARE THE FACE OF VOA FOR THOSE BEATS AND WE CANNOT UNDERCUT THEIR POSITIONS

CONGRESS
EDUCATION
IMMIGRATION
INTELLIGENCE/NATIONAL SECURITY
JUSTICE
MEDICAL
PENTAGON
STATE DEPARTMENT
UNITED NATIONS
WHITE HOUSE



These requests **SHOULD BE SENT FIRST** to the appropriate beat correspondent. When an interview has been confirmed, an e-mail should be sent to the Guest Booking group **(b) (6)**

- When we get an interview with the President, Vice President, First Lady, VP's spouse, key Cabinet secretaries or Congressional leadership, VOA Public Relations should be notified immediately: PublicRelations@voanews.com

ADDITIONALLY: **(b) (6)'S BEAT IS MUSIC AND **(b) (6)**'S BEAT IS FILM.**

If a Language Service is thinking of interviewing a major musician or musical group, or thinking of getting an interview with a film personality who is on a junket or making an appearance in a bureau city, **an advisory e-mail should go out first to **(b) (6)** accordingly, and to Guest Booking.**

By the same token, when **(b) (6)** or anyone else has a major music interview or movie-related interview scheduled, they should advise the Guest Booking e-mail group.

When there are major awards shows – usually in Los Angeles -- (b) (6) in the L.A. bureau should be brought into the conversation. As with State, Pentagon or elsewhere – it does not make VOA look good if a studio or a musician’s or filmmaker’s press person is hearing from multiple VOA individuals.

LANGUAGE SERVICES & NEWS CENTER GUIDELINES

Language Services and the News Center should use the “Guest Booking” email group for notifications about the following types of information:

- Guests they intend to book, whether newsmakers or experts.
 - Should a Language Service seek an expert on a topic but has not yet identified the expert, it would still be helpful for Guest Booking to be notified of the Service’s interest in an expert on a specific topic.
 - Guests that have already been booked.
 - Unplanned interviews that were conducted in the course of newsgathering.
- Whenever possible, Language Services and the News Center should include whatever germane information is available in their guest booking notifications: details such as date and time if known, location of the interview, platform and device (Skype, smartphone, ENG camera, audio only), language, where content may be accessed, gist of interview, full log or transcript about what was said, if available.
- **The News Center will collect this information** and provide via email a several-times **daily calendar** that will track all known guest activity at-a-glance for all to see.
- This calendar will permanently reside in the shared drive for the whole how to easily access, thus serving as a back-up for the email distribution and providing an easily accessible archive of all guest activity.

When and where possible, stringers for the News Center and the Language Services should keep the field correspondents and/or Washington advised of potential interviews of interest.

IT IS RECOMMENDED THAT ALL STAFF RESPONSIBLE FOR BOOKING GUESTS/INTERVIEWS SEND A NOTE TO GUEST BOOKING AND TO THE APPROPRIATE INDIVIDUALS BEFORE MAKING A REQUEST.

HOSTING A GUEST ON VOA PROGRAMS

- **IT IS MANDATORY** that a discussion takes place at the Language Service and/or Division level when a service is considering a live interview with a potentially controversial or hostile guest, or about particularly sensitive issues.
- The discussion should focus on determining the format for that interview, and the final decision about the format will be determined at the Division level.
- An interview with a controversial guest or about sensitive issues **SHOULD NOT BE PROMOTED** until the final decision on the interview format has been made.
- It may be decided that the best approach will be to **RECORD** the interview so that it can be edited for time and presented to the audience in the best editorial and production formats possible.
- **All potential guests must be pre-interviewed** to get a sense of what to expect during the actual interview. You can discuss general topics, but do not give the guest the actual interview questions in advance. That pre-interview should be available for review by producers, anchors and Language Service or Division management.
- When you know you're going to have a controversial or potentially hostile live guest, prepare a game plan with the show staff and the show Director about what to do if the interview goes downhill, so that everyone in the control room and on the set know in advance what to do, including implementation of a back-up plan.
- It is the responsibility of a program's host to do his/her homework about the guest and the subject matter. If a guest starts making unsubstantiated accusations or questionable statements, it is the responsibility of the anchor to challenge the guest about those accusations/statements, whether asking for clarification about the source of the accusations/statements or refuting those accusations/statements with facts.
- If a guest uses language that is unsuitable for air (cursing, insulting, racial or homosexual slurs, for example) it is the responsibility of the host to immediately cut the conversation off and apologize to the audience for the offensive language. It is the responsibility of the Executive Producer to alert the Director about what has happened so the Director can make sure the guest's microphone is silenced. At that point the EP must communicate to the Director and the Line Producer to implement a back-up plan.
- The Executive Producer is responsible for a written report of the incident. Detail the unacceptable or irresponsible language used by the guest, how the anchor handled the situation and what steps were taken to end the interview and go to alternate programming. The report is to be sent to the Service Chief, Division Director, Associate Director for Language Programming and the Associate Director for Operations.



A Free Press Matters

BEST PRACTICES GUIDE

- Ultimately, it is the responsibility of the Executive Producer to ensure that the program is clean and airs correctly. The anchor can only do so much. The EP has his/her finger on the button, so to speak, with the authority and ability to tell the Director and the Line Producer to go to something else. That's why you need to have a backup plan.

**GOING TO BLACK DURING A LIVE INTERVIEW IS A
LAST DITCH OPTION, WHEN NOTHING ELSE WORKS.
IT IS NEVER THE FIRST OPTION.**

[*\(Also see Interviews, p. 39\)*](#)

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DIGITAL MEDIA

SOCIAL MEDIA – USAGM

All VOA staff and contractors should be aware of the USAGM’s social media policy, which can be found on SharePoint: [USAGM - Social Media Policy](#)

SOCIAL MEDIA - VOA

Remember that on social media and other public spaces, you are a journalist. It is critical that you are fair, impartial and objective at all times.

If you take a controversial position or display personal bias, it will reflect poorly on you and on the Voice of America. It could lead our audience to believe that we are untrustworthy and that you are unable to fairly cover a controversial story. This not only includes individual remarks in social media, but also posting your political affiliation or causes in your social media profile. Privacy policies change and people can take screenshots. **Assume nothing is private in social media**, even if your account is visible only to your online circle of friends.

Even retweeting or “liking” an opinion on one side of the issue or another could be seen as an endorsement from you or from VOA. If you want to put that comment in front of your followers, make sure it is clear you aren’t endorsing the opinion, but simply showing both sides of the conversation.

Don’t be afraid to engage with either side of a controversial issue. It is okay to follow or friend individuals or interest groups on either side of an issue. In fact, it should be part of the reporting process; paying attention to what both sides have to say is critical to getting as much information as possible on an issue. But never endorse only one side or the other by “liking” a cause or political figure, and make sure you follow all sides of an issue.

While personal endeavors on other sites are fine, they must not involve the use of agency materials, time or facilities, including information that is available to you because of your position at VOA.

**ALLEGATIONS OF SOCIAL MEDIA MISUSE WILL BE
FULLY INVESTIGATED, AND STAFFERS WILL BE
NOTIFIED OF ANY SUCH ALLEGATIONS.**

**SOCIAL MEDIA MISUSE MAY RESULT IN DISCIPLINARY ACTION,
UP TO AND INCLUDING REMOVAL FROM FEDERAL SERVICE**

PROTECTING YOUR PERSONAL & PROFESSIONAL REPUTATION

If your account is hacked, or you find that an imposter account is impersonating you, your reputation and that of VOA can be damaged.

Your first line of defense is to maintain good online security practices.

- Monitor your digital identity by periodically conducting an online search for your name using several of the leading search engines, e.g. Google, Yahoo, Bing, etc. Examine the results on the first two or three pages to make sure there are no unfamiliar accounts.
- Use strong passwords, combining uppercase letters, lowercase letters, numbers, and special characters
- Change passwords frequently
- Do not use the same passwords for multiple accounts
- Keep your passwords safe
- Make sure your email address is secure
- Be sure who you are actually connecting with or following; connect with Verified public profiles

The second option is to take images used for your profile picture and do a reverse image search, since impersonators will often use pictures you've posted online to create fake accounts. [This primer](#) from Google is a good place to start and will show you how to find all the places your pictures are showing up across the internet.

If you find or suspect problems with your accounts:

- Contact the Office of VOA Digital Strategy as soon as possible (b) (6) [REDACTED]
They will work with the social media companies to help take care of hacks or imposter accounts.

To help prevent security problems, or once your account has been fixed, please follow these best practices for securing your account:

- Change your password
- Make sure your email address is secure
- Revoke connections to third-party applications
- Update your password in your trusted third-party applications

More details on these practices, and additional steps to protect your accounts:

- Twitter: <https://support.twitter.com/articles/31796>
- Facebook: [Keeping Your Account Secure](#) (part of the Facebook Help Center)

PEN America, the global group that ensures that people have the freedom to convey information and ideas, has created an [Online Harassment Field Manual](#) which may prove useful.

SOCIAL MEDIA AS REPORTING TOOL

- Reporters are encouraged to break news on social media platforms that are most popular in their region, but certain editorial priorities should be followed.
- **REPORTERS SHOULD QUICKLY FILE FOR VOA-OWNED PLATFORMS AFTER BREAKING NEWS ON SOCIAL MEDIA, PARTICULARLY FOR HIS OR HER SERVICE’S WEBSITE, BUT ALSO FOR RADIO AND TV WHEN APPROPRIATE.**
- **IF A VOA REPORTER/PRODUCER HAS A BREAKING STORY, HE OR SHE SHOULD BE THE ONE TO FIRST REPORT THAT ON THEIR OWN SOCIAL MEDIA ACCOUNTS OR ON THE SERVICE’S OFFICIAL ACCOUNT.**

It’s also important to remember that social media is more than Facebook and Twitter. Niche audiences often have their own niche social networks. Get to know which ones are popular with your audience and experiment with them.

Reporting has always been about amplifying certain voices from the public. But rather than a list of carefully cultivated sources that reporters have traditionally relied upon, social media can present millions of competing voices that we must select from wisely. Whether you call it citizen journalism or social media, our readers often report and share news stories before we are able to verify the facts. While it’s good to highlight those voices, it is critical to verify rumors before reporting them as facts.

There are techniques for confirming the validity of certain social media accounts, including examination of how long the account has been in existence, looking at the account’s message history, and scrutiny of photo streams or other bits of the user’s digital trail. If you have doubts, reach out to your service or division’s social media lead for guidance. You must practice due diligence before relying on a source as credible. In other words, report the story.

Do not retweet or pass along unconfirmed rumors without a clear indication that the information is not yet verified.

ADDING COMMENTS FROM SOCIAL MEDIA TO YOUR REPORTING IS ACCEPTABLE AS LONG AS YOU CLEARLY IDENTIFY THE SOURCE OF THE COMMENT AND IT REFLECTS AUDIENCE OPINION, SIMILAR TO A VOX POP IN RADIO OR TELEVISION.

MAKE SURE YOU BALANCE OPINIONS TO PROVIDE A FAIR PICTURE OF PUBLIC SENTIMENT, AND CONTEXTUALIZE THOSE OPINIONS WITH THE LARGER STORY.
[\(Also see Fairness, Objectivity and Balance, p. 8\)](#)

MANAGING YOUR PROGRAM'S OR SERVICE'S SOCIAL PRESENCE

VOA programs and services are encouraged to maintain official accounts on the major social media platforms in your region. These platforms can help you engage with your current audience and reach new audiences with your content.

Before launching a new official social media presence, you and your Service Chief should answer the following questions:

- Who are you trying to reach and why is this the right way to reach them?
- Who is responsible for keeping each account active and how often?
- How will success be measured and who will track it?
- Does your branding align with the branding already established on your website?

You are also responsible for moderating the comments on your social platforms and your website to remove comments that violate our [Terms of Use](#). In particular, you should be on the lookout for comments that are vulgar, racist or incite others to acts of violence. If you choose to respond to those comments, your replies should be professional and courteous. If the commenter continues to respond in a hostile manner you can block the user from commenting. **DO NOT** engage in a debate with anyone who is trying to stir up anger and violence. Be aware that our automated filters sometimes fail; always be vigilant about shaping a lively and responsible conversation by removing comments that distract from the free and civil exchange of ideas.

POSTING VOA CONTENT TO OTHER SITES, INCLUDING YOUR OWN

Uploading proprietary VOA or wire agency material directly to personal accounts is prohibited. Not only can you be held legally liable for posting photos or video that belongs to wire and newsfeed agencies, but you will hurt your service's ability to build an audience on official channels.

Instead, you should link to VOA material posted on your service's website or other official VOA accounts, like your service's official Facebook page or YouTube channel.

Example: A video editor in a VOA language service regularly combines wire service video and VOA video into packages for broadcast and web. He sometimes takes interesting video from AP, as well as video he has shot, and uploads it directly to his personal YouTube channel and Facebook page. Is that permitted?

Answer: **NO.** Employees should only upload VOA material to official VOA YouTube accounts. Once it's there, they can share to it from a personal YouTube account, Facebook or other channels.

Example: A reporter embeds video from her service's VOA YouTube channel on her own YouTube page and shares VOA reporting with her friends on Facebook. Is this permitted?

Answer: **YES.** Any material shared from your service's official, public-facing website, YouTube channel, or other official outlets is okay.



A Free Press Matters

BEST PRACTICES GUIDE

LINKING TO OTHER SITES

You are encouraged to provide links that are relevant to story content and suitable for all audiences. Editors should exercise judgment and not use links that may be offensive, or in any way, inappropriate.

Linking does not constitute endorsement. While you should avoid pointing readers to anything that is an affront to common decency, you can link to the websites of institutions or causes if they are relevant to a story. If your link is to the site of a particular candidate or party please be even-handed: if you link to the website of one political party, you should be just as willing to link to the website of the opposition party, when relevant to the story. Failure to do so could not only call into question our objectivity; it could be a violation of the Hatch Act.

[\(Also see Political Activity, p. 11\)](#)

BE TRANSPARENT ABOUT YOUR MISTAKES

Every news outlet makes mistakes. When a piece of reporting contains a factual error it should be corrected as quickly as possible. Talk to a senior editor in your service about what needs to be changed and place a correction at the bottom of the story in italics that notes the original error.

Never delete a story or video from your website without correcting and acknowledging the mistake. Not only will the incorrect story remain in the caches of major search engines, but your readers will believe that you are trying to cover something up instead of being honest and open. Full disclosure is always best.

While you should not delete incorrect stories or video from your site, you should use the content management system to remove it from major section fronts until it is corrected. The URL will continue to work, but will not be highlighted on the site.

[\(Also see Corrections, p. 97\)](#)

USER-GENERATED CONTENT

Like all news organizations, VOA receives video, audio and photos from outside sources. The content may be sent for the purpose of showing an up-close look at a news event; to present a particular point of view; to cast a negative light on a government, an organization or individuals.

In all cases, VOA journalists must take every editorial precaution to ensure the legitimacy of the submissions before broadcasting them or publishing them:

- **CONTACT & IDENTIFICATION**

Reach out to individuals or groups who have posted material to verify that they are the owner of the work. Clearly identify yourself as a journalist when making inquiries about user-generated content.

- **NEWSWORTHINESS**

Is there a valid editorial reason to use video, audio or photos that we receive from an outside source? Does the user-generated content help to further inform our audience about an issue or incident?

- **MOTIVE**

Does the individual or group sending the material have an agenda? If VOA determines the content is agenda-driven and decides to air/publish the content, we should reveal why the material was submitted, and who submitted it.

- **REAL OR STAGED**

Can VOA confirm that the video, audio or photo is real? Or, can VOA determine whether the content is fake or staged, produced in the hope that VOA might air or publish it?

- **COPYCAT INCIDENTS**

Will the broadcasting or publication of the video/photos encourage others to create or produce similar content that in some cases could be life-threatening?

- **RIGHT TO PRIVACY**

Was the material recorded or photographed without the knowledge of the individuals involved? In other words, was the material recorded with a hidden camera or microphone?

- **HOW WILL THE CONTENT BE USED**

Should VOA receive sensitive or graphic content, follow the guidelines in the section on [Sensitive & Graphic Material, p. 30](#). In some cases it may be more appropriate for such material to be posted online only, where users can choose what they do or do not want to see or hear.

- **PERMISSION**

Once it's established the content is valid and its owner is identified, ask for permission to use the material. As always, VOA gives credit where credit is due, so the person who created the content should be identified accordingly; it is up to the individual or group whether to use real names or a website/social network username.



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BEST PRACTICES GUIDE

- **PAYING FOR MATERIAL**

Other than our existing agreements with the news agencies and our freelancers, VOA does not pay for content. Please keep this in mind when dealing with user-generated content.

[\(Also see Payment, p. 42\)](#)

- **DISCLAIMERS**

We must always tell our audiences when we are airing or publishing user-generated content. In addition, we should tell our audiences that while we have checked for the legitimacy of the material, we cannot absolutely verify the content. As with all of VOA's reporting, transparency is key.

[Follow this link to a useful at-your-desk tool for verifying user-generated content.](#)

It provides various case studies that can easily be applied to potential UGC situations at VOA.

If you are uncertain about using photos or video taken from social media, please see the guidance on copyright and fair use in the [Legal Issues](#) section of this Guide, or e-mail the Office of General Counsel at

(b) (6)

UGC VETTING TEAMS

- **REGIONAL EXPERT** – VOA’s vetting of UGC begins with the language skills and regional knowledge of our language service staff. Ideally these are the people locating new user-generated content and providing the first layer of vetting by authenticating regional dialects, recognizing landmarks and applying their specialized experience and knowledge.
- **TECHNICAL EXPERT** – Someone who is familiar with the tools, techniques and resources for detecting digital manipulation such as deep fakes. These are the tools VOA teams have successfully used:
 - Adobe After Effects: Can check, pixel by pixel, whether content has been manipulated
 - Amber Video: This app authenticates video content within a few minutes, but users must buy credits to use its services
 - Adobe Photoshop: Can be used to check photo metadata as well as whether the photo has been edited
 - Wondershare Video Convert: This tool is used to convert low quality and phone videos into usable videos with acceptable quality
 - Adobe Premiere: Enhances the quality of videos and can manipulate brightness, contrast and other attributes
- **EDITORIAL EXPERT** – A VOA journalist who is an expert in VOA’s editorial standards provides a final layer of vetting for authenticated content before it is broadcast or published. These should be language service chiefs or senior News Center editors. They work closely with the UGC team, reviewing every video with the regional and technical experts. The editorial expert not only vets the content, but also ensures that VOA news copy properly describes the content according to VOA sourcing guidelines (see next section). The editorial expert ultimately bears responsibility for deciding whether UGC is appropriate for use by VOA.

DESCRIBING UGC IN NEWS COPY

After any user generated content is approved for broadcast/publishing, it must be clearly identified in news copy. Accurate descriptions of UGC are critical to maintain VOA's credibility and transparency with our audiences. Examples of these descriptions:

“VOA could not independently verify the authenticity of the video/photo.”

“In a video circulating on social media, which has not been independently verified by VOA...”

For video used in TV packages, chyrons should clearly identify UGC:

“Video via Iranian social media”

“Cell phone video from human rights activists in Thailand”

When necessary, should identify the source of the content – **WITHOUT** jeopardizing individuals or the methods used to distribute the video:

“Videos sent to VOA via secure messaging apps...”

“In videos circulated on Chinese social media platforms...”

“Videos of the incident shared with local journalists in Peshawar showed...”

The AP Stylebook offers useful tips on verifying user-generated content:

https://apstylebook.com/ap_stylebook/user-generated-content

If you are uncertain about using photos or video taken from social media, please see the guidance on copyright and fair use in the [Legal Issues](#) section of this Guide, or e-mail the Office of General Counsel at

(b) (6)

AUDIO, VIDEO OR PHOTOS THAT ARE OPENLY AVAILABLE ON THE INTERNET DOES NOT MEAN THEY ARE IN THE “PUBLIC DOMAIN” OR “FREE TO USE”

YOUTUBE GUIDELINES

- **YOUTUBE VIDEOS ARE NOT A PRIMARY MEANS OF ACCESSING AND USING B-ROLL FOR A VIDEO PACKAGE. ALWAYS CHECK THE ABC NEWSONE, AFP, APTN AND REUTERS FOLDERS IN DALETPLUS AND THEIR ONLINE SITES FIRST. IF NECESSARY, CONTACT THE SENIOR ARCHIVISTS (SENIOR-ARCHIVISTS@VOANEWS.COM) FOR ASSISTANCE.**
- **THE VOA VIDEO LIBRARY (VIDEO-LIBRARY@VOANEWS.COM) HAS EXTENSIVE FILE VIDEO AVAILABLE; ALWAYS CHECK THERE BEFORE RELYING ON YOUTUBE FOR FILE VIDEO NEEDS.**
- **USE CAUTION AND COMMON SENSE AND AVOID USING VIDEOS FROM YOUTUBE THAT MAY VIOLATE SOMEONE'S COPYRIGHT. WHEN IN DOUBT, PLEASE CONTACT THE EDITOR FOR NEWS STANDARDS & BEST PRACTICES FOR GUIDANCE.**

Although YouTube is the most popular site for video, similar rules apply to other sites, such as Vimeo and VEVO.

Use of YouTube videos should be cleared through the Editor for News Standards & Best Practices. The video can be used full-screen as long as credits, chyron information and other on-screen information is not obscured or deleted.

The actual YouTube logo **MUST** be burned into the video and remain on-screen throughout the clip:



YouTube has a blurring tool that lets you blur any part of a video, including moving objects. This [link](#) takes you to the tool.

(Also see [Sensitive & Graphic Material](#), p. 30)

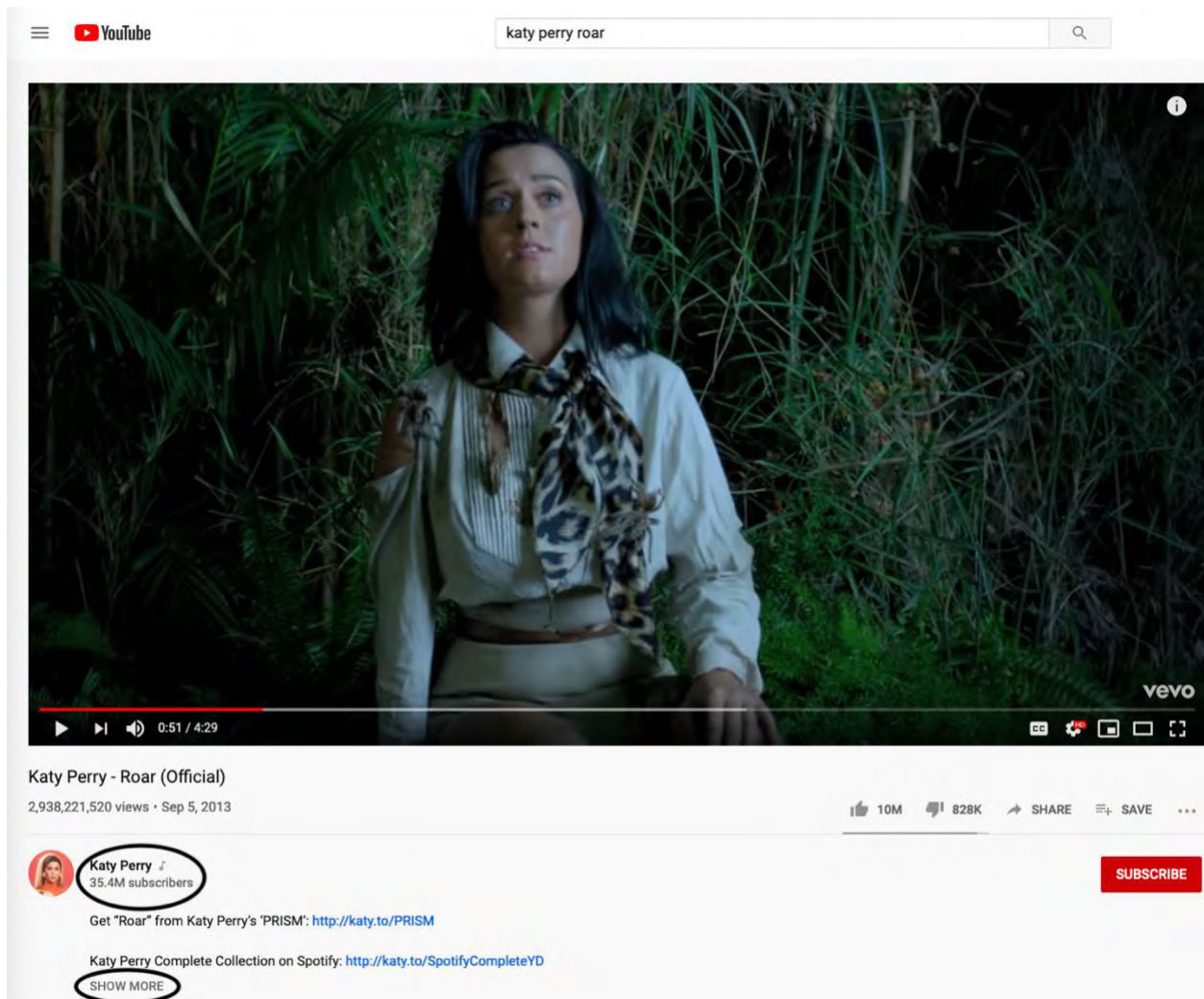
CREDITS FOR MUSIC VIDEOS & MOVIE CLIPS

Proper credits for music video and movie clips is mandatory:

Name of Song/Music Publishing Company

Name of Movie/Film Company

The name of the music publishing company or film company can usually be found in the **SHOW MORE** section of the YouTube entry. Here's an example, using the official music video for Katy Perry's "Roar," signified by the clef note next to her name under the video window. When you scroll down past the video and the official designation, click on **SHOW MORE**.

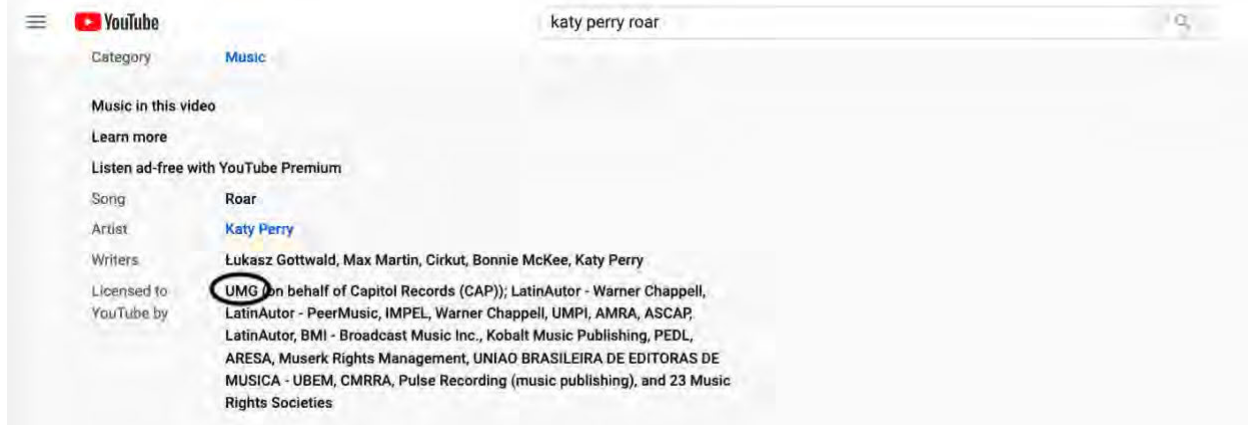


The screenshot shows a YouTube video player for Katy Perry's "Roar (Official)". The video is paused at 0:51 / 4:29. Below the video player, the title "Katy Perry - Roar (Official)" is displayed, along with "2,938,221,520 views · Sep 5, 2013". The video player interface includes a search bar at the top with "katy perry roar" entered, and a "vevo" logo in the bottom right corner of the video frame. Below the video player, the channel name "Katy Perry" is shown with a profile picture and "35.4M subscribers". A red "SUBSCRIBE" button is visible. Below the channel name, there are two links: "Get 'Roar' from Katy Perry's 'PRISM': [http://katy.to/PRISM](\"http://katy.to/PRISM\")" and "Katy Perry Complete Collection on Spotify: [http://katy.to/SpotifyCompleteYD](\"http://katy.to/SpotifyCompleteYD\")". A "SHOW MORE" link is circled in red at the bottom of the channel information section.

BEST PRACTICES GUIDE

After you click on SHOW MORE, scroll down to the listing that reads: **LICENSED TO YOUTUBE BY**. It shows the names of all the music publishing companies that have rights to the music. The U.S. rights holder is always listed first; in this case it is UMG, which stands for Universal Music Group. So the proper on-screen credit for the music video would be: **“Roar”/UMG**

YOU DO NOT HAVE TO INCLUDE THE PERFORMER’S NAME IN THE CREDIT



EMBEDDING

Embedded video is effectively just a link; no copy of the video is being stored on your server. Therefore, you may use embedded video on VOA websites. However, you should still use caution and common sense and avoid posting videos that may violate someone’s copyright. In particular, do not post videos that contain music, movies or television broadcasts unless those videos are posted on the official YouTube channel of the copyright holder. Many movie studios and music companies allow you to take embed code for trailers or video clips directly from their main site. In those cases, it’s much easier to tell that you’re using an official video when it’s on the company website.



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AUDIO

The audio from a YouTube video cannot be stripped from the video. YouTube’s Terms of Service stipulate that embedded content cannot be manipulated or downloaded for use away from www.youtube.com.

In addition, YouTube – as well as Facebook -- takes audio copyright very seriously. If you add music to a video that doesn’t come from one of VOA’s free music accounts – Firstcom.com, Dewolfemusic.com, Apmmusic.com or Audioblocks.com -- your video will likely be taken down from the site, and **after three “copyright strikes,” your account will be terminated—and you’ll be barred from creating a new account.**

While we can always attempt to make a fair use claim for audio clips, it is highly recommended that you rely on the free music sites that are available.

[\(Also see Music, p. 68\)](#)

**YOUTUBE MAKES NO REPRESENTATIONS ABOUT THE
ACCURACY, USEFULNESS, SAFETY OR INTELLECTUAL
PROPERTY RIGHTS OF CONTENT APPEARING ON ITS SITE**



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BEST PRACTICES GUIDE

GOOGLE EARTH GUIDELINES

VOA has rights to use Google Earth for the following VOA products:

- Television programs (including promotional ads)
- DVDs and video on demand
- Any long-form video products, including documentaries
- Printed materials

Google Earth can be used to create fly-throughs, locator maps, or basic illustrations of cities or geographic features.

We are required to credit Google Earth with an unobstructed graphic module that clearly shows that the content is provided by Google and, when applicable, a third-party data provider. [This example](#) from CNN shows how it should be done.

Please work with your EP and Graphics person to make sure Google Earth is clearly credited for any usage.

Also, any Google Maps/Google Earth images used must reflect how they would look online. For example, you are not allowed to make any changes (delete, blur, etc.) to these products that would make them look different than in the actual product.

Because it is a standalone software package, IT will need to install Google Earth on your computer.

REVEALING WEBSITES AND ADDRESSES

In most cases, websites are not considered in the public domain for purposes of publishing pictures of them. They fall under the same fair use guidelines as other copyrighted material. If you have questions about whether you can show a website, please contact the Office of General Counsel and the VOA Digital team.

Generally, website addresses can be revealed, as long as they are not for sites which promote criminal behavior or contain pornography. Avoid showing website addresses if it might be construed as a commercial for the site. Exceptions would include educational or informational sites, or charitable sites raising money for victims of a natural disaster.

When reporting on political campaigns, include links to the websites of the candidates mentioned in the piece. ([Also see Political Activity, p.11](#))

AFFILIATE/RECIPROCAL LINKS

Reciprocal links to affiliate websites are permitted, under the following guidelines:

- The decision to establish an online affiliation should reflect the same editorial considerations that go into establishing a broadcast affiliation – including credibility, reputation, trust and audience reach.
- VOA Language Services should consider the total number of affiliates when determining the placement of reciprocal links. A service that has a small number of large, reputable partners is justified in establishing front-page reciprocal links. A service that has dozens of broadcasting affiliates should create an Affiliates page where they may all be listed. Each situation must be considered separately. It may be appropriate to have a homepage reciprocal link with a major web portal that is a primary news source in the language, and a separate Affiliate page with reciprocal links to broadcasting affiliates.
- Affiliate logos or text links may be used to establish reciprocal links, as appropriate.
- Reciprocal links should be reviewed on a regular basis, and VOA must reserve the right to remove the link at any time, if the affiliation ends or the target site no longer reflects the editorial integrity under which the relationship was established.
- Terms of Use must include a disclaimer that “VOA is not responsible for the content of external websites.”

If you have questions about these guidelines, please contact (b) (6) or (b) (6)

PHOTOGRAPHS

Photographs add a great deal to VOA stories and are necessary to give the audience a fuller experience and understanding of VOA reports. While VOA has wire services and other sources for photographs, original content taken by VOA reporters and staff is always useful.

Keep in mind that some stories will have no wire photos available so it is particularly useful for the reporter to shoot a few photos while doing the story.

The photo contracts for AFP, AP and Reuters are administered by (b) (6). (b) (6). When there is a question about news agency photos, please contact (b) (6).

GENERAL RULES

- The goal of images is to enhance the readers' understanding of the story – and make it look better on the web. Take photos that add to your story, and submit as many as you can so editors can decide which are best.
- Show the people, places and things that you talk about in your stories - If you emphasize a place or interview a person get a picture. If you cover a demonstration, show the protest signs or faces of the people. However, be aware that minors may be present at demonstrations, and you should use good judgment in photographing them in those situations.
(Also see [Interviewing & Videotaping Minors, p. 36](#) and [Filming in Public vs. Privates Places, p. 103](#))
- Get close up to your subject if you can. Take photos from different perspectives and distances.
- Make sure your subject is clear, focused, and lit as well as possible.
- Always send in the largest file size possible. Photo and web editors can crop as needed and warranted.
- Headshots are good. Also try to get images of the subject in their environment and in action.
- Remember the [rule of thirds](#).
- [Shoot landscape \(horizontal\) instead of portrait](#). Landscape photos look better on social media and in Pangea. That means turning your phone 90 degrees when taking the photo.

EDITING PHOTOGRAPHS

VOA allows for the adjustment of photos for brightness, contrast and color.

However, VOA **does not permit** altering a photograph in any way that changes the meaning of the photo. This includes adding or subtracting elements to create a scene that is not an accurate representation of what was originally shot.

While it's OK to crop a photo, that should not change the meaning of the photo; for instance, cropping a photo that may leave out a key individual in the story.

CLOSELY EXAMINE DIGITAL PICTURES FROM OUTSIDE SOURCES TO ENSURE THAT THOSE IMAGES HAVE NOT BEEN ALTERED.

This is a fascinating look at how, depending on lenses, angles and perspective, a photo can present very different and distinct views of a scene.

<https://www.boredpanda.com/different-perspective-telephoto-lens-vs-wide-angle-philip-davali-olafur-steinar-ry/>

PHOTO ILLUSTRATIONS

When creating a photo to illustrate an idea, whether in the camera or using Photoshop or a similar program, the reader must always be informed that the image is a photo illustration and not a standard news image. This should be done either with a caption or in a tagline.

TECHNICAL TIPS

- Use your flash to balance out the light - If you are outside on a sunny day and you are shooting in the shade use your flash to fill heavy shadows if needed. If you are indoors and taking an image of someone in front of a window use your flash.
- Don't shoot portraits with the sun or bright light behind your subject unless you are using a flash to fill the light.
- Be careful of using a flash in front of glass or a mirror - The flash will bounce back into the lens. If you have to do this don't shoot straight on toward the glass, try to shoot at an angle to the glass.
- Be careful of microphones - Try to get a clear shot of the person without a microphone in front of their face

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SENDING PHOTO FILES

Always email your service and English-Webdesk@voanews.com or Coverage-Desk@voanews.com when submitting photos.

Always include who is paying for the photos and if they are available for use by the house. Always include caption info.

Photos can be submitted via email, any photo sharing service such as flickr or Picasa, or via ftp.

CAPTIONS/CREDITS

Reporters and producers in the field must supply the captions for your photos. Caption info is:

- Who, what, when and where.
- Credit – who took the photo.
- Keep captions short and clear – photo and web editors will often rewrite and edit them.

VOA's caption style is the same when crediting staff and stringers: **John Doe/VOA**

VOA's photo contracts with AFP, AP and Reuters allow us to use their photos on all VOAnews.com websites.

It is **MANDATORY** that **ALL** news agency photos be given proper credit, as seen in the example below:
[\(Also see Crediting the News Agencies, p. 20\)](#)



U.S. Vice President Mike Pence speaks during an Easter fellowship dinner at a military base in Seoul, South Korea, April 16, 2017.

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Credits are also required for photos from other sources, including other news organizations, NGOs, a business or a social media post. Social media posts should include the social media site and the name of the person who took the photo. For example:

CBS News

Pew Research Center

Instagram/JohnSmith

Twitter/@JohnQSmith

Facebook/John Smith

Some public domain images also require a credit, such as the White House, State Department, Defense Department, Library of Congress and National Archives.

[*\(Also see Attribution, p. 16\)*](#)

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MUSIC

GENERAL GUIDELINES

The Music Library (Room G-510A) serves as the resource and research center for VOA programs containing music. Not only does the library catalog music, it also provides a historical and educational setting for producers and broadcasters to research various sources relating to music: biographies, event-driven materials, periodicals, almanacs, encyclopedias, etc.

The Music Library database currently contains a variety of musical recordings dating as far back as the 1930s. The database is catalogued by album titles, song titles, artists, and record company names/numbers. Broadcasters, producers and directors can borrow music from the Music Library. Go to the Library and apply for a Library card. You can also contact the Music Library at:

Music-Library-Staff@voanews.com

CD, albums and other music sources can be borrowed for one week at a time. **Any item you borrow cannot be taken out of the building.** Borrowers are responsible for replacing any items that are lost or stolen.

COPYRIGHT GUIDELINES

- All of the music in the Music Library, commercial, popular and production, can be used for radio programming.
- Popular music includes Top 40, rock, jazz, pop, soul, jazz, reggae, country, folk, rap, dance music, etc.
- **VOA DOES NOT HAVE THE RIGHTS TO DISTRIBUTE POPULAR MUSIC RECORDINGS FOR VIDEO PROGRAMMING OR ON ANY DIGITAL PLATFORM, INCLUDING SOCIAL MEDIA.**
- **ONLY** production music can be used for TV programming and digital platforms.
- The Music Library has free accounts available to all VOA staff for these online production music sites:
 - Firstcom.com
 - Dewolfemusic.com
 - Apmmusic.com
- Please contact (b) (6) or (b) (6) (b) (6) to get an account opened with these sites.

In addition, the Archive & Research Group has an account with Audioblocks.com – please contact (b) (6) (b) (6) to request access to Audioblocks.com.

Commercial music could be used in a transformative (fair use) manner in a VOA video piece – perhaps 35-40 seconds to demonstrate Prince’s virtuosity as a guitarist – but those uses should always be checked in advance with News Standards & Best Practices Editor (b) (6) (b) (6).

(Also see [YouTube Guidelines, p. 58](#) and [Ambient Music, p. 101](#))
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AUDIO USAGE RIGHTS

These guidelines **DO NOT APPLY** to the video news feeds that VOA subscribes to. Please see the next section for that information.

Some of the news organizations listed in this section have given VOA blanket permission to use audio excerpts from some of their news programs. These permissions should be respected. Requests to use audio not covered by listed blanket clearances should be sent to (b) (6), the Contracting Officer's Representative (COR) for VOA's contracts with the news agencies.

AUDIO CLIPS FROM TV NETWORKS

VOA has had longstanding permission to use the voices of the persons being interviewed on network news programs.

VOA should use the following credit in the radio script for all programs: "As reported on [Network and program name]," or equivalent language giving credit to the appropriate news organization.

While we will always claim fair use for relevant audio excerpts, there are a few exceptions, listed below.

ABC NEWS

DO NOT use the voices of any ABC News anchors, correspondents, reporters, commentators and stringers.

- ***This Week*** – VOA has received permission to record the entire Sunday talk show to use content of particular interest to our audiences. However, with this permission there are some restrictions listed below:
 - We are authorized to excerpt up to two (2) minutes of the program.
 - Material may be posted on VOA's websites only if it is part of a VOA television program or video package.
 - Use of ABC talent should be kept to a minimum in the story. This is the **ONLY** exemption to the restriction on using ABC News talent in VOA programming.
 - Excerpted material cannot be used after three (3) days and the *This Week* program cannot be archived for future use.
 - This permission is **ONLY** for *This Week*.

**AUDIO-ONLY USAGE FROM ALL OTHER ABC NEWS
OR ENTERTAINMENT PROGRAMS MUST BE CLEARED PRIOR TO USE.**

CBS NEWS

DO NOT USE the voices of **ANY** CBS News employees, including anchors, reporters, correspondents, commentators or stringers.

WE DO NOT HAVE PERMISSION TO USE ANY CBS NEWS AUDIO CLIPS ON VOANEWS.COM OR ON ANY OTHER VOA WEB PRESENCE.

CNN

VOA has no overall agreement with CNN for use of audio clips, but we will claim editorial “fair use” as necessary on a case-by-case basis.

FOX NEWS CHANNEL

VOA has permission to excerpt for radio no more than 3 minutes of audio from the *Fox News Sunday* broadcast. VOA must credit *Fox News Sunday*.

**ALL OTHER FOX TV PROGRAMS MUST BE CLEARED PRIOR TO USE.
FOX DOES NOT ALLOW ANY OF ITS MATERIAL TO BE REBROADCAST OVERSEAS.**

NBC NEWS, MSNBC & CNBC

VOA has blanket permission to use audio excerpts from *The Today Show*, *Meet the Press* and *NBC Nightly News*. All news specials, documentaries and other special programming must be cleared prior to use. There is no restriction on the use of NBC correspondents’ voices, but use of NBC correspondent reports is limited to U.S datelines. VOA does **NOT** have clearance to use audio actualities from any CNBC programs.

VIDEO USAGE RIGHTS

VOA has contracts with three different video newsfeed providers: Agence France Press (AFP), Associated Press (AP) and Reuters. We receive video from ABC NewsOne through our contract with AP. Each contract is unique and stands on its own.

(b) (6) is the Contracting Officer's Representative (COR) for the newsfeeds. (b) (6) at OCB is the Alternate COR (b) (6) (b).

The Media Asset Management Branch assists in administering and facilitating use of the video and audio newsfeeds.

BEFORE USING ANY VIDEO, IT IS THE PRODUCER'S RESPONSIBILITY TO REVIEW THE NEWSFEED SCRIPT SOURCE INFORMATION TO CHECK FOR RIGHTS RESTRICTIONS

COMMON FEATURES

Newsfeed scripts for the video stories cannot be used on voanews.com websites as a text-only story. However, the information contained in video scripts can be used within a VOA story when they are combined with pertinent information from other news sources and follow VOA's sourcing guidelines.

RIGHTS RESTRICTIONS

We have negotiated the rights of use with each provider to broadcast and publish our stories containing newsfeed material on TV, radio and internet. Restriction statements vary from provider to provider and cover different ground; the most common restrictions are described on the following pages.

Restrictions are usually listed near the top of the script, but also appear above specific items in the script as necessary. VOA must follow the rights restrictions listed in the scripts and we must pay attention to the source of the video. Our providers send stories in which the video may come from a variety of sources, from FIFA to ESPN to handout video to awards programs to other broadcasters. The restrictions listed reflect the rules of both the source organization and the newsfeed providers.

Since all VOA programming is available on the web, newsfeed items marked **NO ACCESS INTERNET** or **NO WEB** means the video/audio cannot be used at all, unless permission is granted by the newsfeed provider. Reuters, however, has a special requirement regarding our streaming shows, so please see the Reuters page for details. Please contact (b) (6) if you need help with this.

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You may see some variation of the following restrictions, regardless of the provider, on all the feeds:

- **TIME-LIMITED USAGE**

You will often see limited windows of usage on stories, especially for entertainment and sports programs. Footage must be pulled off the web by the date and time listed in the script info or in advisories MAM has posted in e-mail.

- **MANDATORY COURTESY**

When noted in the script the courtesy must appear on-screen in TV and web stories, and an audible courtesy must be used on radio.

- **NO LIBRARY / NO ARCHIVE**

Items with this restriction should be deleted soon after use. This material is available in the DaletPlus production system for up to thirty days and is then purged. Using video labeled **NO LIBRARY** or **NO ARCHIVE** after its initial broadcast or web posting puts our contracts in jeopardy.

USING VIDEO FROM TV NETWORKS

- We **DO NOT** have blanket permission from ABC, CBS, CNN, FOX or NBC (including MSNBC and CNBC) to record and use clips from their newscasts or weekend talk shows. The only exception is ABC's *This Week* program (see next page).
- All soundbites from the other networks' weekend talk shows should be taken from our regular agency newsfeeds. However, we must follow whatever restrictions the networks place on the usage of those clips.
- There are times when we will claim "fair use" for a network news video clip that has not been fed on an agency newsfeed, but you must contact (b) (6) to get clearance. If necessary, (b) (6) will consult with the General Counsel's office regarding any potential legal considerations.
[\(Also see Copyright and Fair Use, p. 101\)](#)

ABC NEWS

ABC News and ABC TV Entertainment programs' on-air talent cannot be used. This includes shots of the back of heads, cutaways, walking shots, standups, or anything else that may show those individuals.

ABC NEWSONE

- VOA receives material daily from the ABC News affiliate service NewsOne. As noted above, VOA cannot use on-camera talent; this applies to anchors, show hosts and reporters, whether for ABC Network or an ABC affiliate station.
- When an ABC item is listed as **PACKAGE ONLY/NO EXCERPTING**, it generally means that VOA must run the package as fed by NewsOne. We cannot lift individual sequences or shots out of a package. (b) (6) can contact NewsOne to see if that restriction can be lifted.
- **NO RETRACKING** generally means that VOA cannot translate, summarize, adapt or otherwise make the piece shorter or longer. Please contact (b) (6) to see whether the No Retracking restriction can be lifted.
- **NNS** is a news-sharing cooperative between ABC News and other news organizations. VOA is cleared to use all video that is marked as NNS.
- Use of all ABC standard graphics must be addressed on a case-by-case basis and users must contact (b) (6) to seek permission before using.
- 3D graphics can be used only if the entire package is used. There are no exceptions.
- If a story is marked **ABC AFFILIATES ONLY**, VOA is cleared to use it. However, if a story is marked **ABC AFFILIATES ONLY, NO INTERNATIONAL CLIENTS**, please contact (b) (6) to get clearance for use.

THIS WEEK

- VOA is authorized to excerpt up to two (2) minutes of ***This Week***.
- Material from ***This Week*** may be posted on VOA's websites only if it is part of a VOA television program.
- Material excerpted from ***This Week*** cannot be used after three (3) days and the ***This Week*** program cannot be archived for future use.
- **THIS PERMISSION IS ONLY FOR ABC'S *THIS WEEK* PROGRAM.**

BEST PRACTICES GUIDE

**NO BROADCAST OR INTERNET USE OF ANY COLLEGIATE AND
PROFESSIONAL SPORTS VIDEO FED BY ABC NEWSONE!**

**NO USE ON ANY PLATFORM OF ABC NEWS OR
ABC ENTERTAINMENT PROMOS!**

AGENCE FRANCE PRESSE (AFP)

VOA has clearance to use all AFP video unless otherwise noted below.

EXAMPLES OF AFP RESTRICTIONS

- **Source: NNIS**
Restrictions: *NO RESALE FOR NON-EDITORIAL PURPOSES*
VOA broadcast purposes are EDITORIAL, so we are can use items with this statement. In addition, VOA must version content for our audiences before broadcasting or posting it online.
- **Source: PARLIAMENTARY RECORDING UNIT (British Parliament)**
Restrictions: NO RESALE FOR NON-EDITORIAL PURPOSES / NOT FOR USE IN ENTERTAINMENT OR POLITICAL SATIRE PROGRAMMES
VOA is clear to use items with this restriction, but not in a satirical, Daily Show-type production.

WEB-RELATED RESTRICTION STATEMENTS

- **NO WEB USE or NO AFP WEB** - Stories carrying either of these restrictions cannot be used on any VOA websites.

CBS NEWS VIDEO

- Some AFP items may carry the multiple restrictions listed below, which normally indicates the video comes from CBS News. VOA **DOES NOT** have access to CBS News content.
- In the case of these restrictions, VOA CAN use the video.
NO RESALE FOR NON-EDITORIAL PURPOSES
NO JAPAN
NO FREE OVER-THE-AIR BROADCASTERS IN AUSTRALIA, NO U.S. CABLE OUTLETS, FREE OVER-THE-AIR NETWORKS OR STATIONS, THEIR WEBSITES AND THEIR MOBIEL PHONE SERVICES.

SOCIAL MEDIA SITES

- VOA **CANNOT** post raw or live AFP video on any of its social media pages.
- VOA can post on its social media pages AFP video that is contained within VOA-produced TV packages. It is also OK to use AFP material in programs which are broadcast and streamed on VOA webpages.

NO ARCHIVE

- AFP recommends that we do not put video marked as No Archive on our websites or social media sites.

If you have questions about using restricted video fed by AFP, please contact (b) [REDACTED] to see if the restrictions can be lifted.

ASSOCIATED PRESS (AP)

- **APTN Clients Only** – VOA is able to use all stories with this restriction
- **Horizons clients and AP Lifestyle, Health and Technology clients Only** – VOA subscribes to these categories and can use any story that carries this restriction.
- **SNTV Clients** - VOA has unlimited use of stories with this restriction, as long as SNTV is the “Original Provider” or “Source” of the video. You will know these stories are SNTV stories, because “SNTV clients only” will be stated somewhere in the rights restrictions section of the script.

However, if the “Original Provider” is a third party, such as FIFA, IOC, Tennis Properties Ltd., TAF Sports, Dorna, etc., you must follow the restrictions listed within the “Rights Restrictions” section of script.

- **Check Script For Details** – VOA can use stories with this restriction, but you must follow specific restrictions within the script if there are film clips/music videos.
- **NO ACCESS IRAN AND NO ACCESS VOA PERSIAN TV**
VOA Persian **cannot** use AP video stories shot in and sent from Iran, or stories about Iran filmed in other countries. This includes **ALL** video of Iran, even when the restriction isn’t noted on the script and includes video previously received that we have in the Video Library and the VOA Persian video server.
NOTE: The stories restricted to the Persian Service **can be used** by the News Center and the other Language Services.
- **OTHER RESTRICTIONS**
VOA **can** use stories that have restrictions to other geographic regions. For example, stories marked No Access Russia or No Access Indonesia can be used by those Language Services as well as all other VOA services.

However, non-regional restrictions, such as No Access Internet, must be followed. Sometimes permission will be granted; in those cases please contact (b) (6) to gain clearance.

- AP videos may sometimes be marked **NO WIRELESS**. **With the exception of French to Africa**, VOA has clearance to use these videos on our Internet and mobile platforms. Please contact (b) (6) if you have questions about NO WIRELESS restrictions.
- **ABC Talent on APTN-fed stories:** On occasion, APTN will feed an ABC story. ABC talent cannot be used.
[\(Also see ABC News, p. 73\)](#)
- **NO ARCHIVE**
AP videos marked as No Archive can remain on digital platforms indefinitely.

The exception is videos marked with an expiration date, such as Oscars, Emmys, Grammys, etc. If there is an expiration date, then the video must be removed from all websites and social



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BEST PRACTICES GUIDE

media platforms on or before that date. It is the responsibility of the News Center and language services to keep track of expiration dates and removal of video.

If a video marked as No Archive cannot be found on AP Video Hub/AP Archive, that means they do not have the rights to archive the video.

REUTERS

- Most Reuters videos are listed as **NO RIGHTS RESTRICTIONS** or the restriction listed is **NONE**; those stories can be used across all platforms at any time.
- If a Reuters video is marked **FOR EDITORIAL USE ONLY**, we can use it.
- Reuters videos may sometimes be marked **NO MOBILE USE**. **With the exception of French to Africa**, VOA has clearance to use these videos on our Internet and mobile platforms. Please contact (b) (6) if you have questions about NO MOBILE USE restrictions.
- **NO USE VOA** - Stories with this restriction generally originate from NBC News and CANNOT be used by VOA

VOA DOES NOT HAVE CONTRACTUAL RIGHTS TO USE NBC CONTENT. PLEASE BE DILIGENT ABOUT CONFIRMING THE SOURCE AND DO NOT USE NBC CONTENT. THIS INCLUDES CONTENT FROM CNBC AND MSNBC.

IF THERE IS A STRONG EDITORIAL REASON TO USE NBC NEWS OR NBC AFFILIATE MATERIAL – AND SIMILAR MATERIAL CANNOT BE FOUND ON THE OTHER NEWSFEEDS – PLEASE CONTACT (b) (6) TO SEE WHETHER WE CAN GET CLEARANCE TO USE THE VIDEO.

- **PART NO USE VOA** – Stories with this restriction are usually a mixture of NBC and Reuters video. Please send the full script and shotlist to (b) (6) or the Senior Archivists if you're not sure which parts of these stories you can use.
- **U.S. NETWORK POOL** - The five U.S. news networks -- ABC, CBS, CNN, FOX and NBC – shoot video daily that is designated Pool material. In most cases, this applies to domestic and overseas coverage of the president, and in election seasons, coverage of presidential candidates.
VOA CAN USE THIS VIDEO.

HOWEVER, VOA CANNOT USE U.S. NETWORK POOL VIDEO OF THE VICE PRESIDENT, FIRST LADY, VP'S SPOUSE, SECRETARY OF STATE, SECRETARY OF DEFENSE OR OTHER CABINET MEMBERS AND MEMBERS OF CONGRESS.

It is strongly recommended that you call or email (b) (6) if there is any uncertainty about the designation of a video provided to Reuters by NBC.

- **Sports items will often be heavily restricted.** Many have **NO ARCHIVE** restrictions, very often 48 hours but also 15 days or a specific date. As a rule, golf, tennis, cricket and motorcycling are heavily restricted. Stories about U.S. hockey (NHL) can be used until the end of the current hockey season. Soccer matches are often restricted, but we can use video of soccer practice / press conferences.



BEST PRACTICES GUIDE

- Video shot in the UK often carries this restriction:
ITN COPYRIGHT: TV: NO ACCESS ALL DOMESTIC AND INTERNATIONAL CHANNELS DISTRIBUTED IN UK & EIRE ON SKY/VIRGIN/FREEVIEW; BBC/BSKYB GROUP: NO ACCESS WORLDWIDE ANY MEDIA; INTERNET: NO ACCESS.CO.UK WEB SITES AND ALL WEBSITES PRINCIPALLY TARGETED AT THE UK AND/OR EIRE; MOBILE: NO ACCESS WORLDWIDE; NO USE AFTER 30 DAYS FROM DATE FIRST USED ON ALL PLATFORMS.

This is an extremely targeted restriction statement and it is recommended to call (b) (6) for guidance. Typically we parse the statement to find the relevant info, and call for clearance or clarification when necessary. In this example, “MOBILE: NO ACCESS WORLDWIDE” is the relevant statement we’d need to decipher.

- **NO ACCESS IRAN AND NO ACCESS VOA PERSIAN**
VOA Persian **cannot** use Reuters material filmed in or sent from Iran, or stories about Iran, even if filmed in another country, even if it is filmed by third parties on behalf of Reuters.
NOTE: The stories restricted to the Persian Service **can be used** by the News Center and the other Language Services.
- **OTHER RESTRICTIONS**
VOA **can** use stories that have restrictions to other geographic regions. For example, stories with No Access Russia or No Access Indonesia can be used by those Language Services as well as all other VOA services.

However, non-regional restrictions, such as No Access Internet, must be followed. Sometimes permission will be granted; in those cases please contact (b) (6) to gain clearance.

- **NO ARCHIVE**
Reuters videos marked as No Archive can remain on digital platforms indefinitely.

The exception is videos marked with an expiration date, such as Oscars, Emmys, Grammys, etc. If there is an expiration date, then the video must be removed from all websites and social media platforms on or before that date. It is the responsibility of the News Center and language services to keep track of expiration dates and removal of video.

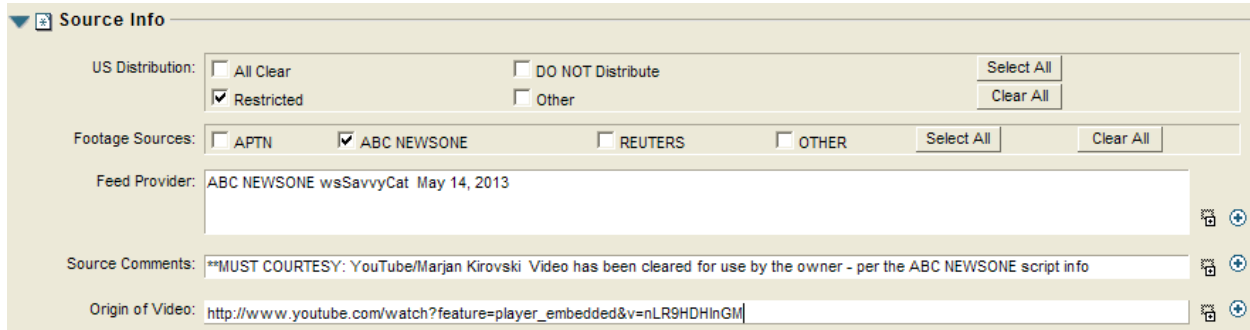
If a video marked as No Archive cannot be found on Reuters Connect, that means they do not have the rights to archive the video.

THE RESTRICTIONS OF OUR VIDEO PROVIDERS CAN CHANGE AT ANY TIME

IF YOU HAVE ANY QUESTIONS,
PLEASE CONTACT (b) (6)

DOCUMENTING SOURCE VIDEO IN DALETPLUS

Everyone who creates a story or program using DaletPlus must enter source info in the Asset Manager Form (AMF). The **Source Info** module is the third section on the AMF form. The example below is an example of source info in an AMF of a story, showing the kind of information expected when available. (Plus signs at the end of each field allow additional space for more info.)



U.S. Distribution: A quick reference field to indicate whether the story is cleared for fulfilling a request from a U.S. requestor. If your story or program master is entirely VOA original, **All Clear** should be check-marked. If it has non-VOA content (ABC NewsOne, AFP, APTN or Reuters) **Restricted** will be checked. **This means that some clips will have to be cleared for US distribution.** The default is **DO NOT Distribute**.

Footage Sources: A quick way to note the feeds that are included in the story or program master. For **program masters**, the archive liaison may use “select all” for news programs, if in assembling the program the service uses all of our content providers. For **VOA stories**, the producer will need to be specific, so the searcher knows how involved tracking down the sources may be.

Feed Provider: A free text field to note specifically the story slug /date and source of vendor-provided clips used in a story. When a U.S. request is being filled, this information will allow the requestor to contact the appropriate newsfeed source to obtain clearance to use the video in the United States.

Source Comments: Can be used to further clarify use if necessary / possible.

Origin of video: To be used when video is different from the newsfeed source itself; for example, video from YouTube. This field should be used for story AMFs, rather than for use for program master AMFs.

Please e-mail questions or concerns to senior-archivists@voanews.com. You may also call the Video Library’s point person on this project, (b) (6) at (b) (6)

NEWS AGENCY IDs & THE DOT

Incoming video from AFP, AP and Reuters are stamped with the ID of each news agency as the video is recorded in DaletPlus/WebSpace.

ABC NewsOne video is stamped with the Dot.

THE IDs AND THE DOT INDICATE THAT THE STAMPED MATERIAL CANNOT BE SHARED WITH OR USED BY ANY VOA DOMESTIC CLIENTS OR REQUESTORS.

The IDs and the Dot appear in the **UPPER LEFT** of the frame **AND CANNOT BE OBSCURED.**

- **IF A SERVICE INCLUDES NEWS AGENCY VIDEO IN ITS PACKAGES, PROGRAMS OR SOCIAL MEDIA POSTS, PLEASE MAKE SURE THE AGENCY ID OR THE DOT IS ALWAYS VISIBLE.**
- **THIS IS THE ONLY WAY WE CAN GUARANTEE THAT NON-VOA VIDEO WILL BE PROPERLY NOTED AND AVAILABLE FOR EASY REFERENCE DURING A VIDEO ASSESSMENT.**
- **ALL VIDEO DOWNLOADED FROM THE ABC NEWSONE, AFPFORUM, AP VIDEO HUB AND REUTERS CONNECT WEBSITES MUST HAVE THE PROPER ID ADDED TO THE VIDEO.**
- **IF YOU INSERT THE WRONG AGENCY ID YOU CANNOT RE-INSERT ANOTHER ID. YOU WILL HAVE TO START THE PROCESS OVER.**

This is how the agency IDs and the dot appear on incoming feeds:



- **ABC, AFP, AP AND REUTERS VIDEO IN THE VOA LIBRARY PRIOR TO JULY 3, 2013 DOES NOT HAVE THE AGENCY IDs OR THE DOT EMBEDDED IN THE VIDEO. THEREFORE, ALL ABC, AFP, AP OR REUTERS LIBRARY VIDEO PRIOR TO 7/3/13 MUST HAVE THE PROPER AGENCY ID OR DOT ADDED TO THE VIDEO.**
- **IT IS THE RESPONSIBILITY OF THE REPORTER, PRODUCER AND/OR VIDEO EDITOR TO ENSURE THAT THE PROPER AGENCY ID OR DOT IS ADDED TO THE EDITED MATERIAL.**
- **EXISTING FILE FOOTAGE THAT ALREADY HAS THE DOT DOES NOT NEED TO BE RE-STAMPED WITH AN AGENCY ID.**

BEST PRACTICES GUIDE

THE DOT MUST BE ADDED TO CLIPS PRIOR TO 7/3/13 FROM THESE SOURCES

- IRINN
- Journal of American Medicine (JAMA)
- NewsMarket
- UNIFEEDS (United Nations video)
- Other Acquired Material:
 - From VOA Acquisitions Branch
 - Obtained by VOA Reporters
 - Obtained from a Third Party

THESE SOURCES PRIOR TO 7/3/13 DO NOT REQUIRE THE DOT OR OTHER ID

- VOA Original Footage
- House Recording Studio (Including hearings and news conferences)
- NASA
- Pentagon
- Senate Recording Studio (Including hearings and news conferences)
- State Department
- White House



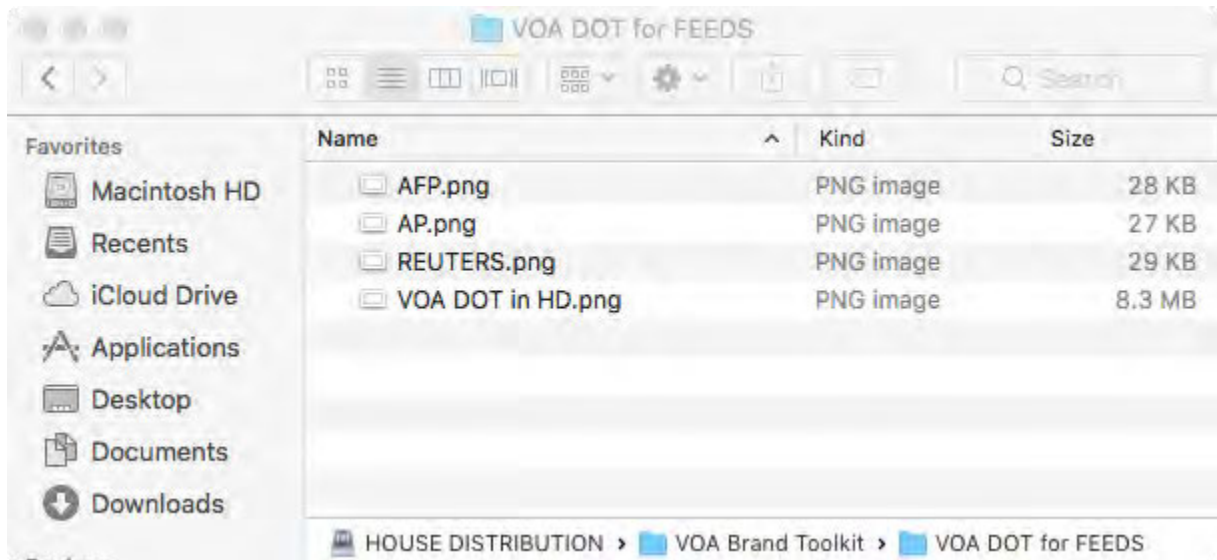
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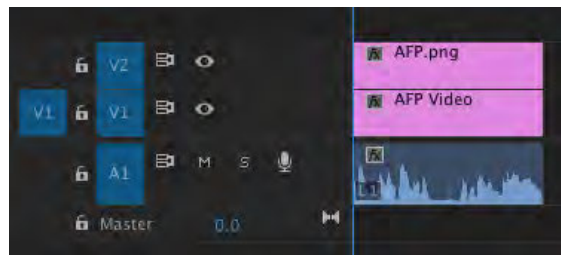
ADDING AN AGENCY ID/DOT IN PREMIERE PRO

In order to add the news agency IDs or the Dot to your video in Premiere, you will first need to import the graphic files.

They are located at: \\voa_creative\HOUSE DISTRIBUTION\VOA Brand Toolkit\VOA DOT for FEEDS



Import the needed files into Premiere and drag them to a video track above your footage. The graphic files will automatically key themselves over the video with their built in alpha channels.



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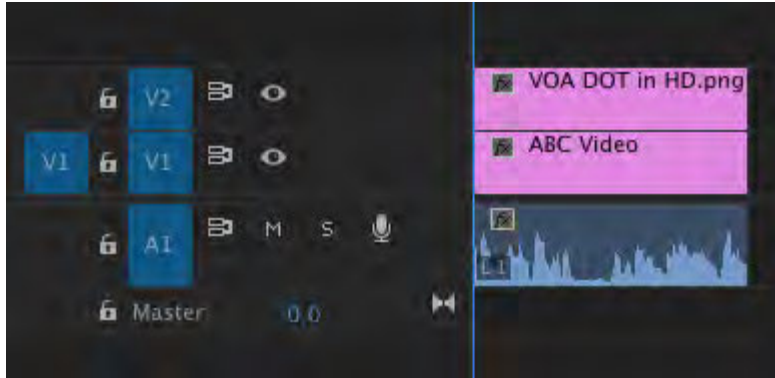
MAY 2020

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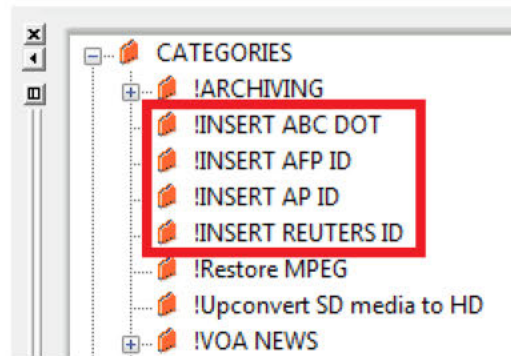
Use the **VOA DOT in HD.png** file for ABC News video:



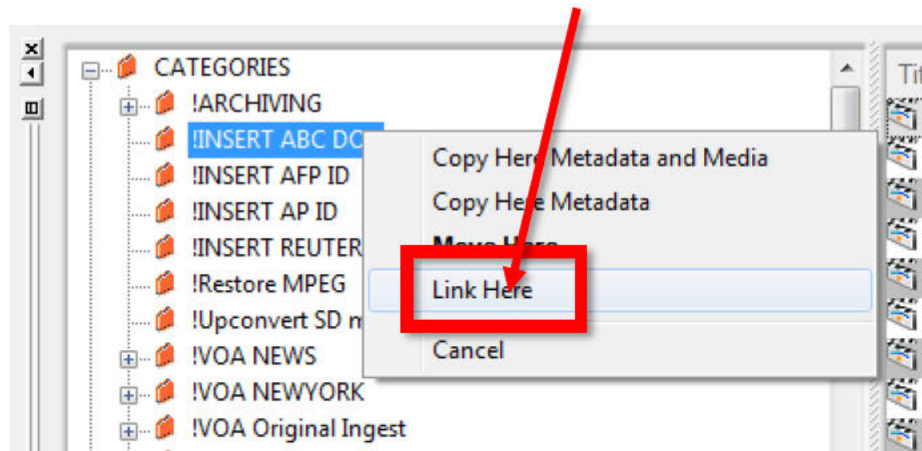
ADDING AN AGENCY ID/DOT IN DALETPLUS

THE DROP FOLDER PROCESS WILL REPLACE THE ORIGINAL VIDEO.
IT CANNOT BE UNDONE.
BE SURE THE VIDEO IS LINKED TO THE CORRECT FOLDER!

Dalet users will find drop folders towards the top of the CATEGORIES folder. There is a folder for each of the newsfeeds.



Locate the footage in Dalet that needs the bug. Right mouse click, hold and drag the video to the appropriate folder, and release the mouse button. Choose Link Here.



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The video will begin rendering and the original video will be replaced with the video and the bug. While the video is processing, the status will change to OFC (Out for Conversion). This process usually takes a few minutes. The Clapboard Icon will first show a 'Red X' followed by a 'Red Circle'.

When the status changes back to 'NEW' and the Clapboard Icon is clear, the process is complete and you can view your video with the selected bug burned into the upper left corner.



DO NOT VIEW OR USE THE VIDEO UNTIL THE CONVERSION PROCESS IS COMPLETE AND THE VIDEO IS BACK ONLINE!

Once finished, the original video will have the appropriate agency ID or dot burned into it.

This link takes you to the video tutorial version of these instructions: [Agency ID & Dot Video Tutorial](#)

THE VOA DOT MUST BE ADDED TO CERTAIN PROPRIETARY VIDEO!
SEE LIST ON PAGE 82

IF THERE ANY QUESTIONS ABOUT WHETHER TO ADD AN AGENCY ID OR THE DOT TO OLDER LIBRARY VIDEO, PLEASE CONTACT (b) (6)

(b) (6)



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NEWSMARKET

Newsmarket (www.thenewsmarket.com) is an online provider of video. Although the site has a lot of available material, there are a number of guidelines that VOA must follow in order to use the video.

- You must be an employee or contractor working with VOA and use your work e-mail (@voanews.com) to access the site. (b) (6) chief of the Media Asset Management Branch has done pre-registration for many employees; if you need to establish an account, please contact (b) (6).
- Keep your password confidential; it is for your use only.
- Registered users are responsible for searching images and **ensuring that no costs are associated with the material. If costs are required, funding must come from your Language Service or Division.** The Office of Information Services will **NOT** pay for material acquired from Newsmarket.
- The VOA producer or Language Service is responsible for obtaining the terms and conditions of use of the material. Newsmarket makes no claims about the accuracy of the content on its website, so producers must be sure to exercise VOA journalistic standards in the choice and use of material.
- Credit must be given for content used and **logos or copyrighted images cannot be changed or obscured.**
- You must use the content for editorial purposes only.
- You **cannot** store the original content for future use. The content from Newsmarket must be deleted from your workspace when you are finished with your initial use. Should you need the content again, you can go back to the website and re-capture it.
- **The material that you use in a VOA story or program can and will be archived;** there is no restriction on this material.
- The content incorporated in your stories and shows can be distributed on all VOA platforms.
- **The Office of Cuba Broadcasting (OCB) is included in this agreement, meaning that VOA and OCB ONLY can share material that is acquired from Newsmarket.**



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RESTRICTIONS

- You cannot provide unedited content to other organizations, **including the USAGM grantees RFE/RL, RFA and Alhurra.**
- You cannot use the Newsmarket logo or trademark in a way other than how it is presented in your story.
- You cannot use any technology to monitor, copy or deep link with Newsmarket.

Assets are brought into DaletPlus to the NEWSMARKET folder: INCOMING FEEDS > NEWSMARKET. Associated metadata needs to be added to the Asset Manager Form (AMF), include source information, and a **VOA DOT added to the video.**

[\(Also see Domestic Distribution of VOA Content, p. 93\)](#)

Example of Newsmarket info to add to AMF in DaletPlus:

Source Info

US Distribution: All Clear Restricted

Footage Sources: APTN ABC NEWSONE

Feed Provider: thenewsmarket.com

Source Comments:

Origin of Video: Source: NATO TV]

Background Wires:

US Distribution: Rights of use do not extend beyond VOA’s use, so US DISTRIBUTION should be marked RESTRICTED.

Footage Sources: OTHER should be selected.

Feed Provider: thenewsmarket.com

Origin of Video: Indicate the owner of the source video. In the example, it’s NATO TV.

All questions regarding registration on [Newsmarket](#) and the use of its material should go to (b) (6)

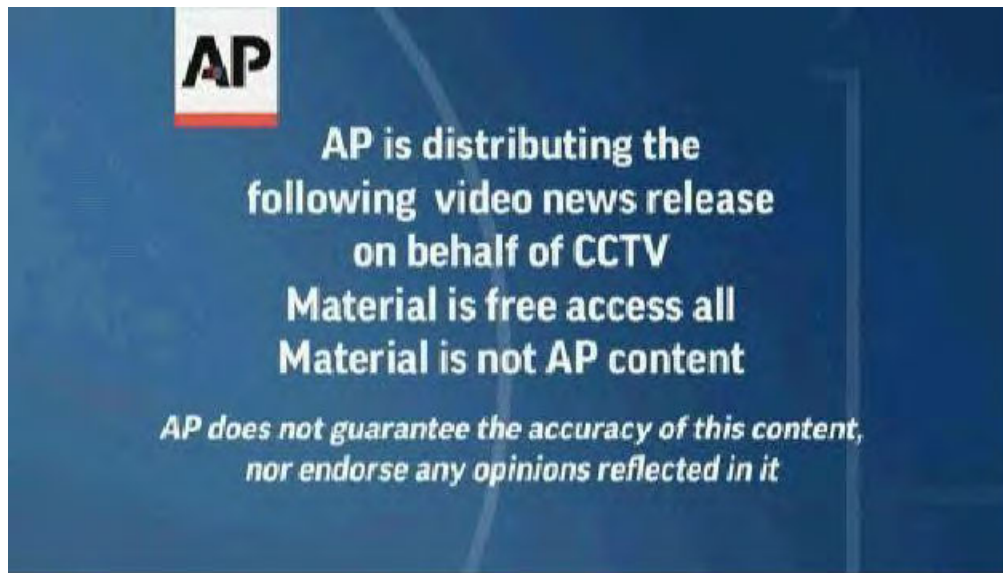
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USING CONTENT FROM STATE-RUN MEDIA

Any country's official news agency is a valid single source **when referring to government policy or news events in that country**. In these cases VOA must identify the news agency in its copy.

Note the distinction, **in that country**. For example, a report by China's official news agency about North Korea may not be a valid single source.

In addition, VOA's newsfeed providers AP and Reuters have agreements in place to distribute material provided by CCTV, Chinese State Television. AP includes a disclaimer for all CCTV material, as seen in this screen grab:



Reuters does not provide a video disclaimer for CCTV material, but this notice appears at the bottom of every script Reuters provides from CCTV:

© Copyright CCTV. The content in this story, including video and script is provided by China Central Television (CCTV) and is copyright CCTV. Thomson Reuters does not guarantee the accuracy of, or endorse the views or opinions given in, this package. THIS STATEMENT SUPERSEDES ALL OTHER STATEMENTS RELATING TO COPYRIGHT ATTACHED TO THIS CONTENT.

While the video that CCTV and other state-controlled media outlets like RT produces often comes from areas where coverage is otherwise unavailable, VOA policy for using content provided by state-controlled media is that it should be reviewed by senior editors in a service, by the News Center or by the agency's Editor for News Standards & Best Practices before any decision is made about airing or publishing the video.

State-run media material that is cleared for broadcast or for use on the web **MUST** include proper credit to that news organization and the disclaimer that VOA cannot confirm the accuracy of the material. For video usage, the on-screen credit should be either: "From CCTV" or "CCTV Video." This guidance is the same for material received from RT or similar state-run media outlets.



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It is understood that there may be times when we would want to use the video, such as when it's the only known video of a major news event or if we're comparing how VOA and other news organizations cover stories.

HOWEVER, ANY USE OF STATE-RUN MEDIA VIDEO SHOULD BE DONE WITHIN THE CONTEXT OF A LARGER PACKAGE THAT IS BEING PRODUCED BY THE NEWS CENTER OR A LANGUAGE SERVICE.

WE SHOULD NOT RUN A FULL PACKAGE FROM CCTV, RT OR ANOTHER STATE-RUN OUTLET SIMPLY BECAUSE WE HAVE IT AVAILABLE.

BEST PRACTICES GUIDE

VIDEO NEWS RELEASES (VNRs)

A video news release (VNR) is a video segment made to look like a news report, but is instead created by a public relations firm, advertising agency, marketing firm, corporation, or even by a government agency. VNRs are produced with the aim of shaping public opinion, promoting commercial products and services, publicizing individuals or supporting other interests.

VNRs may include interviews with experts (who may be paid by the company or ad agency for their appearance in the VNR); man on the street interviews that may be done with professional actors; and pictures of corporate logos to support the product or brand being promoted.

Although we occasionally receive VNRs from APTN and Reuters that does not make them any more legitimate for use by VOA.

There may be times when material from a VNR is appropriate for **excerpting** in a video package.

Example #1

If the Memorial Sloan Kettering Cancer Center in New York discovers a new treatment for prostate cancer and the Center provides a video of its research work, VOA can, and should, use some of that video to illustrate the story.

- The script must say the video was provided by the Center, and there must be a visual credit to the Center as well.

Example #2

Apple unveils the latest version of the iPhone and sends out a VNR showing the latest changes in the phone and how it operates. VOA can use some of the video to illustrate its story.

- The script must say the video was provided by Apple, and there must be a visual credit to Apple as well.

Please keep in mind, however, that as with fair use of video, all instances of whether to use material from a VNR will not be the same, so always check first with (b) (6)

VOA SHOULD NEVER AIR A VIDEO NEWS RELEASE IN ITS ENTIRETY

More detailed information about feeds and rights can be found in Rights Usage Guidelines Presentation and the Video Newsfeed Guide found on the [Media Asset Management Branch \(MAM\) page on Sharepoint](#).

DOMESTIC DISTRIBUTION OF VOA CONTENT

- **THE SMITH-MUNDT RESTRICTIONS APPLY TO DISTRIBUTION OF VOA CONTENT & PROGRAMMING WITHIN THE UNITED STATES.**
- **THEY DO NOT IN ANY WAY IMPACT VOA'S COVERAGE OF NEWS STORIES. VOA IS FULLY AUTHORIZED AND EXPECTED TO COVER STORIES IN THE U.S. FOR DISTRIBUTION TO FOREIGN AUDIENCES OVERSEAS.**

You can read the full guidance here: [USAGM Smith-Mundt Guidelines](#)

USAGE REQUESTS

The law authorizes individuals and organizations to request VOA content. From time to time, VOA staff may receive requests for **one-time** use of VOA content, or the request may be for **ongoing use** of VOA programming. These requests could come from U.S.-based media organizations, diaspora media outlets, overseas media outlets, or from educational institutions.

VOA STAFF SHOULD NOT RESPOND DIRECTLY TO REQUESTS

Instead:

- Requests for **ONE-TIME USE** of VOA original content should be directed to this online form: <https://www.usagm.gov/work-with-us/content-requests/voa/>
- Requests for **ONGOING USE OF VOA PROGRAMMING** should be sent to the USAGM Business Development Office at BusinessDevHQ@usagm.gov.

ALTHOUGH VOA MAY MAKE ITS CONTENT AVAILABLE TO QUALIFIED REQUESTORS, SMITH-MUNDT PROHIBITS VOA FROM:

- 1. SPENDING ITS FUNDING TO DIRECTLY INFLUENCE PUBLIC OPINION WITHIN THE UNITED STATES, AND**
- 2. SYNDICATING ITS CONTENT THROUGH DOMESTIC MEDIA OUTLETS WITH THE INTENT TO DEVELOP AUDIENCES WITHIN THE UNITED STATES.**



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- **UNAIRED/UNPUBLISHED ORIGINAL VOA MATERIAL SHOULD NOT BE SHARED.**

Please forward those requests to VOA senior management, the News Standards & Best Practices Editor and the Office of General Counsel.

(Also see [Requests for Unaired/Unpublished Material, p. 42](#), [Usage Requests, p. 93](#) and [VOA Firewall, p. 99](#))

If you have questions about usage requests, please email Usage-Requests@voanews.com.

TALKING ABOUT VOA CONTENT & PROGRAMMING

The Smith-Mundt Act forbids VOA personnel to attempt to develop audiences within the United States. The funds which USAGM and thus VOA receive are only authorized to create and distribute news and information to “foreign audiences abroad,” and the law requires VOA to ensure that VOA does not distribute content and programming with the intent of influencing “public opinion in the United States.”

If you attend a journalism or media conference such as NAB, EIJ, ONA, NABJ, NAHJ, SAJA, or attend an event at the National Press Club, and someone from a domestic U.S. news organization asks you about VOA’s work, you can freely talk about the content we produce every day. Nothing in Smith-Mundt prevents that.

- **VOA STAFF SHOULD NOT ATTEMPT TO MAKE A DIRECT OFFER OF VOA CONTENT TO ANY DOMESTIC NEWS OUTLET.**
- **VOA STAFF CANNOT SPEND ANY ADVERTISING OR OTHER FUNDS TO SPECIFICALLY TARGET OR DEVELOP AUDIENCES IN THE U.S.**
- **OTHER ACTIONS MAY BE AUTHORIZED AGAINST INDIVIDUALS VIOLATING THIS RULE**
- **VIOLATION OF THIS RULE AND/OR OTHER PROVISIONS OF THE SMITH-MUNDT ACT WILL RESULT IN THE TERMINATION OF YOUR AD BUDGET AND THE LOSS OF ADMINISTRATIVE ACCESS TO YOUR SERVICE’S SOCIAL ACCOUNTS.**

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DOMESTIC ACTIVITIES TO SUPPORT THE RECRUITMENT AND RETENTION OF HIGH-QUALITY JOURNALISTS, ENHANCE VOA'S CREDIBILITY, AND/OR DEVELOP NEW SOURCES OF INFORMATION

Domestic VOA activities such as town halls, forums, partnerships and public relations activities may be permitted if the purpose of the activity is to support the recruitment and retention of high-quality journalists, enhance VOA's credibility, and/or to develop new sources of information. Please clear such Town Halls, Forums, and other such events; proposed partnerships arrangements; and proposed public relations arrangements in advance with VOA leadership, who should consult with the Office of General Counsel.

TOWN HALLS

VOA journalists or other staff may host or play a role in Town Halls or related events if the purpose of the event is to engage overseas audiences.

PARTNERSHIPS

In line with efforts to adhere to the highest standards of broadcast journalism, there may be times, subject to any required approvals, that VOA journalists appear as subject matters experts in other news outlets. This may be allowed if the purpose is to benefit VOA and thus the agency by either facilitating development of new sources of information, enhancing VOA's credibility, and/or contributing to the recruitment or retention of high-caliber journalists. In other cases, the purpose may be to disseminate VOA content overseas as part of an arrangement with another news organization.

VOA leadership may be able to approve certain partnership arrangements if the purpose is to enhance the quality or distribution of USAGM content to foreign audiences overseas. Such partnerships must be reviewed on a case-by-case basis. The final Memorandum of Understanding (MOU) is signed by the USAGM CEO.

PUBLIC RELATIONS

VOA journalists or other VOA staff may be able to engage in certain public relations arrangements if the purpose is to develop new sources of information, help recruit new journalistic talent to the agency, or to educate and inform stakeholders about VOA's mission, programs and activities. However, those arrangements must focus on VOA's journalists as subject-matter or regional experts. Public relations pitches should never attempt to place VOA-produced content in domestic broadcasts or focus on VOA storylines.

All proposed arrangements with external public relations firms should be routed through the Office of Contracts. The Office of Contracts should send all proposed arrangements relating to public relations activities or the placement of subject-matter experts to the Smith-Mundt Act Task Force for review. VOA leadership should confirm these reviews have occurred before engaging any public relation's firms.



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SUMMARY

Smith-Mundt allows us to:

- Provide materials upon request
- Engage in certain partnerships
- Provide opportunities for exposure for our journalists to enhance retention and recruitment; etc.

It **does not** prevent us from using the internet and social media to distribute our products to audiences overseas just because people in the U.S. might also see the material.

These exceptions do not allow VOA to attempt to target audiences in the United States. Ultimately, **if** it looks like the intent is to subvert the rules – i.e. **if the USAGM goal is to influence U.S. opinion, or otherwise develop audiences within the United States** -- then the activity is prohibited.

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CORRECTIONS

VOA's reputation and credibility are the hallmarks of the organization. The News Center and the Language Services produce news content, programming and services across many platforms and under daily deadline pressures. While our goal is always to be accurate and fair, occasionally we will present incorrect or inaccurate information. A meaningful policy for correcting significant errors will strengthen our trust with viewers, listeners and readers. As such, these errors will be corrected in a clear and timely manner, with appropriate prominence.

TV & RADIO BROADCASTS

If we make a mistake that needs correcting, we should do so as quickly as possible while the same show is on the air. If the error is not detected immediately, then preferably the correction should be aired on the same program in which the original error occurred, whether it's the following day or week. Make a point to say "On _____ day (state the day and date and time), we erred in our reporting..." then go on to explain what we said that was wrong, make the correction and close by saying, "Voice of America regrets the error."

VOA WEBSITES

If the error is a simple typo that does not change facts or understanding of the story, we consider it a minor change and simply correct it without further mention. If the error is substantive or one of fact, we change it, add an asterisk (*), then a note at the bottom saying when it was corrected and what was wrong originally.

SOCIAL MEDIA PAGES

Facebook: Correcting an error on Facebook should follow the same procedure as on voanews.com websites. Update/edit the Facebook post and explain why the information was corrected.

Twitter: A good method for correcting an error on Twitter is to **subtweet** the correction. On the next page you'll see how *Slate* handled posting the wrong photo (actor Javier Bardem) when tweeting about Vladimir Putin.

The correction begins "@Slate CORRECTION:" so that *Slate* is replying to its own original tweet. The result is that anyone viewing the original tweet can see the correction in the stream of replies. Equally important, it refers to the photo without showing it again.

People viewing the correction tweet on its own can also see it is part of a conversation linked to the original, offending tweet.

NOTE: If you reply to yourself, then anyone who follows you will see the reply. So in terms of who can see the correction, it's just as good as sending it as a normal tweet.



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Slate @Slate Follow

Could Crimea become Putin's Waterloo? slate.me/1jJIRFd
pic.twitter.com/OdvDLVLPRS

8:58 PM - 1 Mar 2014



RETWEETS 299 FAVORITES 151

Reply to @Slate

Blake Hounshell @blakehounshell · Mar 1
 @Slate Leave Javier Bardem out of this.

Slate @Slate · Mar 1
 @Slate CORRECTION: This photo is of Javier Bardem, and not Vladimir Putin.



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LEGAL ISSUES

This section provides brief introductions to various areas of the law that may apply to VOA journalists. These guidelines provide an overview to certain areas of the law and are not a substitute for a legal opinion from the Office of General Counsel (OGC). Please contact OGC when you have a specific legal question.

VOA FIREWALL

The “firewall” exists to maintain the credibility of reporting by U.S. international broadcasters. The firewall is violated whenever another U.S. government agency or a U.S. government official tries to influence our work by putting undue pressure on a VOA journalist or on the agency itself or takes any other action that may undermine the journalistic credibility or independence of VOA journalists. This protection arises from numerous provisions of the International Broadcasting Act (IBA), the Agency’s governing statute.

WHAT COULD RESULT IN A FIREWALL VIOLATION

- A firewall violation would likely be a U.S. ambassador or other State Department personnel demanding that you not air a particular interview or that you give a specific slant to a VOA news story.
- If a federal official from outside of VOA or from another federal agency asks you to use your access/position as a journalist to gather or provide information on their behalf, that would appear be a firewall violation.
- Firewall violations could also occur when someone outside of VOA takes actions that directly intrude on VOA’s professional independence and interferes with news coverage. If a directive from outside the newsroom, including from USAGM, is imposed which you think impermissibly restricts your ability to objectively report the news, or otherwise act in a manner inconsistent with the best practices of professional journalism, please notify your Service Chief and Division Director immediately.
- A direct request from non-VOA personnel to the News Center or a Language Service for your notes or unpublished recordings of video or audio may be a firewall violation. Those requests must immediately be directed to the VOA Director and the General Counsel’s Office.

UNDER NO CIRCUMSTANCES SHOULD A VOA EMPLOYEE OR CONTRACTOR TURN OVER UNAIED OR UNPUBLISHED NEWS COVERAGE TO ANY THIRD PARTY WITHOUT FIRST CONSULTING WITH VOA SENIOR MANAGEMENT.

WHAT IS NOT A FIREWALL VIOLATION

The firewall should not discourage VOA journalists from interviewing government officials or USG officials from appearing on VOA programs. It is critical to ensuring that VOA journalists and editors make the final decisions on what stories to cover and how they are covered.

Should a third party, such as a court, law enforcement agency, or other person or organization request that VOA turn over reporters' notes or unpublished content through appropriate legal authority -- such as a court order or Freedom of Information Act (FOIA) request -- that is not a firewall violation. However, **immediately** turn the request over to your Service Chief, Division Director, or to the VOA Director's Office. (For FOIA requests, please coordinate through VOA's designated FOIA point of contact.)

A supervisor or editor who asks for relevant editorial script or video changes in a story is not committing a firewall violation. That is part of the everyday nature of journalism.

WHO IS COVERED BY THE FIREWALL

The firewall does not start or stop at one specific point in the agency. It exists across all of USAGM and VOA. It is important that staff not only reports up the chain of command when other government officials or agencies approach VOA, **but that leadership communicates challenges to VOA's reporting down the chain** so that it's clear to editors that coverage has been called into question and the journalistic reasoning behind any corrective actions.

**IF YOU BELIEVE THAT A FIREWALL VIOLATION HAS OCCURRED,
NOTIFY YOUR SERVICE CHIEF AND DIVISION DIRECTOR
IMMEDIATELY.**

**IF YOU BELIEVE YOUR IMMEDIATE SUPERVISOR HAS ENGAGED IN A
FIREWALL VIOLATION PLEASE DISCUSS THE ISSUE WITH THE EDITOR
OF NEWS STANDARDS & BEST PRACTICES.**

(Also see [Requests for Unaired/Unpublished Material, p. 42 and Domestic Distribution of VOA Content, p. 93](#))



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COPYRIGHT & FAIR USE

Copyright is a form of protection provided by U.S. law to the authors of original artistic works. Artistic works include photographs, video, audio, music, motion pictures, commercials, written products, as well as footage from other news broadcasters. You should not use a copyrighted work unless (1) you have permission to use, whether via VOA's contracts (such as VOA's video feed or photo contracts) or another negotiated license agreement, or (2) your use of the work falls under the "fair use" doctrine.

FAIR USE

Determining whether use of copyrighted material is a **fair use** requires a balancing of four factors: (1) the purpose and character of your use; (2) the nature of the copyrighted work; (3) the amount and substantiality of the portion used in relation to the copyrighted work as a whole; and (4) the effect of the use upon the potential market for the copyrighted work. Application of these factors and the fair use doctrine is highly fact-specific and requires a case-by-case analysis.

A use of a copyrighted work is more likely to be a fair use if the material is directly relevant to a news story and the excerpt used is no longer than necessary to achieve the intended purpose. On the other hand, the use of copyrighted material such as a music clip simply to enhance the production value of a television package, for example, is not likely to be a fair use. Keep in mind that just because a video or audio clip is newsworthy does not automatically make VOA's use of it fair. [A Fair Use Self-Help Guide](#) with Frequently Asked Questions is available on the agency's SharePoint site.

(Also see [YouTube Guidelines, p. 58](#), [Music p. 68](#), [Audio Usage Rights, p. 69](#) and [Video Usage Rights, p. 71](#))

AMBIENT MUSIC

Any background music captured at recorded events should be edited out and replaced by narration or by music from the Music Library, because popular music uploaded to YouTube – regardless of its source – is likely to be hit with automated copyright strikes.

(Also see [YouTube Guidelines, p. 58](#) and [Music, p. 68](#))

PUBLIC DOMAIN

Copyright restrictions do not apply to works in the public domain, which include most U.S. federal government works, such as photos, maps, or video found on [whitehouse.gov](#), [state.gov](#), [nasa.gov](#), [cia.gov](#), and other government websites. Be sure to check the Copyright or Terms of Use/Terms of Service pages of these and other websites before using any content.

A work is also in the public domain if it is no longer under copyright protection. This depends on when and where the work was first published, but generally, works published in the U.S. before 1923 are in the public domain. Contact OGC for specific questions about older works or copyright terms in foreign jurisdictions.

LICENSED MATERIAL

VOA has several license agreements with third parties to use their copyrighted material. The terms of these agreements govern use of the material provided by the licenses, notwithstanding the applicability of the fair use doctrine. When using material from one of VOA's feed providers, such as ABC NewsOne, AFP, APTN and Reuters, for example, you must check all restrictions that may limit the story's use. Questions about the video feeds should be directed to the COR, (b) (6), and to VOA Media Asset Management Branch at Senior-Archivists@voanews.com.

(Also see [Video Usage Rights, p. 71](#))

REQUESTING PERMISSION

Because fair use can sometimes be difficult to determine with certainty, VOA producers are strongly encouraged to seek permission to use copyrighted material from the rightful copyright owner. You should start the process of identifying and contacting the owner of copyrighted content as early in your production process as possible, since it may take several days or weeks to identify the copyright owner and negotiate a license. Please note that obtaining permission in writing, using the standard USAGM/VOA release form, is highly preferable to getting permission orally or via email. A template release form -- to be edited and modified, as needed -- is available on the [Best Practices Sharepoint page](#).

On occasion, a third party may request to either amend the VOA form or insist on using its own licensing agreement. Such outside agreements may contain terms to which USAGM/VOA cannot agree. Please consult OGC when presented with a third party release form or licensing agreement.

TRADEMARK

A trademark is an intellectual property right in a particular "mark" used to identify a good or service, such as a name, slogan, symbol or logo. For example, "Voice of America" is a registered trademark. It is unlawful to use a trademark in a manner that confuses consumers about the source or sponsorship of goods or services. This is rarely an issue in news broadcasting, since the law allows you to use a mark without permission in a news story if the mark is used in an informational sense. For example, if you are reporting on the BP oil spill, it is appropriate to show the BP logo to identify the company. However, if you are launching a new VOA program, avoid using trademarked slogans or titles.

TRADEMARK & SPORTING EVENTS

When covering major sporting events such as the Olympics, VOA journalists must be careful with using official trademarks, such as the interlocking Olympic rings. For example, it could be argued that a VOA graphic incorporating the VOA background/colors/image with the official Olympic logo creates an unauthorized association between VOA, a non-Olympics marketing partner, and the Olympic brand.

**ALTHOUGH THE PHRASE "VOICE OF AMERICA" IS TRADEMARKED BY THE AGENCY,
"VOA" AND THE VOA LOGO ARE NOT TRADEMARKED.**

[More information on the above topics can be found at the Best Practices site on Sharepoint.](#)

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FILMING IN PUBLIC VS. PRIVATE PLACES

Generally, news media have the right to be in public places and on public property to gather information, photographically or otherwise. VOA journalists should be mindful, however, about rules, permits, or prohibitions on filming or taking of photographs at certain meetings, sporting events, or in private spaces such as businesses and shops. Similarly, journalists should seek permission from an owner or occupant (even if the occupant is not the owner) before entering private property or a residence.

[\(Also see *Covering Criminal Activity*, p. 34\)](#)

PROOF OF INSURANCE

From time to time, VOA staff may be asked to provide a certificate of liability insurance when filming in locations where event organizers or property owners want to protect themselves against third party bodily injury and property damage. While most private sector media organizations have liability insurance, the U.S. Government **self-insures** against liabilities. Therefore, the agency does not purchase liability insurance, and there is no such certificate that we can provide.

Instead, the Office of General Counsel provides a letter explaining this that staff can send to the appropriate parties. Two versions of the letter – one on VOA letterhead and one on USAGM letterhead - are now available in Word documents on the VOA Best Practices SharePoint page:

[VOA Insurance Letter](#) [USAGM Insurance Letter](#)

Each letter has blanks so that you can fill in the names of VOA staff that will be on location and the name of the property/location you will be working at. Use the VOA letterhead if you choose to have your service chief or division director sign it. Use the USAGM letterhead if you prefer to have an attorney in the General Counsel's Office sign it.

If you have any questions about this, please contact the General Counsel's Office or **(b) (6)** **(b) (6)**, the Editor for News Standards & Best Practices.

DEFAMATION/PRIVACY/FALSE LIGHT

Under U.S. law, the central question in an action for defamation or invasion of privacy is whether the statements in question are true or false. Truthful publication or broadcast of matters pertaining to legitimate public interest should generally not expose VOA to liability in the United States, especially if VOA's reporting concerns a public figure.

However, VOA may be liable for invasion of privacy in certain situations for the publicizing of private facts or falsehoods. Not only that, other countries' defamation and "insult" laws are not as protective of the press, so broadcasts that are legal in the U.S. may still expose VOA to liability overseas.

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VOA journalists should not intercept or record any private conversations without the permission of the participants, as this may be a crime in certain jurisdictions. The Office of General Counsel should be consulted when a VOA journalist receives intercepted conversations from a third party or in any other special circumstances.

[\(Also see Recording Telephone Interviews, p. 40\)](#)

The following guidance is provided by the Reporters Committee for Freedom of the Press (rcfp.org):

- Check sources thoroughly. Get independent corroboration whenever possible. A source could have a vendetta against the subject and willfully or unintentionally misrepresent the facts for his or her own purposes. Confidential sources may disappear or recant in the face of a lawsuit. Don't rely on someone else to be accurate.
- Do not let your opinion about whether someone is a public figure or official color your decision to verify the accuracy of a story. Juries do not respond favorably to reporters who fail to confront their subjects with defamatory information and provide them with an opportunity to comment.
- If you cover the police or courthouse beat, make certain you understand criminal and civil procedure and terminology. Be especially careful to restate accurately any information obtained about arrests, investigations and judicial proceedings.
- Be cautious when editing. Make sure the story does not convey the wrong information because of a hasty rewrite.
- Watch for headlines and cutlines that might be defamatory even though the text explains the story.
- **Make sure news promos or teasers used to stir audience interest are not misleading or defamatory.**
- **Do not use generic video footage or file photos when reporting on an activity that might be considered questionable.**
- **Just because someone else said it does not mean that a news organization cannot be sued for republishing it.** This includes letters to the editor. Check out any factual allegations contained in them as carefully as you would statements in a news story.
- Be sensitive about using words that connote dishonest behavior, immorality or other undesirable traits, whether in your published story or in comments in your notes. Remember that a judge may order a news organization to produce reporters' notes, drafts and internal memoranda at a libel trial.
- If contacted by someone threatening a libel suit, be polite, but do not admit error or fault. Talk the case over with your editor, supervisor or attorney immediately, and follow procedures established by your news organization.

DO NOT BE RECKLESS WITH THE TRUTH



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REPORTER'S PRIVILEGE & CONFIDENTIAL SOURCES

The reporter's privilege originates in the First Amendment's guarantee of a free press, under the rationale that forcing journalists to disclose confidential sources will discourage sources from communicating with reporters, thereby disrupting the free flow of information protected by the First Amendment. In some circumstances, journalists are compelled to disclose confidential sources. Because of USAGM's special status as a federal government agency, some internal VOA documents may also be subject to the Freedom of Information Act (FOIA).

[\(Also see Sourcing, p. 14\)](#)

**VOA JOURNALISTS SHOULD CONTACT OGC IF APPROACHED
BY ANY LAW ENFORCEMENT OFFICIALS.**

IN SOME SITUATIONS, THIS COULD BE A FIREWALL VIOLATION.

REPORTING ON CLASSIFIED DOCUMENTS

A number of laws and regulations, including several criminal statutes, regulate access to, and transmission of, classified information. VOA has a specific protocol in place regarding its reporting on classified documents in the public domain, such as the documents released by WikiLeaks in 2010.

ONLY CERTAIN VOA JOURNALISTS ARE ASSIGNED TO REPORT ON THESE TOPICS.

**THE SUPERVISORY INVESTIGATIVE EDITOR SHOULD BE CONSULTED BEFORE
YOU BEGIN ANY ASSIGNMENT RELATING IN ANY WAY TO CLASSIFIED MATERIAL,
EVEN IF THE CLASSIFIED DOCUMENTS ARE PUBLICLY AVAILABLE ON A WEBSITE
LIKE WIKILEAKS.**

**THE SUPERVISORY INVESTIGATIVE EDITOR WILL CONSULT WITH SENIOR
MANAGEMENT AND THE OFFICE OF GENERAL COUNSEL REGARDING ALL
APPLICABLE LAWS.**

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SUBPOENAS OR REQUESTS FOR TESTIMONY OR DOCUMENTS

- **IF YOU RECEIVE A REQUEST OR DEMAND TO TESTIFY IN A LEGAL PROCEEDING ON MATTERS RELATING TO OFFICIAL AGENCY INFORMATION OR YOUR OFFICIAL DUTIES, OR IF YOU RECEIVE A REQUEST TO PRODUCE AGENCY RECORDS OR INFORMATION, CONTACT THE OFFICE OF GENERAL COUNSEL IMMEDIATELY.**

There is a special regulatory procedure for handling requests for testimony by current and former employees and handling the production of documents in legal proceedings in which USAGM is not a named party.

(Also see [What Is Not A Firewall Violation, p. 100](#))

INTERNATIONAL TRAVEL BY VOA STAFF

While U.S. government employees must usually obtain a country clearance from the State Department before official government travel abroad, VOA reporters traveling to cover and report on the news may travel to countries in which U.S. Missions are located with minimal formality, which will typically only include a notification of intent to travel to the State Department. Please be mindful that travel to some sanctioned countries may require additional licensing or documentation. Reporters should contact their supervisors and the Travel Office before planning travel to these countries.

OUTSIDE ACTIVITIES

FULL-TIME VOA STAFF AND PERSONAL SERVICES CONTRACTORS ARE REQUIRED TO FOLLOW THESE PROCEDURES BEFORE RESPONDING TO A REQUEST OR MAKING ANY COMMITMENTS

USAGM/VOA has written policies that in some cases allow staff and personal services contractors to accept limited outside employment. Management approval is required before undertaking work for anyone other than VOA, however, either for private or government employers. Journalistic best practices may also preclude you from doing outside work, and certain ethics rules may apply as well. You may not do any work for anyone other than VOA without first receiving written approval from VOA.

OUTSIDE EMPLOYMENT GUIDELINES

WORK FOR FEDERAL GOVERNMENT

With few exceptions (e.g. census, postal service), Federal employees are prohibited from working for other Federal Government agencies. This includes work for the executive, legislative and judicial branches and corporations or grantees owned or controlled by the Federal Government ([See BAM Title 5-A](#)). Personal Services Contractors may work for other Federal agencies with prior approval of VOA.

WORK FOR PRIVATE EMPLOYERS

Federal employees may work for non-governmental employers. The same restrictions apply regarding written approval **prior** to accepting outside employment whether by federal employees in the private sector or PSCs for any outside employer. Activities are unlikely to be approved if they:

- Constitute a conflict of interest or the appearance of a conflict of interest.
- Involve use of agency materials, time, or facilities.
- Involve a particular matter on which you've worked in an official capacity.
- Are likely to adversely affect the agency's ability to fulfill its mission
- Would involve working for outlets that broadcast to or publish in the same target area as you serve for the agency

Beyond these restrictions, because the highest standards of journalism require a reputation for impartiality, VOA journalists should not perform public relations or similar work, either paid or unpaid. Journalists should also not counsel individuals or organizations, either in the United States or abroad, on how to deal successfully with the news media. Lastly, you should not provide advice to government officials other than to those in VOA, USAGM or any other government broadcasting entity, or to candidates for public office, again regardless of whether in the United States or abroad.

OUTSIDE EMPLOYMENT APPROVAL PROCESS

You must obtain approval from your service chief or equivalent supervisor and your division director to make sure your outside employment will not conflict with official duty schedules or requirements. The supervisor provides the agency's primary review in the following three areas.

- The employment does not involve use of agency time, materials, or facilities;
- The amount of time worked outside of VOA is reasonable and will not interfere with your ability to perform your VOA job; and
- Your outside work will not conflict with your official duty schedule.

For example, approval to work a second job of 35 hours per week is unlikely if the requestor already has a full-time job at VOA. Approval is also unlikely if a shift change is needed to accommodate outside employment.

In performing the analysis above, supervisors should flag for Outside Requests any unusual circumstances, such as an employee seeking outside employment involving a matter she worked on in her official capacity.

Once approved at the service and division levels, requests will be forwarded to (b) (6), VOA's Outside Requests committee, which will review requests to ensure they don't violate government ethics regulations or journalistic ethics/best practices.

Outside Requests will review the supervisor's approval for reasonableness and consistency with agency policy, and whether the employment would involve:

- An actual, potential, or appearance of, a conflict of interest.
- Interference with the agency's ability to fulfill its mission
- Working for outlets that broadcast to or publish in the same target area as you serve for the agency

Note that Outside Requests may need specific information from employees to complete a review.

Example 1. A staff employee wants to work for a contractor on a matter that he worked on personally and substantially as a Government employee. Outside Requests will need to know the "what" and "when" of the matter. Sufficient time may have passed to remove any conflict.

Example 2. A PSC wants to work 15 hours per week translating for a Government agency. Which agency? Does the translation involve translating wiretaps, testimonies of criminal defendants, testimonies of witnesses to illegal activity, or other information about a newsworthy story of interest to VOA that will conflict with an employee's job as a VOA journalist?

Even if approval is granted, your outside work will be subject to VOA conflict of interest policies to ensure that VOA's journalistic integrity or impartiality is not compromised by your outside activities.

OUTSIDE PUBLIC APPEARANCES GUIDELINES

Outside speaking, writing and teaching opportunities can be highly beneficial, both personally and professionally, but if not done properly, they can have serious consequences. All FTE and PSC journalists must receive management approval before accepting requests for outside public appearances, including outside teaching, speaking, or writing activities. Federal regulations prohibit federal employees from receiving compensation for outside teaching, speaking, or writing activities that directly relate to their official duties. PSCs should consult Outside Requests if they have an outside public appearance for which they are being offered compensation.

OUTSIDE APPEARANCE APPROVAL PROCESS

FTE and PSC journalists: You must obtain written approval from your service chief or equivalent supervisor to make sure your outside appearance will not conflict with official duty schedules or requirements. Once approved at the service level, requests will be forwarded to (b) (6) which will review requests to ensure they don't violate government ethics regulations or journalistic ethics/best practices.

Even if approval is granted, your public appearance work will be subject to VOA conflict of interest policies to ensure that VOA's journalistic integrity or impartiality is not compromised by your outside activities. In order to avoid appearances of impropriety, if you will be identified as an agency employee in connection with your outside activities, especially regarding outside teaching, speaking, or writing, you must include a disclaimer that the views expressed are your own and not those of VOA, USAGM, or of the U.S. Government, as appropriate.

GUIDELINES FOR NON-PSC CONTRACTORS

Contractors who do not have Personal Service Contracts generally have wider latitude to engage in activities outside the scope of their contracts with the Agency, but they should keep in mind that certain activities and actions could jeopardize continued performance on their current contract, or their ability to obtain a follow-on contract.

Journalists must notify (b) (6) of any outside appearance that you have accepted before the event occurs. You do not need VOA approval. However, notification assists VOA in advising contractors about activities that may undermine their objectivity as journalists and/or the credibility of the Agency.

When doing work or taking part in an activity outside of VOA, it is important for non-PSC contractors to refrain from stating or creating the impression that they are employees, agents or representatives of the agency. They **should not** say that they "work for" VOA or are "correspondents at" VOA. Rather, they should indicate that they are "freelance journalists," "regular contributors to VOA," or use a similar description.

Non-PSC contractors CANNOT accept requests for outside appearances if those requests conflict with a contractor's duty hours for VOA.

ADDITIONAL GUIDANCE

Aside from the types of activities outlined here, there is also the issue of whether VOA staff and journalists, including all contract journalists, can, or should, express themselves outside of the office.

VOA's mission is to provide accurate and objective news and information. To facilitate that mission, as journalists, you are expected to remain neutral and objective in all public appearances and public spaces, including social media. That means that you should try to avoid conduct or activity that would call into question your neutrality and objectivity as well as the neutrality and objectivity of VOA.

- For example: If as a VOA journalist you are reporting on or otherwise working on a story regarding “X” situation, it is recommended that you avoid publicly voicing your personal opinion about that situation because such activity may call into question your credibility as a journalist and could compromise VOA’s reputation as a reliable and credible news organization.

[\(Also see Social Media, p. 49\)](#)

EXERCISE GOOD JUDGMENT WHEN CONSIDERING YOUR OPTIONS AND MAKING YOUR DECISIONS.



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COMPETITIONS & CASH AWARDS

Any employee who wants to enter a particular journalism competition using his/her VOA-produced work **must** first advise his/her supervisor. If the supervisor determines the entry to be of merit, please advise (b) (6) in the Language Programming Directorate. All entries should be sent to (b) (6), the Agency's Incentive Coordinator (b) (6) will compile all entries.

ENTRIES FOR JOURNALISM COMPETITIONS ARE TO BE SUBMITTED BY THE AGENCY'S SENIOR MANAGEMENT ONLY

INDIVIDUAL STAFF MEMBERS SHOULD NOT ENTER COMPETITIONS ON THEIR OWN USING WORK PRODUCED FOR VOA

While the majority of journalism competitions that VOA enters award trophies, plaques or certificates to the winners, a few of them may include cash awards. Should a winning entry result in a cash award, that award will be designated to the agency, **not to the individual**. It will be the responsibility of VOA senior management and/or the Office of General Counsel to determine whether it will accept the cash award under its gift acceptance authority, and how that cash award will be administered.

APPENDICES

PROHIBITED ITEMS

This guidance comes from the Cohen Building Office of Security:

- To keep a safe workplace, the following items are prohibited in the Cohen Building for employees, contractors and visitors: **firearms, weapons, explosives, hazardous chemicals or other destructive devices**, including their individual parts or components, that could cause injury, death or property damage.
- The prohibited items follow the Interagency Security Committee Standard guidelines for prohibited items at Federal facilities and are followed by the Cohen Building's security team.
- Visit the Office of Security SharePoint site for the full list of prohibited items. The site also has a PDF handout that you can email to your guests to inform them about security screening before they visit the building. questions or issues regarding security screening or prohibited items may be address to the USAGM Office of Security at 202-382-7777.

[\(Also see Security Procedures for Guests, p. 43\)](#)

CONTROL ROOM EMERGENCY PROCEDURES

EMERGENCY EVACUATION TV CONTROL ROOM ACTIONS

1. The Director will direct the Producer to tell the anchor to make the statement, **"We must interrupt this program, please stand by. We will return as soon as possible."**
2. Director or TD fades to black on anchor and fades up on generic VOA full screen graphic.
3. Director or TD notifies TVMC that an ID graphic is up and that the control room and studio staff are vacating the building.
4. Using the same graphic, TVMC takes control of the path seamlessly when ready. TVMC evacuates the building.

EMERGENCY EVACUATION RADIO CONTROL ROOM ACTIONS

1. Producer tells anchor to make the statement, **"We must interrupt this program, please stand by. We will return as soon as possible."**
2. Technician plays VOA1 "The Hits" so that VOA branded content continues standard frequencies.
- 2a. Alternate: Producer tells anchor to introduce "linked" show. This means all remaining show elements could continue to playout without live inserts until done.
3. Technician links remaining program elements and executes.
4. Technician notifies RMC of programming status.
5. Radio MC takes necessary steps to ensure program continuity.
6. Master Control, Control- room, and studio staff evacuate the building.

EMERGENCY NCC ACTIONS

NCC receives the broadcast product from Master Control and transmits it to the respective distribution points. NCC does not alter the product content sent to them for distribution.

[Return to Table of Contents](#)

BEST PRACTICES GUIDE

TO IMPLEMENT THE TV CONTROL ROOM PLAN, OPERATIONS MUST

1. Load the TVMC full screen VOA graphic in each TV control room switcher. This may be updated in the future pending further guidance.
2. The Broadcast Operations management is responsible for making sure the graphic is installed in all control rooms and Master Control, and that the emergency plan is communicated to their respective staffs.
3. Broadcast Operations is responsible for maintaining the emergency full screen VOA graphic in their daily operation control room set up, and show programming.

TO IMPLEMENT THE EMERGENCY EVACUATION ACTION PLAN, LANGUAGE SERVICE MANAGEMENT MUST

1. Communicate the emergency action plan to service leadership and staff.
2. Each service must provide to Division management the service action plan for contacting affiliates about disruptions.

ALL LANGUAGE SERVICES AND BROADCAST OPERATIONS STAFF ARE REQUIRED TO EVACUATE THE BUILDING DURING AN EMERGENCY

NOTE: This Emergency evacuation guide for Broadcast Operations and Language Services is for real emergencies, and when there is any doubt please respond as though it is a real emergency.

However, a fire drill is not an emergency. If a fire alarm drill will be conducted, employees and managers will be notified in advance of the testing.

ACKNOWLEDGMENTS

The contents of this Guide represent the contributions of many VOA staffers. Thanks to all for your input. Other entries in the Guide come from previous House-wide guidance.

In addition, certain elements in the Guide were produced with the cooperation of the following non-Federal entities:

CNN

Freedom Forum

Hootsuite.com

Los Angeles Times

New York Times

NPR

Project for Excellence in Journalism

Radio Free Europe/Radio Liberty

Reporters Committee for Freedom of the Press

Radio Television Digital News Association

Society of Professional Journalists

From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: Connecting
Date: Tuesday, June 30, 2020 12:34:06 PM

Emily,

I hope this finds you well and finding time to sleep and eat.

I wanted to pass the message below to you – (b) (6), provided a more accurate Uyghur translation.

Look forward to staying in touch and helping you in any way I can.

All the best,

(b) (6)

Deputy Assistant to the President
Senior Director for International Religious Freedom
National Security Council | The White House

On Jun 24, 2020, at 9:43 PM, (b) (6) wrote:

(b) (6),

We wanted to highlight for you this reporting discrepancy discovered by (b) (6) at RFA. Uyghur language articles on POTUS signing the Uyghur Act and groups gathering this past Sunday to thank POTUS were translated into English by RFA with a more negative slant.

(b) (6) has helpfully provided her own translation below so you get a sense of the intended message.

Perhaps with the leadership change this won't happen again, but it's worth flagging for Pack.

Thanks, (b) (6)

Sent from my iPhone

Begin forwarded message:

(b) (6)

As I mentioned, here is the story with the RFA. Dozens of Uyghur Americans gathered in front of the White House again on Sunday to thank the President and Congress for passing and signing the Uyghur Act and the RFA ran the story in Uyghur (see #1 below). It was a good story so we asked if there is an English translation. They sent the English version (see #2 below), which has a different title and is totally a different story. RFA Uyghur Director said he cannot control how the English stories come out and noted: “English stories are not direct translation of our Uyghur stories since the target audience is quite different. Our English Service uses the information we provide them, and then write the story the way they deem it important.”

1. **“Uyghurs Gathered in front of the White House and Thanked the President”** (<https://www.rfa.org/uyghur/xewerler/amerikida-uyghur-mesilisi-06212020235228.html>) : See my translation of the important points

“Uyghurs gathered in front of the White House and thanked President Trump again for signing the Uyghur Human Rights Policy Act of 2020...In the few days after the signing of the Act, Chinese Government has used its own media outlets to continue to push for propaganda against the United States....On the afternoon of the day President Trump signed the bill, some Uyghurs in the area braced the pandemic and the heavy rain to celebrate the news in front of the White House. They chanted slogans like: “Thank you President!” “Thank you American people!” ...According to some observers, the Uyghur Human Rights Policy Act of 2020 is considered the most concrete step against China’s repressive campaign against Uyghurs.”

2. **“Uyghur Diaspora Calls on Trump to Sanction Chinese Officials Over Rights Abuses in Xinjiang”** (<https://www.rfa.org/english/news/uyghur/sanctions-06222020141243.html>)

“Members of the Uyghur diaspora in the U.S. and Canada have called on U.S. President Donald Trump to immediately enact sanctions against Chinese officials complicit in rights abuses in northwest China’s Xinjiang Uyghur Autonomous Region (XUAR) under legislation he signed last week. A group of some 60 Uyghurs gathered in front of the White House on Sunday holding signs applauding Trump’s June 17 enactment of the Uyghur Human Rights Policy Act of 2020 (UHRPA), which passed nearly unanimously through both houses of Congress last month... Observers have questioned why Trump has yet to bring sanctions under the new law,

particularly in light of allegations made public on the same day that he signed it by former national security adviser John Bolton... However, the act provides significant leeway for Trump to withhold sanctions if he believes doing so would run counter to U.S. interests. His administration already has the ability to sanction Chinese officials over rights abuses and has chosen not to do so, amidst fears that it could derail the implementation of a long-stalled U.S.-China trade deal... In an Oval Office interview on Friday afternoon, Trump told Axios that he had held off on imposing Treasury sanctions against Chinese officials involved with the internment camps because doing so would have interfered with his trade deal with Beijing....”

Personally, some of the interviewees were surprised that the English version took the parts of their quotes that expressed Uyghurs’ wish for sanctions to hold perpetrators accountable but did not use their words that expressed their appreciation for the President for all the actions the Administration has taken so far and called on the European governments and others around the world to take similar actions as the United States to hold the perpetrators of human rights abuses accountable.

Thanks,

(b) (6)

The White House

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Thanks,

(b) (6)

The White House

From: (b) (6)
To: [Emily Pauline Newman](#); [Morvared Namdarkhan](#)
Subject: Daily Signal (Heritage Foundation): "Severe, Fundamental Security Failures" in This Federal Agency Need to Be Investigated
Date: Friday, July 31, 2020 4:41:48 PM

FYI:

<https://www.dailysignal.com/2020/07/30/severe-fundamental-security-failures-in-this-federal-agency-need-to-be-investigated/>

(b) (6)

Deputy Assistant to the President
Office of the Senior Advisor for Policy
Executive Office of the President

w: (b) (6)

m: (b) (6)

From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: FW: (b) (6)
Date: Saturday, October 10, 2020 12:26:00 AM
Attachments: [image001.png](#)
(b) (5)
Importance: High

As requested, see below for latest operational/national security issue.

From: Frank Wuco (b) (6)
Sent: Friday, October 9, 2020 10:49 PM
To: CEO2016 (b) (6)
Cc: Emily Pauline Newman (b) (6); Sam Dewey (b) (6); Morvared Namdarkhan (b) (6)
Subject: FW: (b) (6)
Importance: High

Michael,

Below is a significant personal safety-of-life issue which raises a series of operational, security, and legal questions, including those pertaining to the "Firewall" (b) (6)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED], I cannot address the matter without appropriate delegated authority.

I strongly concur with Emily's view (b) (5).
However, given the time sensitive and potentially dangerous nature of this matter, I am requesting you sign the limited delegation of authority (attached) sent to you at your request last evening, to allow me and others to expediently address this matter.

Standing by for your action.

Frank

From: Chris Luer (b) (6)
Sent: Friday, October 9, 2020 8:47 PM
To: Frank Wuco (b) (6)
Subject: FW: (b) (6)

Frank,

I wanted to bring the issue below to your attention (b) (5)

)
[Redacted]

I will let you know how this develops, (b) (5)

[Redacted] The entire thread
is below with more details, and we can provide a briefing if you have any additional questions.

Thanks,

Chris

(b) (6)

[Redacted]

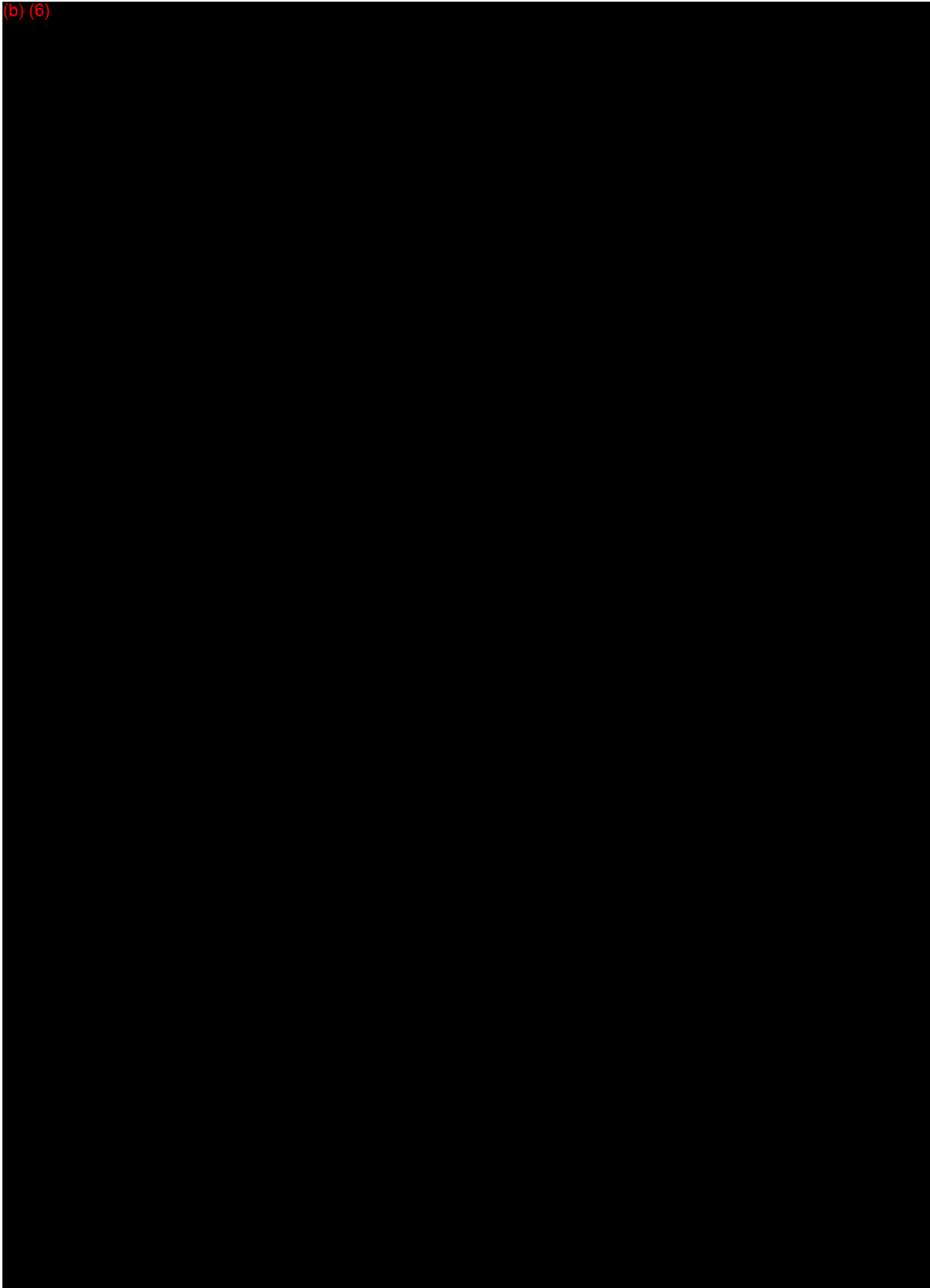
(b) (6)

(b) (6)

U.S. Agency for Global Media | Broadcasting Board of Governors
330 Independence Ave., SW | Washington, DC 20237
<http://usagm.gov>

(b) (6)

(b)



(b) (6)

From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: FW: Briefing Paper # 2 Non-VOA people and VOA People/ Recommendations
Date: Monday, June 15, 2020 3:29:45 PM

From: (b) (6)
Sent: Monday, June 8, 2020 10:01 AM
To: Buckham, Matthew A. (b) (6) (b) (6) >; Diane Cullo
(b) (6)
Cc: (b) (6)
Subject: Briefing Paper # 2 Non-VOA people and VOA People/ Recommendations

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From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: FW: Impact of Hiring Freeze on VOA Operations
Date: Saturday, October 10, 2020 1:59:00 AM
Attachments: (b) Attachment "VOA Impact Assessment October 6, 2020" follows

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From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: FW: Lawsuit Against USAGM You, and Most of Senior Staff
Date: Friday, October 9, 2020 3:52:00 PM
Attachments: (b) (5)
Importance: High

(b) (5)



From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: FW: Lawsuit Against USAGM You, and Most of Senior Staff
Date: Friday, October 9, 2020 3:52:00 PM
Attachments: (b) (5)
Importance: High

(b) (5)



From: [Emily Pa...@epa.gov](#)
To: [REDACTED]
Subject: (b) (5) - INFORMATIONAL RE: COOPERATIVE COMMUNICATIONS
Date: Friday, October 9, 2020 7:31:00 PM
Importance: High

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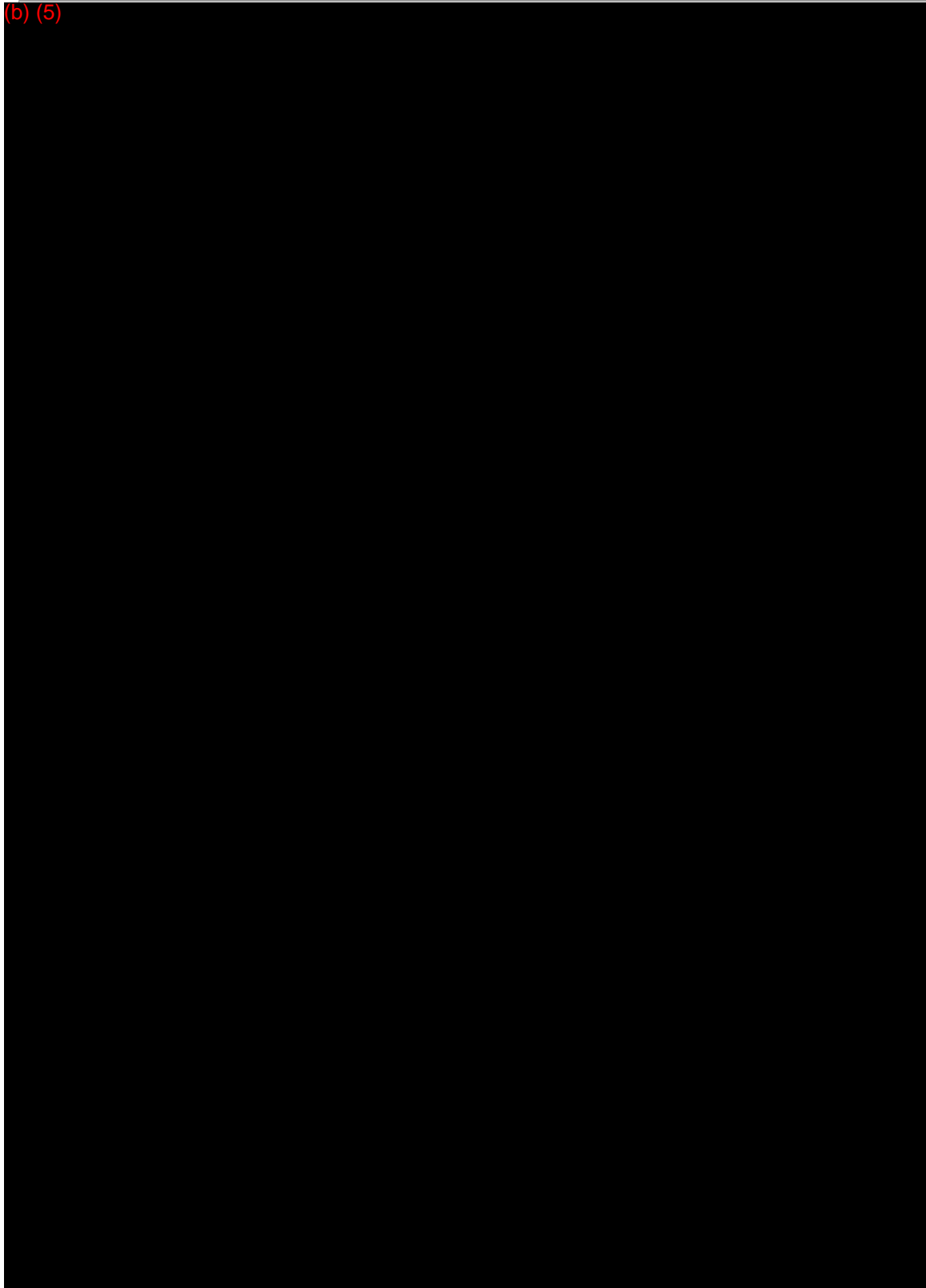
[REDACTED]

From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: Fwd:
Date: Thursday, August 13, 2020 2:22:25 PM

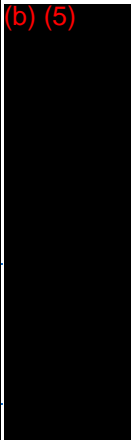
FYI

Get [Outlook for iOS](#)

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From: [Sam Dewey](#)
To: [Emily Pauline Newman](#)
Subject: Fwd: privileged & confidential/USAGM firewall
Date: Monday, October 5, 2020 3:51:08 PM
Attachments: [Attachment follows](#)

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Monday, October 5, 2020 3:45:19 PM
To: (b) (6)
Cc: (b) (6); Sam Dewey (b) (6)
Subject: privileged & confidential/USAGM firewall

** Privileged & Confidential Attorney Work Product / Deliberative & Pre-Decisional

Hello, (b) (6) Hope you're well! I just spoke with Sam Dewey and then with (b) (6). Please find attached OMB OGC's memorandum regarding USAGM's firewall rule. (b) (6) from WHCO is looking at the USAGM situation so I am CCing him as well. Happy to discuss and to be of further assistance.

Thanks so much,

(b) (6)

Special Counsel
Office of Management and Budget

(b) (6)

October 4, 2020

MEMORANDUM FOR THE GENERAL COUNSEL

FROM: (b) (6) Special Counsel

SUBJECT: Legal Sufficiency of Firewall Rule

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From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: Fwd: Security project reboot
Date: Monday, October 19, 2020 12:02:09 PM

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From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: Fwd: USAGM CEO Pack Announces Investigation into Long-Term Security Failures
Date: Thursday, July 23, 2020 8:06:30 PM
Attachments: [image.png](#)
[Outlook-tv5ghcto.png](#)

FYI

Get [Outlook for iOS](#)

From: USAGM House Announcements <HouseAnnouncements@usagm.gov>
Sent: Thursday, July 23, 2020 7:24 PM
To: All Staff
Subject: USAGM CEO Pack Announces Investigation into Long-Term Security Failures



USAGM CEO Pack Announces Investigation into Long-Term Security Failures

July 23, 2020

Dear Colleagues,

Multiple in-depth assessments of USAGM have been conducted by other federal agencies. These assessments reveal systemic, severe, and fundamental security failures, many of which have persisted for years. We are working closely with our federal partners to ensure that findings are addressed swiftly and appropriately. Because of the nature of the findings, I further requested meetings with the Chairmen and Ranking Members of USAGM's Congressional committees.

I also ordered a comprehensive investigation of USAGM operations because I am concerned that the failures identified compromise the agency's ability to fulfill its mission, undermine the efficiency and effectiveness of the federal workforce, and pose a threat to U.S. national security. Decisive action is required to protect our country, the integrity of USAGM, and the safety of our journalists in America and abroad.

(b) (6)

A large black rectangular redaction box covers the majority of the top-left section of the page.

Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

From: [Morvared Namdarkhan](#)
To: [Frank Wuco](#); [Jonathan Bronitsky](#); [Emily Pauline Newman](#); [Sam Dewey](#)
Subject: Fwd: USAGM/OMB Apportionment Call
Date: Saturday, November 14, 2020 4:54:29 PM
Attachments: [FY20 USAGM Internet Freedom Spend Plan.pdf](#)
[Docket.docx](#)
[OTF v USG - Case 20-1047C.pdf](#)

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Thursday, September 3, 2020 10:01 PM
To: Diane Cullo; Morvared Namdarkhan
Cc: Emily Pauline Newman; Paoletta, (b) (6)
(b) (6)
Subject: RE: USAGM/OMB Apportionment Call

Diane and Mora,

This letter is in follow-up to our call yesterday. From our understanding, the question presented is whether taking unobligated prior year funds meant for a grant with the Open Technology Fund (OTF) and using them for the Office of Internet Freedom (OIF), constitutes a reprogramming that will require congressional notification.

(b) (5)
[Redacted]

[Redacted]

[Redacted]

(b) (5) [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

At your convenience, please confirm the facts stated above and confirm whether a reprogramming has occurred. Thanks for your patience and assistance in bringing this matter to resolution.

Thanks,

(b) (6) [Redacted]

Assistant General Counsel
Office of Management and Budget

P (b) (6) [Redacted]
E [Redacted]

From: Diane Cullo (b) (6) [Redacted]

Sent: Thursday, September 3, 2020 1:32 PM

To: (b) (6) [Redacted] (b) (6) [Redacted] (b) (6) [Redacted] Morvared Namdarkhan

(b) (6)

(b) (6) Thomas Layou

(b) (6) (b) (6) (b) (6)

Cc: Emily Pauline Newman (b) (6)

Subject: RE: USAGM/OMB Apportionment Call

Greetings All!

Haven't received email from (b) (6) per call yesterday. Are we still waiting on that to proceed or can we move forward?

Please advise.

Many thanks!

Diane

From: (b) (6)

Sent: Wednesday, September 2, 2020 12:03 PM

To: Morvared Namdarkhan (b) (6); Diane Cullo (b) (6)
(b) (6)

(b) (6) Thomas Layou (b) (6)

(b) (6)

Cc: Emily Pauline Newman (b) (6)

Subject: RE: USAGM/OMB Apportionment Call

Hi Mora,

Thanks for the note, and sorry I missed your call – I was in a meeting. I am free after 1pm to talk. Please let me know what works for you, and we can lock down a time.

Thanks,

(b) (6)

From: Morvared Namdarkhan (b) (6)

Sent: Wednesday, September 2, 2020 11:30 AM

To: (b) (6) (b) (6) (b) (6) Diane Cullo (b) (6);
(b) (6) (b) (6)

(b) (6) Thomas Layou (b) (6)

(b) (6)

Cc: Emily Pauline Newman (b) (6)

Subject: Re: USAGM/OMB Apportionment Call

Hi (b) (6),

I believe most of these answers were already provided over a week and a half ago. Nevertheless, I just tried to call you and it went to voicemail. When are you available to speak?

Best,
Mora

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From: (b) (6)
Sent: Saturday, August 29, 2020 7:48 AM
To: Diane Cullo; (b) (6); Thomas Layou;
Morvared Namdarkhan; (b) (6)
Cc: Emily Pauline Newman
Subject: RE: USAGM/OMB Apportionment Call

Hi Diane,

Following up, below are two initial questions that should help frame our discussion on Monday:

1. Please provide a summary of where the litigation currently stands, particularly with respect to any court orders regarding these funds.
2. Please walk us through USAGM's legal analysis as to why a congressional notification was not required in this instance, including with respect to section 7015 of the Further Consolidated Appropriations Act, 2020 (P.L. 116-94). If any entities outside of USAGM OGC were consulted with respect to this analysis, please advise which entities.

Thanks,

(b) (6)
[Redacted]

Assistant General Counsel
Office of Management and Budget

P: (b) (6)
E: [Redacted]

From: (b) (6)
Sent: Saturday, August 29, 2020 7:58 AM
To: 'Diane Cullo' (b) (6); (b) (6); (b) (6); (b) (6); (b) (6); (b) (6); Thomas Layou (b) (6); Morvared Namdarkhan (b) (6)
Cc: Emily Pauline Newman (b) (6)
Subject: RE: USAGM/OMB Apportionment Call

Hi Diane,

Thanks for the note, and no worries on rescheduling. While we understand the time sensitivity, Monday would work best for our office. We have availability from 10:30am-12pm and 2:30-3pm on Monday. Please advise if rescheduling within one of those windows works for your office. We are developing a list of some of our questions and will forward the list prior to the call.

Thanks,

(b) (6)

Assistant General Counsel
Office of Management and Budget

P: (b) (6)
E: (b) (6)

From: Diane Cullo (b) (6)

Sent: Friday, August 28, 2020 1:20 PM

To: (b) (6)

(b) (6); (b) (6)
Thomas Layou (b) (6) Morvared Namdarkhan

Cc: Emily Pauline Newman (b) (6)

Subject: RE: USAGM/OMB Apportionment Call

Greetings All!

Now it is our turn to apologize for the late notice for having to reschedule our call. While unusual, because of the importance and time sensitivity, might we do this call over the weekend. Additionally, might you forward some of the questions you have to discuss so we may prepare. Very much appreciate you considering a quick call this weekend ... of Monday if necessary.

Many thanks for your time and consideration!

Diane Cullo

(b) (6)

From: (b) (6)

Sent: Thursday, August 27, 2020 2:06 PM

To: Diane Cullo (b) (6)

(b) (6) (b) (6)

(b) (6) (b) (6); Thomas Layou (b) (6) Morvared Namdarkhan

Subject: RE: USAGM/OMB Apportionment Call

Hi Diane,

Apologies for the late notice, but our office has been pulled into a few issues requiring immediate turnaround this afternoon, and so we would like to reschedule this call for tomorrow. I checked our calendars, and it appears that the OMB side of this chain collectively has availability for a call tomorrow from 10am-11:30am, 2:30-3pm, and 4-5pm. If you could please advise if either of those windows works for rescheduling, it would be sincerely appreciated.

Thanks,

(b) (6)

Assistant General Counsel
Office of Management and Budget

P: (b) (6)

E: (b) (6)

-----Original Appointment-----

From: Diane Cullo (b) (6)

Sent: Thursday, August 27, 2020 10:53 AM

To: Diane Cullo; (b) (6); Thomas Layou; (b) (6)
(b) (6); Morvared Namdarkhan; (b) (6)

Subject: USAGM/OMB Apportionment Call

When: Friday, August 28, 2020 4:00 PM-4:30 PM (UTC-05:00) Eastern Time (US & Canada).

Where: USA Toll-Free: 1-888-844-9904 Access Code: (b) (6)

(b) (6)

From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: RE: [EXTERNAL] 3 pieces of good news for American workers
Date: Friday, October 30, 2020 9:34:33 AM

P.S. I'm at my desk: (b) (6).

From: (b) (6)
Sent: Friday, October 30, 2020 9:34 AM
To: 'Emily Pauline Newman' (b) (6)
Subject: RE: [EXTERNAL] 3 pieces of good news for American workers

Emily:

Dropping Michael.

I just tried to call you. Call me back if you have a minute. (Doesn't have to be a long conversation. I know you're swamped.)

(b) (6)
w: (b) (6)
m: (b) (6)

From: (b) (6)
Sent: Friday, October 30, 2020 7:59 AM
To: 'Emily Pauline Newman' (b) (6); CEO2016 (b) (6)
Subject: RE: [EXTERNAL] 3 pieces of good news for American workers

Emily:

I'll send you a calendar invitation momentarily for 9:30 a.m.

Looking forward to talking.

(b) (6)
w: (b) (6)
m: (b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Friday, October 30, 2020 1:23 AM
To: CEO2016 (b) (6)
(b) (6)

Subject: Re: [EXTERNAL] 3 pieces of good news for American workers

Thanks very much for flagging, (b) (6)

I look forward to speaking with you tomorrow!

Let's aim for 9:30 am or 2:30 pm — whichever works best for you. USAGM cell: (b) (6)
(b) (6)

Best,
Emily

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From: CEO2016 (b) (6)
Sent: Thursday, October 29, 2020 6:13:22 PM
To: (b) (6)
Cc: Emily Pauline Newman (b) (6)
Subject: Re: [EXTERNAL] 3 pieces of good news for American workers

(b) (6):

All interesting stories, especially at the last one, which is just teased. Why not talk to Emily first. I too am always happy to talk.

Best,
Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

On Oct 29, 2020, at 5:46 PM, (b) (6)
(b) (6) wrote:

FYSA (see the highlighted portion all the way at the bottom).

Let me know if either or both of you can talk tomorrow (Friday 10/30). I have space in the morning before 11:00 a.m. and then again between 2:30-4:30 p.m.

(b) (6)
Deputy Assistant to the President
Office of the Senior Advisor for Policy
Executive Office of the President

w: (b) (6)

m:

From: (b) (6)

Sent: Thursday, October 29, 2020 3:26 PM

To: (b) (6)

Subject: [EXTERNAL] 3 pieces of good news for American workers

[Three Pieces of Good News on the Foreign Worker Front](#)

By [David North](#) on October 29, 2020

Three — count them, three — different pieces of good news regarding foreign workers and a potential visa mill have arrived in the last 24 hours.

The best news is that the Department of Homeland Security is proposing to drop its lottery of H-1B slots, and replace it with a de facto auction, thus running up the costs of the program to — one hopes — the extent that it will create jobs for American workers. Also:

- The Washington Post exposed how the H-1B program, in addition to favoring young Indian males, is replete with caste prejudice, imported from overseas; and
- USA Today ran a long story about how a feeble accrediting agency, long known to be overly friendly to visa mills, accredited a "university" in South Dakota that Wikipedia says "does not exist".

DHS [announced](#) last night the proposed replacement of the current lottery of the H-1B slots that allows employers to secure both ill-paid and well-paid H-1B slots with what looks like an auction system that will distribute the H-1B permissions to the employers who offer the best salaries to their potential workers.

The announcement sought to explain it this way:

Modifying the H-1B cap selection process by replacing the random selection process with a wage-level-based selection process is a better way to allocate H-1Bs when demand exceeds supply. If finalized as proposed, this new selection process would incentivize employers to offer higher wages or petition for positions requiring higher skills and higher-skilled workers instead of using the program to fill relatively lower-paid vacancies.

As background, currently there are ceilings of 65,000 and 20,000 for new H-1B

positions each year, with the former cap for those with bachelors' degrees or more, and the latter one for aliens with advanced degrees. Routinely, in recent years, more applications arrived than slots available, so DHS ran a lottery to determine how many slots were allocated to would-be employers. Often there were about three petitions for each H-1B opportunity.

The H-1B program has been criticized for years, not only because it allows (even encourages) employers to hire foreign workers rather than American (citizen and green card) ones, it has a wage-setting system that lets employers hire foreign (mostly Indian and Chinese) workers at rates that [lower wages](#) generally in the industries where they work.

Yesterday's announcement by DHS on the wage auction is not to be confused (though they both trod similar paths) with an earlier announcement by the Department of Labor that, in effect, [set minimum wages](#) for the various jobs covered by the H-1B program.

My sense of DHS's [100-page proposal](#) is not that it will create one auction, in which all the H-1B slots go to the highest bidders, but that it will create a series of smaller auctions in which the wages offered in comparison to existing wage scales will prevail, not the total wages offered. Thus a regional symphony orchestra seeking a cellist will not be in a dollar to dollar competition with, say, Microsoft's desires for some expensive IT talent.

The Labor Department's move has already been challenged in courts by the industry. The DHS auction regulation may meet a similar fate. Both proposals may be modified should Biden be elected.

But it is useful to bring these proposals into the public view, and perhaps, implementation.

Professor Ron Hira of Howard University, the country's ranking H-1B scholar, says that the new approach makes "absolute sense" for the country on the grounds that it will bring highly skilled people to the U.S., not just routine workers. He pointed out to me that the current lottery system works just fine for the big outsourcing companies. If one of them wants 3,000 new workers for routine chores, and the odds in the lottery are three to one against the employer, then the employer files for 9,000 workers, not caring which of them they actually hire.

On the other hand, the start-up that wants a particular person and files for just that person, faces two chances out of three of failure. With the proposed system, it would have the option of getting the person it wants, if it pays enough.

Caste Discrimination Exposed. On October 27, the [Washington Post](#) published a long article on the caste discrimination that Dalits (once termed "untouchables") have experienced in the U.S., notably in the high-tech industries. The general idea is that other, higher-caste Indians in the industry will not hire or promote the Dalits because of a hold-over of ancient prejudices brought here from the home country.

The reporter barely mentions the H-1B program in which most of the discrimination must be taking place, nor did she mention the over-arching role of the big Indian outsourcing companies (such as Tata and Infosys) which puts so many Indians in the position of making employment decisions, but it was useful

that this problem — yet another black eye for H-1B — was given some attention.

Though the article did not say so specifically, it indicated that the H-1B program allowed many of the employers in it not only to discriminate against U.S. workers, but also — as we noted earlier — to [discriminate against all but young Indian males](#) from the south of the country. Now we can add traditional caste prejudice to all the other biases tolerated within the program.

A Potential Visa Mill in South Dakota, Again. Another newspaper, this time [USA Today](#), has exposed another potential problem in the foreign student business: the existence of a potential visa mill, this time, again, in South Dakota, where it is all too easy to open a shady educational institution. (Visa mills major in foreign students and the work permits that they issue, rather than providing a plausible education program.)

In this case, the reporter is Chris Quintana, and the "educational" institution is (like the D.C. airport) named Reagan National University. The problem, however, is that the place does not exist; no classes, no students, and only the dean answering the phone, saying that everyone else at the place is sick.

What is significant in this case is that Reagan National is fully accredited by the American Council for Independent Colleges and Schools (ACICS) and the latter gets yet another, well-deserved black eye for the laxness of its standards.

What is odd is that the story of Reagan National is almost exactly like that of the [University of Northern Virginia](#), which, after being put out of business by Virginia state authorities, sought to start up again in South Dakota, only to be exposed by an AP reporter we worked with at the time.

Summer Work/Travel. In a subsequent posting we will describe a fourth piece of good news: a book-length report, written by a Russian, exposing how Russian agents, indirectly authorized by our own State Department, have exploited Russian youth on their way to jobs in the controversial [Summer Work Travel program](#) in the U.S.

--

(b) (6)



From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: RE: Connecting
Date: Thursday, July 2, 2020 12:03:12 PM

Emily – we will absolutely do so.

Matt asked me yesterday what roles you are still looking to fill so he could send in recommendations, as he offered to do during the meeting. If you are still seeking advice, please let me know where/how we can be helpful.

Reach out ANY time. I now know that we have a couple of mutual friends (and in your case, people who speak very highly of you!) ... (b) (6), one of my favorites, and (b) (6), who takes all the credit for you (ha!).

I hope your holiday weekend provides you some well-deserved rest.

All my best,

(b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Thursday, July 2, 2020 12:50 AM
To: (b) (6)
Subject: Re: Connecting

Thank you so much for your note, (b) (6)! I hope you are doing well too.

This information is troubling, but helpful and much appreciated. I hope that you and your team will continue to flag any translation concerns.

It was so good to speak with you last week. I look forward to working with you, and hope we can connect by phone or in person again soon.

If we don't talk before the Fourth, have a wonderful Independence Day weekend, and thanks again for your support!

Best,
Emily

(b) (6) (cell)

From: (b) (6)
Sent: Tuesday, June 30, 2020 12:34:01 PM
To: Emily Pauline Newman (b) (6)
Subject: Connecting

Emily,

I hope this finds you well and finding time to sleep and eat.

I wanted to pass the message below to you – (b) (6), provided a more accurate Uyghur translation.

Look forward to staying in touch and helping you in any way I can.

All the best,

(b) (6)

Deputy Assistant to the President
Senior Director for International Religious Freedom
National Security Council | The White House

On Jun 24, 2020, at 9:43 PM, (b) (6) wrote:

(b) (6),

We wanted to highlight for you this reporting discrepancy discovered by Elnigar at RFA. Uyghur language articles on POTUS signing the Uyghur Act and groups gathering this past Sunday to thank POTUS were translated into English by RFA with a more negative slant.

(b) (6) has helpfully provided her own translation below so you get a sense of the intended message.

Perhaps with the leadership change this won't happen again, but it's worth flagging for Pack.

Thanks, (b) (6)

Sent from my iPhone

Begin forwarded message:

(b) (6),

As I mentioned, here is the story with the RFA. Dozens of Uyghur Americans gathered in front of the White House again on Sunday to thank the President and Congress for passing and signing the Uyghur Act and the RFA ran the story in Uyghur (see #1 below). It was a good story so we asked if there is an English translation. They sent

the English version (see #2 below), which has a different title and is totally a different story. RFA Uyghur Director said he cannot control how the English stories come out and noted: “English stories are not direct translation of our Uyghur stories since the target audience is quite different. Our English Service uses the information we provide them, and then write the story the way they deem it important.”

1. **“Uyghurs Gathered in front of the White House and Thanked the President”** (<https://www.rfa.org/uyghur/xewerler/amerikida-uyghur-mesilisi-06212020235228.html>) : See my translation of the important points

“Uyghurs gathered in front of the White House and thanked President Trump again for signing the Uyghur Human Rights Policy Act of 2020...In the few days after the signing of the Act, Chinese Government has used its own media outlets to continue to push for propaganda against the United States....On the afternoon of the day President Trump signed the bill, some Uyghurs in the area braced the pandemic and the heavy rain to celebrate the news in front of the White House. They chanted slogans like: “Thank you President!” “Thank you American people!” ...According to some observers, the Uyghur Human Rights Policy Act of 2020 is considered the most concrete step against China’s repressive campaign against Uyghurs.”

2. **“Uyghur Diaspora Calls on Trump to Sanction Chinese Officials Over Rights Abuses in Xinjiang”** (<https://www.rfa.org/english/news/uyghur/sanctions-06222020141243.html>)

“Members of the Uyghur diaspora in the U.S. and Canada have called on U.S. President Donald Trump to immediately enact sanctions against Chinese officials complicit in rights abuses in northwest China’s Xinjiang Uyghur Autonomous Region (XUAR) under legislation he signed last week. A group of some 60 Uyghurs gathered in front of the White House on Sunday holding signs applauding Trump’s June 17 enactment of the Uyghur Human Rights Policy Act of 2020 (UHRPA), which passed nearly unanimously through both houses of Congress last month... Observers have questioned why Trump has yet to bring sanctions under the new law, particularly in light of allegations made public on the same day that he signed it by former national security adviser John Bolton... However, the act provides significant leeway for Trump to withhold sanctions if he believes doing so would run counter to U.S. interests. His administration already has the ability to sanction Chinese officials over rights abuses and has chosen not to do so, amidst fears

that it could derail the implementation of a long-stalled U.S.-China trade deal... In an Oval Office interview on Friday afternoon, Trump told Axios that he had held off on imposing Treasury sanctions against Chinese officials involved with the internment camps because doing so would have interfered with his trade deal with Beijing....”

Personally, some of the interviewees were surprised that the English version took the parts of their quotes that expressed Uyghurs’ wish for sanctions to hold perpetrators accountable but did not use their words that expressed their appreciation for the President for all the actions the Administration has taken so far and called on the European governments and others around the world to take similar actions as the United States to hold the perpetrators of human rights abuses accountable.

Thanks,

(b) (6)

The White House

From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: Re: Connecting
Date: Thursday, July 2, 2020 12:49:55 AM

Thank you so much for your note, (b) (6)!! I hope you are doing well too.

This information is troubling, but helpful and much appreciated. I hope that you and your team will continue to flag any translation concerns.

It was so good to speak with you last week. I look forward to working with you, and hope we can connect by phone or in person again soon.

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Best,
Emily

(b) (6) (cell)

From: (b) (6) (b) (6)
Sent: Tuesday, June 30, 2020 12:34:01 PM
To: Emily Pauline Newman (b) (6)
Subject: Connecting

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Thanks,

Dr. Elnigar Iltebir
Director for China and Mongolia
National Security Council
The White House

From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: RE: Connecting
Date: Thursday, July 2, 2020 12:03:12 PM

Emily – we will absolutely do so.

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I hope your holiday weekend provides you some well-deserved rest.

All my best,

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To: (b) (6) (b) (6)
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I hope this finds you well and finding time to sleep and eat.

I wanted to pass the message below to you – (b) (6), provided a more accurate Uyghur translation.

Look forward to staying in touch and helping you in any way I can.

All the best,

(b) (6)

Deputy Assistant to the President
Senior Director for International Religious Freedom
National Security Council | The White House

On Jun 24, 2020, at 9:43 PM, (b) (6) wrote:

(b) (6),

We wanted to highlight for you this reporting discrepancy discovered by (b) (6) at RFA. Uyghur language articles on POTUS signing the Uyghur Act and groups gathering this past Sunday to thank POTUS were translated into English by RFA with a more negative slant.

(b) (6) has helpfully provided her own translation below so you get a sense of the intended message.

Perhaps with the leadership change this won't happen again, but it's worth flagging for Pack.

Thanks, (b) (6)

Sent from my iPhone

Begin forwarded message:

(b) (6)

As I mentioned, here is the story with the RFA. Dozens of Uyghur Americans gathered in front of the White House again on Sunday to thank the President and Congress for passing and signing the Uyghur Act and the RFA ran the story in Uyghur (see #1 below). It was a good story so we asked if there is an English translation. They sent

the English version (see #2 below), which has a different title and is totally a different story. RFA Uyghur Director said he cannot control how the English stories come out and noted: “English stories are not direct translation of our Uyghur stories since the target audience is quite different. Our English Service uses the information we provide them, and then write the story the way they deem it important.”

1. **“Uyghurs Gathered in front of the White House and Thanked the President”** ([\(>https://www.rfa.org/uyghur/xewerler/amerikida-uyghur-mesilisi-06212020235228.html<\)](https://www.rfa.org/uyghur/xewerler/amerikida-uyghur-mesilisi-06212020235228.html)) : See my translation of the important points

“Uyghurs gathered in front of the White House and thanked President Trump again for signing the Uyghur Human Rights Policy Act of 2020...In the few days after the signing of the Act, Chinese Government has used its own media outlets to continue to push for propaganda against the United States....On the afternoon of the day President Trump signed the bill, some Uyghurs in the area braced the pandemic and the heavy rain to celebrate the news in front of the White House. They chanted slogans like: “Thank you President!” “Thank you American people!” ...According to some observers, the Uyghur Human Rights Policy Act of 2020 is considered the most concrete step against China’s repressive campaign against Uyghurs.”

2. **“Uyghur Diaspora Calls on Trump to Sanction Chinese Officials Over Rights Abuses in Xinjiang”** ([\(>https://www.rfa.org/english/news/uyghur/sanctions-06222020141243.html<\)](https://www.rfa.org/english/news/uyghur/sanctions-06222020141243.html))

“Members of the Uyghur diaspora in the U.S. and Canada have called on U.S. President Donald Trump to immediately enact sanctions against Chinese officials complicit in rights abuses in northwest China’s Xinjiang Uyghur Autonomous Region (XUAR) under legislation he signed last week. A group of some 60 Uyghurs gathered in front of the White House on Sunday holding signs applauding Trump’s June 17 enactment of the Uyghur Human Rights Policy Act of 2020 (UHRPA), which passed nearly unanimously through both houses of Congress last month... Observers have questioned why Trump has yet to bring sanctions under the new law, particularly in light of allegations made public on the same day that he signed it by former national security adviser John Bolton... However, the act provides significant leeway for Trump to withhold sanctions if he believes doing so would run counter to U.S. interests. His administration already has the ability to sanction Chinese officials over rights abuses and has chosen not to do so, amidst fears

that it could derail the implementation of a long-stalled U.S.-China trade deal... In an Oval Office interview on Friday afternoon, Trump told Axios that he had held off on imposing Treasury sanctions against Chinese officials involved with the internment camps because doing so would have interfered with his trade deal with Beijing....”

Personally, some of the interviewees were surprised that the English version took the parts of their quotes that expressed Uyghurs’ wish for sanctions to hold perpetrators accountable but did not use their words that expressed their appreciation for the President for all the actions the Administration has taken so far and called on the European governments and others around the world to take similar actions as the United States to hold the perpetrators of human rights abuses accountable.

Thanks,

Dr. Elnigar Iltebir
Director for China and Mongolia
National Security Council
The White House

From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: RE: Coverage - J-1 - draft
Date: Monday, July 13, 2020 8:35:36 AM

Thanks, Emily.

(b) (6)
Deputy Assistant to the President
Office of the Senior Advisor for Policy
Executive Office of the President
w: (b) (6)
m: (b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Sunday, July 12, 2020 2:52 PM
To: (b) (6)
Subject: Fwd: Coverage - J-1 - draft

FYI

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From: Jonathan Bronitsky (b) (6)
Sent: Sunday, July 12, 2020 2:38:14 PM
To: Emily Pauline Newman (b) (6)
Subject: Coverage - J-1 - draft

PRE-DECISIONAL AND DELIBERATIVE PROCESS

From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA
Date: Monday, August 31, 2020 10:38:28 AM
Attachments: [image001.png](#)

Let's bump to next week, only because I am getting overrun this afternoon (unexpectedly).

(b) (6)

w: (b) (6)
m: (b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Monday, August 31, 2020 10:37 AM
To: (b) (6)
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Up to you. I just submitted WAVES, but we can wait until next week. Your call.

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From: (b) (6)
Sent: Monday, August 31, 2020 10:32:22 AM
To: Emily Pauline Newman (b) (6)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Update: Mora tells me she is out of town this week, so why not hold off until next week? I defer to you, but just let me know so I can map out the rest of today.

(b) (6)

w: (b) (6)
m: (b) (6)

From: (b) (6)
Sent: Monday, August 31, 2020 7:53 AM
To: 'Emily Pauline Newman' (b) (6)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Emily:

You should come anyway. I don't plan to discuss anything that is classified.

Please just confirm you two can come today (for the 4:00 p.m. calendar appointment) and I'll send out a WAVES link and book a SCIF.

(b) (6)
w: (b) (6)
m: (b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Monday, August 31, 2020 12:22 AM
To: (b) (6)
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

No, my clearance isn't active, but Mora's is.

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Sunday, August 30, 2020 12:46:25 PM
To: Emily Pauline Newman (b) (6)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

P.S. You and Mora both have TS/SCI, correct?

From: (b) (6)
Sent: Sunday, August 30, 2020 12:38 PM
To: 'Emily Pauline Newman' (b) (6)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Emily:

Thanks again for flagging this. I'll talk to (b) (6) tomorrow.

Also, I'll send out a calendar invitation shortly for our follow-up discussion. If the proposed slot does not work for you or Mora, let me know.

(Unless you object, I'd also like to flag this meeting for (b) (6). His directorate is the one best positioned to address USAGM's concerns. Please let me know if you have any objections to this.)

(b) (6)
w: (b) (6)
m: (b) (6)

From: Emily Pauline Newman (b) (6)

Sent: Friday, August 28, 2020 4:05 PM

To: (b) (6)

Subject: Fwd: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

(b) (6),

For situational awareness, I'm told:

- (1) (b) (6) has repeatedly violated the social media policy.
- (2) (b) (6) failed to make a disclosure; he himself is here on a JN-1 and has an obvious and egregious conflict of interest.
- (3) Not only does (b) (6) have the conflict above, he has actively spoken against the Administration on this issue.

Also, see below.

We are looking into this from the usagm perspective, but it does raise broader concerns.

Happy to discuss.

Best,
Emily

Get [Outlook for iOS](#)

From: Jonathan Bronitsky (b) (6)

Sent: Friday, August 28, 2020 1:17 PM

To: Sam Dewey; Emily Pauline Newman; Diane Cullo; Frank Wuco

Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Troublingly, in terms of journalistic ethics, it appears that (b) (6) – a former RT Spanish correspondent who was profiled in the recent *WaPo* story – failed to disclose his potential connection to the issue.

From: Sam Dewey (b) (6)

Sent: Friday, August 28, 2020 12:19 PM

To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6); Frank (b) (6)

Cc: Jonathan Bronitsky (b) (6)

Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Roger.

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From: Emily Pauline Newman (b) (6)
Sent: Friday, August 28, 2020 12:18:16 PM
To: Sam Dewey (b) (6); Diane Cullo (b) (6); Frank Wuco (b) (6)
Cc: Jonathan Bronitsky (b) (6)
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Nothing at this point. I'm flagging for WH.

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From: Sam Dewey (b) (6)
Sent: Friday, August 28, 2020 12:16:01 PM
To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6); Frank Wuco (b) (6)
Cc: Jonathan Bronitsky (b) (6)
Subject: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Let me know what to do.

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From: Jonathan Bronitsky (b) (6)
Sent: Friday, August 28, 2020 11:12 AM
To: Sam Dewey
Subject: FW: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

From: Michael Lipin (b) (6)
Sent: Friday, August 28, 2020 11:03 AM
To: Jonathan Bronitsky (b) (6)
Subject: Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

FYI

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: August 28, 2020 at 10:53:21 AM EDT

To: (b) (6)

Washington News Group <WashingtonNewsGroup@voanews.com>

Subject: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Good morning,

I uploaded to frame.io my interview to Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone. We talked about the White House new strategy to Latin America and the Caribbean but also about **the situation VOA foreign-born journalists are facing with the USAGM inaction to renew their J-1 visas**. Please see below a translation of the two questions and answers referring VOA. The interview can be found on **[VOA] VIDEO SHARE>MAURICIO CLAVER-CARONE**. Thank you.

TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this reason is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. Is the White House aware of this situation and, if so, is it willing to act?

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

-Question: Is the White House willing to put some pressure along with the Department of State so that Mr. Michael Pack authorizes these visa extensions, since now the journalistic duty of this group of professionals is being suppressed with no reason provided and with a case-by-case review that has seen no evolution and has not been explained?

-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: >>><https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c><<<::

Best,

(b) (6)

Voice of America (VOA) - Spanish TV Service

Cell: (b) (6)

330 Independence Ave. SW, Washington, DC 20237

(b) (6)

| >>>www.voanoticias.com<<<::



From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA
Date: Monday, August 31, 2020 10:32:30 AM
Attachments: [image001.png](#)

Update: Mora tells me she is out of town this week, so why not hold off until next week? I defer to you, but just let me know so I can map out the rest of today.

JZ

w: (b) (6)
m: (b) (6) (b) (6)

From: (b) (6)
Sent: Monday, August 31, 2020 7:53 AM
To: 'Emily Pauline Newman' (b) (6)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Emily:

You should come anyway. I don't plan to discuss anything that is classified.

Please just confirm you two can come today (for the 4:00 p.m. calendar appointment) and I'll send out a WAVES link and book a SCIF.

JZ

w: (b) (6)
m: (202) (b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Monday, August 31, 2020 12:22 AM
To: (b) (6) (b) (6)
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

No, my clearance isn't active, but Mora's is.

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From: (b) (6) (b) (6)
Sent: Sunday, August 30, 2020 12:46:25 PM
To: Emily Pauline Newman (b) (6)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

P.S. You and Mora both have TS/SCI, correct?

From: (b) (6)
Sent: Sunday, August 30, 2020 12:38 PM
To: 'Emily Pauline Newman' (b) (6) >
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Emily:

Thanks again for flagging this. I'll talk to Mauricio tomorrow.

Also, I'll send out a calendar invitation shortly for our follow-up discussion. If the proposed slot does not work for you or Mora, let me know.

(Unless you object, I'd also like to flag this meeting for (b) (6). His directorate is the one best positioned to address USAGM's concerns. Please let me know if you have any objections to this.)

JZ

w: (b) (6)
m: (b) (6) (b) (6)

From: Emily Pauline Newman (b) (6) >
Sent: Friday, August 28, 2020 4:05 PM
To: (b) (6) (b) (6)
Subject: Fwd: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

(b) (6),

For situational awareness, I'm told:

- (1) (b) (6) has repeatedly violated the social media policy.
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- (3) Not only does (b) (6) have the conflict above, he has actively spoken against the Administration on this issue.

Also, see below.

We are looking into this from the usagm perspective, but it does raise broader concerns.

Happy to discuss.

Best,
Emily

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From: Jonathan Bronitsky <JBronitsky@usagm.gov>
Sent: Friday, August 28, 2020 1:17 PM
To: Sam Dewey; Emily Pauline Newman; Diane Cullo; Frank Wuco
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Troublingly, in terms of journalistic ethics, it appears that (b) (6) – a former RT Spanish correspondent who was profiled in the recent *WaPo* story – failed to disclose his potential connection to the issue.

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Sent: Friday, August 28, 2020 12:19 PM
To: Emily Pauline Newman <ENewman@usagm.gov>; Diane Cullo <DCullo@usagm.gov>; Frank Wuco <FWuco@usagm.gov>
Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Roger.

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From: Emily Pauline Newman <ENewman@usagm.gov>
Sent: Friday, August 28, 2020 12:18:16 PM
To: Sam Dewey <SDewey@usagm.gov>; Diane Cullo <DCullo@usagm.gov>; Frank Wuco <FWuco@usagm.gov>
Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Nothing at this point. I'm flagging for WH.

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Sent: Friday, August 28, 2020 12:16:01 PM
To: Emily Pauline Newman <ENewman@usagm.gov>; Diane Cullo <DCullo@usagm.gov>; Frank Wuco <FWuco@usagm.gov>
Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>
Subject: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Let me know what to do.

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From: Jonathan Bronitsky <JBronitsky@usagm.gov>
Sent: Friday, August 28, 2020 11:12 AM
To: Sam Dewey
Subject: FW: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

From: Michael Lipin <mlipin@voanews.com>
Sent: Friday, August 28, 2020 11:03 AM
To: Jonathan Bronitsky <JBronitsky@usagm.gov>
Subject: Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

FYI

Sent from my iPhone

Begin forwarded message:

From: (b) (6) <[REDACTED]@voanews.com>
Date: August 28, 2020 at 10:53:21 AM EDT
To: Yolanda Lopez <YLopez@voanews.com>, Amy Katz <akatz@VOANews.COM>, Washington News Group <WashingtonNewsGroup@voanews.com>
Subject: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Good morning,

I uploaded to frame.io my interview to Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone. We talked about the White House new strategy to Latin America and the Caribbean but also about **the situation VOA foreign-born journalists are facing with the USAGM inaction to renew their J-1 visas**. Please see below a translation of the two questions and answers referring VOA. The interview can be found on **[VOA] VIDEO SHARE>MAURICIO CLAVER-CARONE**. Thank you.

TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this region is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. Is the White House aware of this situation and, if so, is it willing to act?

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

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-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>;

Best,

(b) (6)

Voice of America (VOA) - Spanish TV Service

Cell: (202) (b) (6)

330 Independence Ave. SW, Washington, DC 20237

@(b) (6) | www.voanoticias.com;



From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA
Date: Monday, August 31, 2020 7:53:20 AM
Attachments: [image002.png](#)

Emily:

You should come anyway. I don't plan to discuss anything that is classified.

Please just confirm you two can come today (for the 4:00 p.m. calendar appointment) and I'll send out a WAVES link and book a SCIF.

JZ

w:

m:

(b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Monday, August 31, 2020 12:22 AM
To: (b) (6) (b) (6)
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

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From: (b) (6) (b) (6)
Sent: Sunday, August 30, 2020 12:46:25 PM
To: Emily Pauline Newman (b) (6)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

P.S. You and Mora both have TS/SCI, correct?

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Sent: Sunday, August 30, 2020 12:38 PM
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Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

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w: (b) (6)
m: (b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Friday, August 28, 2020 4:05 PM
To: (b) (6); (b) (6)
Subject: Fwd: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

John,

For situational awareness, I'm told:

- (1) (b) (6) has repeatedly violated the social media policy.
- (2) (b) (6) failed to make a disclosure; he himself is here on a JN-1 and has an obvious and egregious conflict of interest.
- (3) Not only does (b) (6) have the conflict above, he has actively spoken against the Administration on this issue.

Also, see below.

We are looking into this from the usagm perspective, but it does raise broader concerns.

Happy to discuss.

Best,
Emily

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From: Jonathan Bronitsky <JBronitsky@usagm.gov>
Sent: Friday, August 28, 2020 1:17 PM
To: Sam Dewey; Emily Pauline Newman; Diane Cullo; Frank Wuco
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

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Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>
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Roger.

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Sent: Friday, August 28, 2020 12:18:16 PM
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Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

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Sent: Friday, August 28, 2020 12:16:01 PM
To: Emily Pauline Newman <ENewman@usagm.gov>; Diane Cullo <DCullo@usagm.gov>; Frank Wuco <FWuco@usagm.gov>
Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>
Subject: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Let me know what to do.

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Sent: Friday, August 28, 2020 11:12 AM
To: Sam Dewey
Subject: FW: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

From: Michael Lipin <mlipin@voanews.com>
Sent: Friday, August 28, 2020 11:03 AM
To: Jonathan Bronitsky <JBronitsky@usagm.gov>

Subject: Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

FYI

Sent from my iPhone

Begin forwarded message:

From: (b) (6) @voanews.com>
Date: August 28, 2020 at 10:53:21 AM EDT
To: Yolanda Lopez <YLopez@voanews.com>, Amy Katz <akatz@VOANews.COM>, Washington News Group <WashingtonNewsGroup@voanews.com>
Subject: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

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TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this reason is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. Is the White House aware of this situation and, if so, is it willing to act?

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

-Question: Is the White House willing to put some pressure along with the Department of State so that Mr. Michael Pack authorizes these visa extensions, since now the journalistic duty of this group of professionals is being suppressed with no reason provided and with a case-by-case review that has seen no evolution and has not been explained?

-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: >>[<<https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>>](https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c)

Best,

(b) (6)

Voice of America (VOA) - Spanish TV Service

Cell: (202) (b) (6)

330 Independence Ave. SW, Washington, DC 20237

@(b) (6) | [>>>www.voanoticias.com<<](http://www.voanoticias.com);



From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA
Date: Sunday, August 30, 2020 12:46:30 PM
Attachments: [image001.png](#)

P.S. You and Mora both have TS/SCI, correct?

From: (b) (6)
Sent: Sunday, August 30, 2020 12:38 PM
To: 'Emily Pauline Newman' (b) (6)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Emily:

Thanks again for flagging this. I'll talk to Mauricio tomorrow.

Also, I'll send out a calendar invitation shortly for our follow-up discussion. If the proposed slot does not work for you or Mora, let me know.

(Unless you object, I'd also like to flag this meeting for (b) (6). His directorate is the one best positioned to address USAGM's concerns. Please let me know if you have any objections to this.)

JZ

w: (b) (6)
m: (b) (6) (b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Friday, August 28, 2020 4:05 PM
To: (b) (6) (b) (6)
Subject: Fwd: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

(b) (6),

For situational awareness, I'm told:

- (1) (b) (6) has repeatedly violated the social media policy.
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- (3) Not only does (b) (6) have the conflict above, he has actively

spoken against the Administration on this issue.

Also, see below.

We are looking into this from the usagm perspective, but it does raise broader concerns.

Happy to discuss.

Best,
Emily

Get [Outlook for iOS](#)

From: Jonathan Bronitsky <JBronitsky@usagm.gov>
Sent: Friday, August 28, 2020 1:17 PM
To: Sam Dewey; Emily Pauline Newman; Diane Cullo; Frank Wuco
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Troublingly, in terms of journalistic ethics, it appears that (b) (6) – a former RT Spanish correspondent who was profiled in the recent *WaPo* story – failed to disclose his potential connection to the issue.

From: Sam Dewey <SDewey@usagm.gov>
Sent: Friday, August 28, 2020 12:19 PM
To: Emily Pauline Newman <ENewman@usagm.gov>; Diane Cullo <DCullo@usagm.gov>; Frank Wuco <FWuco@usagm.gov>
Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Roger.

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From: Emily Pauline Newman <ENewman@usagm.gov>
Sent: Friday, August 28, 2020 12:18:16 PM
To: Sam Dewey <SDewey@usagm.gov>; Diane Cullo <DCullo@usagm.gov>; Frank Wuco <FWuco@usagm.gov>
Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Nothing at this point. I'm flagging for WH.

Get [Outlook for iOS](#)

From: Sam Dewey <SDewey@usagm.gov>
Sent: Friday, August 28, 2020 12:16:01 PM

To: Emily Pauline Newman <ENewman@usagm.gov>; Diane Cullo <DCullo@usagm.gov>; Frank Wuco <FWuco@usagm.gov>
Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>
Subject: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Let me know what to do.

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From: Jonathan Bronitsky <JBronitsky@usagm.gov>
Sent: Friday, August 28, 2020 11:12 AM
To: Sam Dewey
Subject: FW: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

From: Michael Lipin <mlipin@voanews.com>
Sent: Friday, August 28, 2020 11:03 AM
To: Jonathan Bronitsky <JBronitsky@usagm.gov>
Subject: Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

FYI

Sent from my iPhone

Begin forwarded message:

From: (b) (6) @voanews.com
Date: August 28, 2020 at 10:53:21 AM EDT
To: Yolanda Lopez <YLopez@voanews.com>, Amy Katz <akatz@VOANews.COM>, Washington News Group <WashingtonNewsGroup@voanews.com>
Subject: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Good morning,

I uploaded to frame.io my interview to Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone. We talked about the White House new strategy to Latin America and the Caribbean but also about **the situation VOA foreign-born journalists are facing with the USAGM inaction to renew their J-1 visas**. Please see below a translation of the two questions and answers referring VOA. The interview can be found on **[VOA] VIDEO SHARE>MAURICIO CLAVER-CARONE**. Thank you.

TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin

American and Caribbean matters, one of the key organizations to ensure press freedom in this region is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. Is the White House aware of this situation and, if so, is it willing to act?

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

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-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>

Best,

[REDACTED]

Voice of America (VOA) - Spanish TV Service

Cell: (202) (b) (6)

330 Independence Ave. SW, Washington, DC 20237

@(b) (6) | www.voanoticias.com



From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA
Date: Sunday, August 30, 2020 12:37:42 PM
Attachments: [image002.png](#)

Emily:

Thanks again for flagging this. I'll talk to Mauricio tomorrow.

Also, I'll send out a calendar invitation shortly for our follow-up discussion. If the proposed slot does not work for you or Mora, let me know.

(Unless you object, I'd also like to flag this meeting for (b) (6). His directorate is the one best positioned to address USAGM's concerns. Please let me know if you have any objections to this.)

JZ

w: (b) (6)
m: (b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Friday, August 28, 2020 4:05 PM
To: (b) (6)
Subject: Fwd: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

(b) (6),

For situational awareness, I'm told:

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- (3) Not only does (b) (6) have the conflict above, he has actively spoken against the Administration on this issue.

Also, see below.

We are looking into this from the usagm perspective, but it does raise broader concerns.

Happy to discuss.

Best,

Emily

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From: Jonathan Bronitsky <JBronitsky@usagm.gov>

Sent: Friday, August 28, 2020 1:17 PM

To: Sam Dewey; Emily Pauline Newman; Diane Cullo; Frank Wuco

Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

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From: Sam Dewey <SDewey@usagm.gov>

Sent: Friday, August 28, 2020 12:19 PM

To: Emily Pauline Newman <ENewman@usagm.gov>; Diane Cullo <DCullo@usagm.gov>; Frank Wuco <FWuco@usagm.gov>

Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>

Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Roger.

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From: Emily Pauline Newman <ENewman@usagm.gov>

Sent: Friday, August 28, 2020 12:18:16 PM

To: Sam Dewey <SDewey@usagm.gov>; Diane Cullo <DCullo@usagm.gov>; Frank Wuco <FWuco@usagm.gov>

Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>

Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

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From: Sam Dewey <SDewey@usagm.gov>

Sent: Friday, August 28, 2020 12:16:01 PM

To: Emily Pauline Newman <ENewman@usagm.gov>; Diane Cullo <DCullo@usagm.gov>; Frank Wuco <FWuco@usagm.gov>

Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>

Subject: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Let me know what to do.

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To: Jonathan Bronitsky <JBronitsky@usagm.gov>
Subject: Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

FYI

Sent from my iPhone

Begin forwarded message:

From: (b) (6) <[REDACTED]@voanews.com>
Date: August 28, 2020 at 10:53:21 AM EDT
To: Yolanda Lopez <YLopez@voanews.com>, Amy Katz <akatz@VOANews.COM>, Washington News Group <WashingtonNewsGroup@voanews.com>
Subject: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

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TC 7:16

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-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

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Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>

Best,

(b) (6)

Voice of America (VOA) - Spanish TV Service

Cell: (202) (b) (6)

330 Independence Ave. SW, Washington, DC 20237

@ (b) (6) | www.voanoticias.com



From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA
Date: Monday, August 31, 2020 11:05:37 AM
Attachments: [image001.png](#)

Update: I have you and Mora down tentatively for Wednesday 9/9 at 4:00 p.m. Please let me know if this works for you. If so, I will send out an updated WAVES link and find a SCIF for the discussion.

(In the meantime, I'll make some connections for you that might be helpful. I'd like to begin the ground work to have NSC run a PCC to help you guys out. This will formalize your support mechanism.)

JZ

w: (b) (6)
m: (b) (6)

From: (b) (6)
Sent: Monday, August 31, 2020 10:38 AM
To: 'Emily Pauline Newman' (b) (6)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Let's bump to next week, only because I am getting overrun this afternoon (unexpectedly).

JZ

w: (b) (6)
m: (b) (6) (b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Monday, August 31, 2020 10:37 AM
To: (b) (6) (b) (6)
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Up to you. I just submitted WAVES, but we can wait until next week. Your call.

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From: (b) (6) (b) (5)
Sent: Monday, August 31, 2020 10:32:22 AM
To: Emily Pauline Newman (b) (6)
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Update: Mora tells me she is out of town this week, so why not hold off until next week? I defer to you, but just let me know so I can map out the rest of today.

JZ

w: (b) (6)

m: (b) (6)

From: (b) (6)

Sent: Monday, August 31, 2020 7:53 AM

To: 'Emily Pauline Newman' (b) (6)

Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Emily:

You should come anyway. I don't plan to discuss anything that is classified.

Please just confirm you two can come today (for the 4:00 p.m. calendar appointment) and I'll send out a WAVES link and book a SCIF.

JZ

w: (b) (6)

m: (b) (6) (b) (6)

From: Emily Pauline Newman (b) (6)

Sent: Monday, August 31, 2020 12:22 AM

To: (b) (6) (b) (6)

Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

No, my clearance isn't active, but Mora's is.

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From: (b) (6) (b) (6)

Sent: Sunday, August 30, 2020 12:46:25 PM

To: Emily Pauline Newman (b) (6)

Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

P.S. You and Mora both have TS/SCI, correct?

From: (b) (6)

Sent: Sunday, August 30, 2020 12:38 PM

To: 'Emily Pauline Newman' (b) (6)

Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Emily:

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Also, I'll send out a calendar invitation shortly for our follow-up discussion. If the proposed slot does not work for you or Mora, let me know.

(Unless you object, I'd also like to flag this meeting for (b) (6). His directorate is the one best positioned to address USAGM's concerns. Please let me know if you have any objections to this.)

JZ

w: (b) (6)
m: (b) (6) | (b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Friday, August 28, 2020 4:05 PM
To: (b) (6) | (b) (6)
Subject: Fwd: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

John,

For situational awareness, I'm told:

- (1) (b) (6) has repeatedly violated the social media policy.
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- (3) Not only does (b) (6) have the conflict above, he has actively spoken against the Administration on this issue.

Also, see below.

We are looking into this from the usagm perspective, but it does raise broader concerns.

Happy to discuss.

Best,
Emily

Get [Outlook for iOS](#)

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Sent: Friday, August 28, 2020 1:17 PM

To: Sam Dewey; Emily Pauline Newman; Diane Cullo; Frank Wuco

Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

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Sent: Friday, August 28, 2020 12:19 PM

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Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>

Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Roger.

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From: Emily Pauline Newman <ENewman@usagm.gov>

Sent: Friday, August 28, 2020 12:18:16 PM

To: Sam Dewey <SDewey@usagm.gov>; Diane Cullo <DCullo@usagm.gov>; Frank Wuco <FWuco@usagm.gov>

Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>

Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Nothing at this point. I'm flagging for WH.

Get [Outlook for iOS](#)

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Sent: Friday, August 28, 2020 12:16:01 PM

To: Emily Pauline Newman <ENewman@usagm.gov>; Diane Cullo <DCullo@usagm.gov>; Frank Wuco <FWuco@usagm.gov>

Cc: Jonathan Bronitsky <JBronitsky@usagm.gov>

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Let me know what to do.

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Subject: FW: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

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To: Jonathan Bronitsky <JBronitsky@usagm.gov>

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FYI

Sent from my iPhone

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From: (b) (6) @voanews.com>

Date: August 28, 2020 at 10:53:21 AM EDT

To: Yolanda Lopez <YLopez@voanews.com>, Amy Katz <akatz@VOANews.COM>, Washington News Group <WashingtonNewsGroup@voanews.com>

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Link: >>><https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c><<<::;

Best,

(b) (6)

Voice of America (VOA) - Spanish TV Service

Cell: (202) (b) (6) 2

330 Independence Ave. SW, Washington, DC 20237

@(b) (6) | >>>www.voanoticias.com<<<::;



From: (b) (6)
To: [Emily Pauline Newman](#)
Cc: [Sam Dewey](#)
Subject: RE: J-1 Development/Litigation
Date: Thursday, October 15, 2020 3:52:40 PM

Emily:

I can talk any time between now and 5:00 p.m. or early tomorrow (Friday 10/16). Just call me on my work mobile if you want to talk before 5:00 p.m.

(b) (6)

Deputy Assistant to the President
Office of the Senior Advisor for Policy
Executive Office of the President

w: (b) (6)

m: (b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Thursday, October 15, 2020 12:39 PM
To: (b) (6)
Cc: Sam Dewey (b) (6)
Subject: J-1 Development/Litigation

Hi (b) (6),

We want to brief you ASAP on a new J-1 issue raised by litigation that was filed late last week. Any chance we can connect by phone this afternoon to discuss? Any time between 2 and 5 pm today would be ideal (we are hoping to connect before a 5pm DOJ call, if possible).

Best,
Emily

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From: (b) (6)
To: [Emily Pauline Newman](#)
Cc: [Sam Dewey](#)
Subject: RE: J-1 Development/Litigation
Date: Thursday, October 15, 2020 4:31:51 PM

Sounds good.

(b) (6)

w: (b) (6)

m: (b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Thursday, October 15, 2020 4:30 PM
To: (b) (6)
Cc: Sam Dewey (b) (6)
Subject: Re: J-1 Development/Litigation

Thank you, (b) (6)!

We will call in the next few minutes.

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From: (b) (6)
Sent: Thursday, October 15, 2020 3:52:33 PM
To: Emily Pauline Newman (b) (6)
Cc: Sam Dewey (b) (6)
Subject: RE: J-1 Development/Litigation

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Office of the Senior Advisor for Policy
Executive Office of the President

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From: [Emily Pauline Newman](#)
To: (b) (6)
Cc: [Sam Dewey](#)
Subject: Re: J-1 Development/Litigation
Date: Thursday, October 15, 2020 4:29:47 PM

Thank you, (b) (6)!

We will call in the next few minutes.

Get [Outlook for iOS](#)

From: (b) (6) (b) (6)
Sent: Thursday, October 15, 2020 3:52:33 PM
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Executive Office of the President
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m: (b) (6) (b) (6)

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Sent: Thursday, October 15, 2020 12:39 PM
To: (b) (6) (b) (6)
Cc: Sam Dewey (b) (6)
Subject: J-1 Development/Litigation

Hi (b) (6),

We want to brief you ASAP on a new J-1 issue raised by litigation that was filed late last week. Any chance we can connect by phone this afternoon to discuss? Any time between 2 and 5 pm today would be ideal (we are hoping to connect before a 5pm DOJ call, if possible).

Best,
Emily

Get [Outlook for iOS](#)

From: [Emily Pauline Newman](#)
To: (b) (6)
Cc: [Morvared Namdarkhan](#) (b) (6); [Sam Dewey](#) (b) (6); [Frank Wuco](#)
Subject: RE: J-1 Visa Grievances
Date: Thursday, October 15, 2020 8:48:00 PM

Hi (b) (6)

Thanks for your note.

Would you please provide the files on these requests?

Best,
Emily

From: (b) (6)
Sent: Wednesday, October 14, 2020 12:49 PM
To: Emily Pauline Newman (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: J-1 Visa Grievances

Hi Emily,

The USAGM Equal Employment Opportunity Office has six requests for Alternative Dispute Resolutions regarding the CEO's decision not to extend J-1 visas. I serve as VOA's representative in these mediations. The first mediation is scheduled for Monday, Oct. 19.

Since this was a CEO policy, we need a single letter to explain the rationale or policy behind the decision not to extend the visas. This will allow the EEO to pass over the requests for ADR and move to the next stage of the grievance process.

Could your office please issue a letter to the EEO explaining the policy?

Thanks,

(b) (6)

VOA
Senior Advisor to the Director
330 Independence Ave., SW
Washington, DC 20237

(b) (6)

NOTICE: This e-mail message contains confidential, privileged information intended solely for the addressee. Please do not forward this message without permission. To maintain attorney-client confidentiality, this message should be distributed only within the agency to employees having a need for this information.

From: [Emily Pauline Newman](#)
To: (b) (6)
Cc: [Morvared Namdarkhan](#); [Sam Dewey](#); [Frank Wuco](#)
Subject: RE: J-1 Visa Grievances
Date: Friday, October 16, 2020 5:11:00 PM

CONFIDENTIAL
PRE-DECISIONAL AND DELIBERATIVE
ATTORNEY-CLIENT COMMUNICATION

Hi (b) (6),

Thanks for your emails.

Is there information, background, context that you have and can share? We're not familiar with this process.

Also, going forward, please work directly with Sam and Mora on this.

Best,
Emily

From: (b) (6)
Sent: Friday, October 16, 2020 3:11 PM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6);
Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Hi Emily,

I now have a total of six EEO requests for ADR regarding these cases.

Thanks,

(b) (6)

From: (b) (6)
Sent: Friday, October 16, 2020 9:03 AM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6);
Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

FYI,

I have received three more EEO requests for ADR mediations of J-1 visa terminations.

Thanks,

(b)

From: (b) (6)
Sent: Friday, October 16, 2020 6:44 AM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6);
Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Good morning, Emily. Those would be with (b) (6). I don't receive any files on the cases. They file with the EEO.

BTW, my first mediation that was scheduled for next Monday has been postponed, but we still need to resolve these requests and a single letter should be adequate to expedite the process.

Thanks,

(b)

From: Emily Pauline Newman (b) (6)
Sent: Thursday, October 15, 2020 8:49 PM
To: (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6);
Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Hi (b),

Thanks for your note.

Would you please provide the files on these requests?

Best,
Emily

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Could your office please issue a letter to the EEO explaining the policy?

Thanks,

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VOA

Senior Advisor to the Director

330 Independence Ave., SW

Washington, DC 20237

(b) (6)

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From: [Emily Pauline Newman](#)
To: (b) (6)
Cc:
Subject: RE: LRM: [MBK-116-19] Due 10/08/2020 Thursday at 2:00PM -- OMB Letter on HR 6395 National Defense Authorization Act for Fiscal Year 2021
Date: Wednesday, October 7, 2020 5:21:00 PM

Thank you!

Will circle back with Thad immediately.

Best,
Emily

From: (b) (6)
Sent: Wednesday, October 7, 2020 5:19 PM
To: Emily Pauline Newman (b) (6)
Cc: (b) (6)
Subject: FW: LRM: [MBK-116-19] Due 10/08/2020 Thursday at 2:00PM -- OMB Letter on HR 6395 National Defense Authorization Act for Fiscal Year 2021

Emily,

Further to my earlier email on this: Attached is the current draft of the OMB letter on the House floor amendments to the NDAA. In the previous round, I added the language immediately below about section 1291 on USAGM.

Looks like Thad Strom from USAGM (highlight below) should have received this as well. You all might want to modify the language I added on USAGM.

Best,

(b) (6)

=====

U.S. Agency for Global Media (USAGM). The Administration strongly opposes section 1291, which would severely limit the ability of the USAGM CEO to reform and manage the USAGM enterprise in accordance with its mission. Before the current CEO's tenure, USAGM and its predecessor organization, its components, and its grantees were subject to extraordinary mismanagement, as described in recently-released report by the U.S. Office of Personnel Management that gave rise to, among other things serious security vulnerabilities. It is essential that the USAGM CEO not be hamstrung as he works to restore integrity and efficiency to this organization, its components, and its grantees.

From: (b) (6)
Sent: Wednesday, October 7, 2020 4:43 PM

(b) (6)

Subject: LRM: [MBK-116-19] Due 10/08/2020 Thursday at 2:00PM -- OMB Letter on HR 6395 National Defense Authorization Act for Fiscal Year 2021

Deadline: 2:00PM Thursday, October 8th

Good Afternoon,

LRD requests your review of the current draft of the OMB letter on House floor amendments to H.R. 6395. This letter captures what LRD has received from LRD's review of existing positions from stand-alone bills, agency submitted draft language for consideration and OMB review of the bill.

Please provide critical edits or clearance by 2:00PM Thursday, October 8th. Unless advised otherwise by this deadline, OMB will assume that the respective agency has no objections.

Thank you,

(b) (6)

V/R,

(b) (6)

Legislative Reference Division
Office of Management and Budget

(b) (6)

LRM ID: MBK-116-19
EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET

Legislative Liaison Officer - See Distribution

FROM: León, Bryan (for) Assistant Director for Legislative Reference
SUBJECT: LRM: [MBK-116-19] Due 10/08/2020 Thursday at 2:00PM -- OMB Letter on OMB Letter on
HR 6395 National Defense Authorization Act for Fiscal Year 2021

OMB CONTACT: (b) (6)

E-Mail: (b) (6)

PHONE

FAX: (202)395-5691

In accordance with <A href="<https://www.whitehouse.gov/wp-content/uploads/2017/11/Circular-019.pdf>">OMB Circular No. A-19, OMB requests the views of your agency on the above subject before advising on its relationship to the program of the President.

Please advise us if this item will affect direct spending or receipts for the purposes of the Statutory Pay-as-You-Go Act of 2010.

From: [Emily Pauline Newman](#)
To: (b) (6)
Cc:
Subject: RE: LRM: [MBK-116-19] Due 10/08/2020 Thursday at 2:00PM -- OMB Letter on HR 6395 National Defense Authorization Act for Fiscal Year 2021
Date: Wednesday, October 7, 2020 5:21:00 PM

Thank you!

Will circle back with Thad immediately.

Best,
Emily

From: (b) (6)
Sent: Wednesday, October 7, 2020 5:19 PM
To: Emily Pauline Newman (b) (6)
Cc: (b) (6)
Subject: FW: LRM: [MBK-116-19] Due 10/08/2020 Thursday at 2:00PM -- OMB Letter on HR 6395 National Defense Authorization Act for Fiscal Year 2021

Emily,

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Best,

(b) (6)

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Sent: Wednesday, October 7, 2020 4:43 PM

(b) (6)

[Redacted content]

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Thank you,

(b) (6)

V/R,

(b) (6)

Legislative Reference Division
Office of Management and Budget

(b) (6)

LRM ID: MBK-116-19
EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET

Legislative Liaison Officer - See Distribution

FROM: León, Bryan (for) Assistant Director for Legislative Reference
SUBJECT: LRM: [MBK-116-19] Due 10/08/2020 Thursday at 2:00PM -- OMB Letter on OMB Letter on
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E-Mail: (b) (6)

PHONE

FAX: (202)395-5691

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Please advise us if this item will affect direct spending or receipts for the purposes of the Statutory Pay-as-You-Go Act of 2010.

(b) (6)
[Redacted]

Subject: RE: OMB Letter on HR 6395 National Defense Authorization Act for Fiscal Year 2021

+Thad Strom and (b) (6) for USAGM

(b) (6)
Acting Director of Congressional Affairs
U.S. Agency for Global Media/Voice of America

(b) (6)
Work cell: (b) (6)



From: (b) (6)

Sent: Wednesday, September 23, 2020 12:47 PM

To: (b) (6)
[Redacted]

Cc:

(b) (6)

(b)

Subject: OMB Letter on HR 6395 National Defense Authorization Act for Fiscal Year 2021

Good Afternoon,

OMB is developing a letter on HR 6395 National Defense Authorization Act for Fiscal Year 2021 that highlights provisions of potential interest/sensitivity that we will circulate to agencies next week. **We are addressing only those sections that were part of amendments.** LRD has done a preliminary crosswalk of the House NDAA floor amendments with the House-passed bill sections, and flagged the provisions that warrant review by your agency (see attached). **Please review the provisions so you are prepared to provide language during the circulation of the letter next week.**

Attached is a spreadsheet that arrays all the amendments (400+) that were adopted by the House during floor consideration. The amendment text can be accessed by clicking on the hyperlink on Column B. You may also review the text as incorporated into the bill by viewing the bill at <https://www.congress.gov/bill/116th-congress/house-bill/6395/all-actions?r=1> and looking up the section number specified in Column C.

V/R,

(b) (6)

Legislative Reference Division

Office of Management and Budget

(b) (6)

From: [Frank Wuco](#)
To: [Jonathan Bronitsky](#); [Diane Cullo](#)
Cc: [Emily Pauline Newman](#); [Morvared Namdarkhan](#); [Sam Dewey](#); [Toni DeLancey](#); (b) (6)
Subject: RE: Presser: OPM report (draft)
Date: Monday, August 3, 2020 2:51:47 PM
Attachments: (b) (5)

Jonathan,

Revised (Ver 2) attached.

Frank

From: Jonathan Bronitsky (b) (6)
Sent: Sunday, August 2, 2020 3:35 PM
To: Frank Wuco (b) (6); Diane Cullo (b) (6)
Cc: Emily Pauline Newman (b) (6); Morvared Namdarkhan (b) (6); Sam Dewey (b) (6); Toni DeLancey (b) (6)
Subject: Presser: OPM report (draft)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

-
Frank and Diane,

Please find attached a draft presser for your review.

ETP: 10:00 AM – Tuesday, August 4

(b) (6)

From: [Andre Mendes](#)
To: (b) (6); [Emily Pauline Newman](#)
Subject: RE: Touching Base - Phone Call Request
Date: Tuesday, July 21, 2020 11:46:29 AM

Hi (b) (6):

Things just changed for this afternoon.

My apologies. Will get back to you as soon as I can.

Best,

Andre

From: (b) (6)
Sent: Monday, July 20, 2020 6:42 PM
To: Emily Pauline Newman (b) (6); Andre Mendes (b) (6)
Subject: Touching Base - Phone Call Request

Emily and Andre,

I hope this finds you both well. I was hoping to touch base with one (or both) of you by phone at a time that's convenient for you. As you likely know, we are continuing to move forward with the interagency process on the Firewall Project and I want to ensure we are supporting your efforts at USAGM and staying in lockstep.

I can be available tomorrow after 1600; Wednesday between noon – 1430 or 1600 – until; or most of the day Thursday.

Look forward to hearing from you.

Best,

(b) (6)

Deputy Assistant to the President
National Security Council | The White House

The content of this email is intended for the recipient specified in the message only. Forwarding or sharing any part of this message with a third party, without the written consent of the sender, is strictly prohibited. If you received this message in error, please reply and follow with its deletion.

From: (b) (6)
To: [Andre Mendes](#); [Emily Pauline Newman](#)
Subject: RE: Touching Base - Phone Call Request
Date: Tuesday, July 21, 2020 12:06:14 PM

Andre – totally understand! I'll standby. Wednesday and Thursday are still available for me.

From: Andre Mendes (b) (6)
Sent: Tuesday, July 21, 2020 11:46 AM
To: (b) (6); (b) (6); (b) (6); Emily Pauline Newman
(b) (6)
Subject: RE: Touching Base - Phone Call Request

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Deputy Assistant to the President

National Security Council | The White House

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From: [Jonathan Bronitsky](#)
To: (b) (6); [CEO2016](#); [Morvared Namdarkhan](#); [Diane Cullo](#); [Emily Pauline Newman](#); [Frank Wuco](#); [Toni DeLancey](#); [Thad Strom](#); [Sam Dewey](#)
Subject: RE: USAGM: coverage
Date: Tuesday, August 4, 2020 9:09:23 AM

Fantastic – thank you!

From: (b) (6)
Sent: Tuesday, August 4, 2020 9:03 AM
To: Jonathan Bronitsky (b) (6); [CEO2016](#) (b) (6); [Morvared Namdarkhan](#) (b) (6); [Diane Cullo](#) (b) (6); [Emily Pauline Newman](#) (b) (6); [Frank Wuco](#) (b) (6); [Toni DeLancey](#) (b) (6); [Thad Strom](#) (b) (6); [Sam Dewey](#) (b) (6)
Subject: RE: USAGM: coverage

Great! I've flagged for WSJ, lou, maria, laura, Hannity, shannon

From: Jonathan Bronitsky (b) (6)
Sent: Tuesday, August 4, 2020 8:52 AM
To: [CEO2016](#) (b) (6); [Morvared Namdarkhan](#) (b) (6); [Diane Cullo](#) (b) (6); [Emily Pauline Newman](#) <ENewman@usagm.gov>; [Frank Wuco](#) (b) (6); [Toni DeLancey](#) (b) (6); [Thad Strom](#) (b) (6); [Sam Dewey](#) (b) (6)
Subject: USAGM: coverage

- **Mark Hemingway and Susan Crabtree**, *RealClearPolitics* (08.04.20), [U.S. Broadcast Agency Didn't Thoroughly Vet Foreign Workers](#)
-
- **Dan Robinson**, *BBG-USAGM Watch* (08.04.20), [USAGM: Past Agency Leaders Ignored National Security Procedures, Failed to Adequately Vet Staff](#)
-
- **Bill Gertz**, *Washington Times* (08.04.20), [Lax vetting of foreign employees at U.S. broadcasters jeopardizing national security](#)

From: [Jonathan Bronitsky](#)
To: (b) (6); [CEO2016](#); [Morvared Namdarkhan](#); [Diane Cullo](#); [Emily Pauline Newman](#); [Frank Wuco](#); [Toni DeLancey](#); [Thad Strom](#); [Sam Dewey](#)
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-
- **Bill Gertz**, *Washington Times* (08.04.20), [Lax vetting of foreign employees at U.S. broadcasters jeopardizing national security](#)

From: [Semmel, Rachel K. EOP/OMB](#)
To: [Jonathan Bronitsky](#); [CEO2016](#); [Morvared Namdarkhan](#); [Diane Cullo](#); [Emily Pauline Newman](#); [Frank Wuco](#); [Toni DeLancey](#); [Thad Strom](#); [Sam Dewey](#)
Subject: RE: USAGM: coverage
Date: Tuesday, August 4, 2020 9:02:49 AM

Great! I've flagged for WSJ, lou, maria, laura, Hannity, shannon

From: Jonathan Bronitsky (b) (6)
Sent: Tuesday, August 4, 2020 8:52 AM
To: CEO2016 (b) (6); Morvared Namdarkhan (b) (6) Diane Cullo (b) (6) Emily Pauline Newman (b) (6) Frank Wuco (b) (6) Toni DeLancey (b) (6); Thad Strom (b) (6) Sam Dewey (b) (6) (b) (6)
Subject: USAGM: coverage

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-
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-
- **Bill Gertz**, *Washington Times* (08.04.20), [Lax vetting of foreign employees at U.S. broadcasters jeopardizing national security](#)

From: (b) (6)
To: Jonathan Bronitsky; CEO2016; Emily Pauline Newman; Diane Cullo
Subject: RE: USAGM: rollout
Date: Wednesday, July 29, 2020 12:52:24 PM
Attachments: (b) (5)

Thanks for sending. Think this is a good start! Attached are my edits and thoughts.

Coms plan: (b) (5)
[Redacted]

Messaging: (b) (5)
[Redacted]

(b) (6)
[Redacted]

Timeline: (b) (5)
[Redacted]

Am glad to send thoughts on the next round of edits. Will be in a posture of waiting for you to tell me which of these aspects I can execute for you on rollout.

(b) (6)
Director of Communications
The White House, Office of Management and Budget
(b) (6) work
[Redacted]

From: Jonathan Bronitsky (b) (6)
Sent: Wednesday, July 29, 2020 11:24 AM
To: CEO2016 (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Subject: USAGM: rollout

PRE-DECISIONAL AND DELIBERATIVE PROCESS

-
Please find attached a draft timeline, comms plan, and messaging one-pager.

JB

From: (b) (6)
To: [Toni DeLancey](#); [Jonathan Bronitsky](#); [CEO2016](#); [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: RE: USAGM: security messaging (draft)
Date: Thursday, July 30, 2020 5:43:17 PM

This looks good. I think you'd def want to engage these folks before the embargo breaks

- (b) (6)
- (b) (6)
- (b) (6)

As soon as the backgrounder document gets finalized, send it over and I can ping my folks.

From: Toni DeLancey (b) (6)
Sent: Wednesday, July 29, 2020 7:54 PM
To: Jonathan Bronitsky (b) (6); CEO2016 (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Subject: RE: USAGM: security messaging (draft)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

Also sending the revised draft of rollout matrix.

From: Jonathan Bronitsky (b) (6)
Sent: Wednesday, July 29, 2020 7:36 PM
To: CEO2016 (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6); Toni DeLancey (b) (6)
Subject: USAGM: security messaging (draft)
Importance: High

PRE-DECISIONAL AND DELIBERATIVE PROCESS

-
Team, please find attached a revised messaging one-pager.

From: (b) (6)
To: [Jonathan Bronitsky](#); [CEO2016](#); [Emily Pauline Newman](#); [Diane Cullo](#); [Toni DeLancey](#)
Subject: RE: USAGM: security messaging (draft)
Date: Thursday, July 30, 2020 8:49:56 AM
Attachments: (b) (5)

This looks great! a few edits attached.

If we want to use this as a cheat sheet for journos, one thing I would do at the top of this is just list out all the umbrella outlets that fall under USAGM.

From: Jonathan Bronitsky (b) (6)
Sent: Wednesday, July 29, 2020 7:36 PM
To: CEO2016 (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6); Toni DeLancey (b) (6); (b) (6); (b) (6)
Subject: USAGM: security messaging (draft)
Importance: High

PRE-DECISIONAL AND DELIBERATIVE PROCESS

-

Team, please find attached a revised messaging one-pager.

From: (b) (6)
To: Jonathan Bronitsky
Cc: Diane Cullo; Toni DeLancey; CEO2016; Emily Pauline Newman; Sam Dewey
Subject: RE: USAGM: security messaging (draft)
Date: Thursday, July 30, 2020 5:48:29 PM

Great!

From: Jonathan Bronitsky (b) (6)
Sent: Thursday, July 30, 2020 5:47 PM
To: (b) (6)
Cc: Diane Cullo (b) (6); Toni DeLancey (b) (6); CEO2016 (b) (6); Emily Pauline Newman (b) (6); Sam Dewey (b) (6)
Subject: RE: USAGM: security messaging (draft)

Thanks, (b) (6), and I believe that the attached one-pager draft is pretty close to final.

From: (b) (6)
Sent: Thursday, July 30, 2020 5:43 PM
To: Toni DeLancey (b) (6); Jonathan Bronitsky (b) (6); CEO2016 (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Subject: RE: USAGM: security messaging (draft)

This looks good. I think you'd def want to engage these folks before the embargo breaks

- (b) (6)
- (b) (6)
- (b) (6)

As soon as the backgrounder document gets finalized, send it over and I can ping my folks.

From: Toni DeLancey (b) (6)
Sent: Wednesday, July 29, 2020 7:54 PM
To: Jonathan Bronitsky (b) (6); CEO2016 (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6); (b) (6); (b) (6)
Subject: RE: USAGM: security messaging (draft)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

Also sending the revised draft of rollout matrix.

From: Jonathan Bronitsky (b) (6)

Sent: Wednesday, July 29, 2020 7:36 PM

To: CEO2016 (b) (6); Emily Pauline Newman (b) (6) Diane
Cullo (b) (6) Toni DeLancey (b) (6)
(b) (6) (b) (6)

Subject: USAGM: security messaging (draft)

Importance: High

PRE-DECISIONAL AND DELIBERATIVE PROCESS

-

Team, please find attached a revised messaging one-pager.

From: (b) (6)
To: [Jonathan Bronitsky](#); [Diane Cullo](#); [Toni DeLancey](#); [CEO2016](#); [Emily Pauline Newman](#); [Morvared Namdarkhan](#); [Sam Dewey](#)
Subject: RE: USAGM: security rollout (drafts)
Date: Friday, July 31, 2020 1:25:18 PM

Can you also send the report over for me to share w the reporters I'm talking to? I'll keep you updated as they share interest

From: Jonathan Bronitsky (b) (6)
Sent: Thursday, July 30, 2020 8:01 PM
To: Diane Cullo (b) (6); Toni DeLancey (b) (6); CEO2016 (b) (6); Emily Pauline Newman (b) (6); (b) (6); (b) (6); (b) (6); Morvared Namdarkhan (b) (6); Sam Dewey (b) (6)
Subject: USAGM: security rollout (drafts)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

-
Team, for the sake of simplicity, I'm starting this new chain. The most up-to-date messaging and rollout drafts are attached.

And for those who might appreciate additional context, I've also attached a draft USAGM backgrounder.

Sincerely,
JBB

From: (b) (6)
To: [Diane Cullo](#); [Morvared Namdarkhan](#)
Cc: [Emily Pauline Newman](#); (b) (6)
[Thomas Layou](#); (b) (6)
Subject: RE: USAGM/OMB Apportionment Call
Date: Thursday, September 3, 2020 11:01:09 PM
Attachments: [FY20 USAGM Internet Freedom Spend Plan.pdf](#)
[Docket.docx](#)
[OTF v USG - Case 20-1047C.pdf](#)

Diane and Mora,

This letter is in follow-up to our call yesterday. From our understanding, the question presented is whether taking unobligated prior year funds meant for a grant with the Open Technology Fund (OTF) and using them for the Office of Internet Freedom (OIF), constitutes a reprogramming that will require congressional notification.

(b) (5)
[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

(b) (5)

Please confirm whether the above is factually correct. This is especially important due to the fact that the spend plan submitted for FY20 noted in a chart that the FY18 and FY19 funding for the OTF grant showed up as "RFA/OTF", which points to the possibility that, prior to the entering into of the grant with OTF, the relevant funds were reprogrammed out of the IBB line and into the RFA line.

Separately, when we asked on our call if any injunctions or other orders exist with respect to these funds due to a litigation concerning the funds, we were told that no such litigation exists. Our independent research confirmed that a litigation does exist, but that no injunction or other order exists. We are attaching a copy of the relevant docket and complaint for situational awareness.

At your convenience, please confirm the facts stated above and confirm whether a reprogramming has occurred. Thanks for your patience and assistance in bringing this matter to resolution.

Thanks,

(b) (6)

Assistant General Counsel
Office of Management and Budget

P: (b) (6)

E: (b) (6)

From: Diane Cullo (b) (6)

Sent: Thursday, September 3, 2020 1:32 PM

To: (b) (6) (b) (6) (b) (6) Morvared Namdarkhan

(b) (6)

(b) (6)

Thomas Layou

(b) (6)

Cc: Emily Pauline Newman (b) (6)

Subject: RE: USAGM/OMB Apportionment Call

Greetings All!

Haven't received email from (b) (6) per call yesterday. Are we still waiting on that to proceed or can we move forward?

Please advise.

Many thanks!

Diane

From: (b) (6)
Sent: Wednesday, September 2, 2020 12:03 PM
To: Morvared Namdarkhan (b) (6) Diane Cullo (b) (6)
(b) (6)
(b) (6) (b) (6) Thomas Layou (b) (6)
(b) (6) (b) (6) (b) (6)
Cc: Emily Pauline Newman
Subject: RE: USAGM/OMB Apportionment Call

Hi Mora,

Thanks for the note, and sorry I missed your call – I was in a meeting. I am free after 1pm to talk. Please let me know what works for you, and we can lock down a time.

Thanks,

(b) (6)

From: Morvared Namdarkhan (b) (6)
Sent: Wednesday, September 2, 2020 11:30 AM
To: (b) (6) (b) (6) (b) (6) Diane Cullo (b) (6)
(b) (6)
(b) (6) (b) (6) Thomas Layou (b) (6)
(b) (6)
Cc: Emily Pauline Newman (b) (6)
Subject: Re: USAGM/OMB Apportionment Call

Hi (b) (6),

I believe most of these answers were already provided over a week and a half ago. Nevertheless, I just tried to call you and it went to voicemail. When are you available to speak?

Best,
Mora

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Saturday, August 29, 2020 7:48 AM

To: Diane Cullo; (b) (6) Thomas Layou;
Morvared Namdarkhan; (b) (6)
Cc: Emily Pauline Newman
Subject: RE: USAGM/OMB Apportionment Call

Hi Diane,

Following up, below are two initial questions that should help frame our discussion on Monday:

1. Please provide a summary of where the litigation currently stands, particularly with respect to any court orders regarding these funds.
2. Please walk us through USAGM's legal analysis as to why a congressional notification was not required in this instance, including with respect to section 7015 of the Further Consolidated Appropriations Act, 2020 (P.L. 116-94). If any entities outside of USAGM OGC were consulted with respect to this analysis, please advise which entities.

Thanks,

(b) (6)

Assistant General Counsel
Office of Management and Budget

P (b) (6)

E

From: (b) (6)
Sent: Saturday, August 29, 2020 7:58 AM
To: 'Diane Cullo' (b) (6) ((b) (6))
(b) (6) (b) (6) Thomas Layou (b) (6) Morvared Namdarkhan
(b) (6)
Cc: Emily Pauline Newman (b) (6)
Subject: RE: USAGM/OMB Apportionment Call

Hi Diane,

Thanks for the note, and no worries on rescheduling. While we understand the time sensitivity, Monday would work best for our office. We have availability from 10:30am-12pm and 2:30-3pm on Monday. Please advise if rescheduling within one of those windows works for your office. We are developing a list of some of our questions and will forward the list prior to the call.

Thanks,

(b) (6)

Assistant General Counsel
Office of Management and Budget
P: (b) (6)
E: [REDACTED]

From: Diane Cullo (b) (6)
Sent: Friday, August 28, 2020 1:20 PM
To: (b) (6)
(b) (6)
(b) (6) (b) (6) Thomas Layou (b) (6) Morvared Namdarkhan
(b) (6) (b) (6) (b) (6)
Cc: Emily Pauline Newman (b) (6)
Subject: RE: USAGM/OMB Apportionment Call

Greetings All!

Now it is our turn to apologize for the late notice for having to reschedule our call. While unusual, because of the importance and time sensitivity, might we do this call over the weekend. Additionally, might you forward some of the questions you have to discuss so we may prepare. Very much appreciate you considering a quick call this weekend ... of Monday if necessary.

Many thanks for your time and consideration!

Diane Cullo

(b) (6)

From: (b) (6)
Sent: Thursday, August 27, 2020 2:06 PM
To: Diane Cullo (b) (6)
(b) (6)
(b) (6) (b) (6) Thomas Layou (b) (6) Morvared Namdarkhan
(b) (6)
Subject: RE: USAGM/OMB Apportionment Call

Hi Diane,

Apologies for the late notice, but our office has been pulled into a few issues requiring immediate turnaround this afternoon, and so we would like to reschedule this call for tomorrow. I checked our calendars, and it appears that the OMB side of this chain collectively has availability for a call tomorrow from 10am-11:30am, 2:30-3pm, and 4-5pm. If you could please advise if either of those windows works for rescheduling, it would be sincerely appreciated.

Thanks,

(b) (6)

(b) (6)

Assistant General Counsel
Office of Management and Budget

P: (b) (6)

E:

-----Original Appointment-----

From: Diane Cullo (b) (6)

Sent: Thursday, August 27, 2020 10:53 AM

To: Diane Cullo; (b) (6) Thomas Layou; (b) (6)

(b) (6) Morvared Namdarkhan; (b) (6)

Subject: USAGM/OMB Apportionment Call

When: Friday, August 28, 2020 4:00 PM-4:30 PM (UTC-05:00) Eastern Time (US & Canada).

Where: USA Toll-Free: 1-888-844-9904 Access Code: (b) (6)

(b) (6)

From: [Andre Mendes](#)
To: [Emily Pauline Newman](#); [Michael B. Williams](#)
Cc: [Diane Cullo](#)
Subject: RE: VOA J-1 Visa and Permanent Residence Requests
Date: Wednesday, June 24, 2020 1:45:43 PM

That list is just admin people. She should be instructed to stop using it

We can delete it in the back end but she might use it for her own internal workflows.

Let me know if you want it deleted.

Best,

A

From: Emily Pauline Newman (b) (6)
Sent: Wednesday, June 24, 2020 1:42 PM
To: Andre Mendes (b) (6); Michael B. Williams (b) (6)
Cc: Diane Cullo (b) (6)
Subject: FW: VOA J-1 Visa and Permanent Residence Requests

Andre & Michael:

Please see below.

As discussed, Oanh should not be using the CEO Office list serve, and this type of information should flow up the chain through her direct report only, not the entire front office (plus whomever is included on this list serve). Please ensure this is addressed again today.

Additionally, it remains unclear to me why Oanh is involved in this matter at all. Who typically handles these types of requests? This is a process question that may require further consideration.

Thank you,
Emily

From: Oanh Tran (b) (6)
Sent: Wednesday, June 24, 2020 1:25 PM
To: Diane Cullo (b) (6); Emily Pauline Newman (b) (6)
Cc: CEO Office (b) (6)
Subject: VOA J-1 Visa and Permanent Residence Requests

Hi Diane/Emily,

Just wanted to check back with you on VOA's requests to either extend J-1 visa or sponsor permanent residency for the following employees:

- J-1 visa extension for VOA Thai (b) (6)
- J-1 visa extension for VOA Indonesian (b) (6)
- Permanent Residency Sponsorship for VOA Korean (b) (6)

For your convenience, I've attached the emails again.

VOA is worried about the two J-1 visa holders—(b) (6) is on an expired visa and (b) (6)'s visa will expire on July 26.

Please let us know soon the status of the above individuals.

Many thanks!

From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: Recommendations for International Broadcasting Positions
Date: Sunday, June 14, 2020 4:34:27 PM
Attachments: (b) (6)

[Namdar, Mora.pdf](#)

(b) (6)

[Wuco, Frank.pdf](#)

Emily:

Per our discussions, below are recommendations for international broadcasting positions, including for VOA Director (please note, I have flagged most of these recommendations, including for sub-director positions, for John, Matt, and the team at PPO within the last few weeks, so these names should already be on their radar and/or undergoing initial review and screening). I have color-coded the below individuals for your convenience:

- **Green** is current political appointee
- **Red** is current career employee
- **Blue** is referral (i.e., I don't know the individual personally, but they came from a trusted source)
- **Highlighted** are people I know well

VOA Director

- (b) (6)
- **Alberto Fernandez** ([bio](#))
- (b) (6) (b) (6) (note: I worked closely with (b) (6) when she was on the White House Comms team; she is also from Florida, which could be helpful; I believe she is currently working for Gov. DeSantis)
- (b) (6) (b) (6) (note: I worked very closely with (b) (6) during our years on the Hill; he is probably one of the most capable individuals in the international broadcasting/public diplomacy space; he also literally wrote the law that created USAGM for Chairman Royce and governs the new CEO structure; you couldn't ask for a more qualified individual for this spot; your biggest challenge might be pulling him away from the U.S. Institute of Peace (USIP) before the election)
- (b) (6)
- (b) (6)

Other Positions (including content management and specific language services)

(b) (6)

(b) (6)

[redacted] (language skills: fluent Farsi) (note: I think Mora could handle dual-hatting VOA Deputy Director and Director of the Persian News Network)

- **Dan Negrea (State)** (language skills: fluent French, German, and Romanian)

(b) (6)

- **Elizabeth “Beth” Robbins (State)** (no resume) (note: I believe Amanda and Mora both like Beth and would agree she could be an asset, but your biggest challenge with her might be that she is the only sound political appointee in State’s public affairs shop, besides Mora; you might create a vacuum if you pull her away; still, she might be worth a conversation)
- **Belsis Romero (EOP)** (language skills: fluent Spanish)

(b) (6)

John C. Sullivan (State)

- **Natalie Szmyd (DFC)** (language skills: fluent Polish and Spanish, proficient Portuguese)

(b) (6)

- **Frank Wuco** (note: Frank, as you know, has tons of military comms and broadcasting know-how)

I can provide additional feedback and perspective any time this week, if and when you have time. Just let me know when works for you.

(I can also come up with more recommendations, if necessary.)

(b) (6)

Deputy Assistant to the President

Office of the Senior Advisor for Policy
Executive Office of the President

w: (b) (6)
m: [REDACTED]

From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: Rider
Date: Wednesday, July 8, 2020 12:19:18 PM
Attachments: [USAGM Bill Compare FY20 versus Dem Subcommittee.docx](#)

Here's the rider, note that they hit you guys with a reg that they moved without any outside approval that this would then codify into approps law.

(b) (6)
Deputy Associate Director for Legislative Affairs (Appropriations)
Office of Management and Budget
Executive Office of the President
Office: (b) (6) | Cell: (b) (6)

From: (b) (6)
To: [Emily Pauline Newman](#); [Andre Mendes](#)
Subject: Touching Base - Phone Call Request
Date: Monday, July 20, 2020 6:43:49 PM

Emily and Andre,

I hope this finds you both well. I was hoping to touch base with one (or both) of you by phone at a time that's convenient for you. As you likely know, we are continuing to move forward with the interagency process on the Firewall Project and I want to ensure we are supporting your efforts at USAGM and staying in lockstep.

I can be available tomorrow after 1600; Wednesday between noon – 1430 or 1600 – until; or most of the day Thursday.

Look forward to hearing from you.

Best,

(b) (6)

Deputy Assistant to the President
National Security Council | The White House

The content of this email is intended for the recipient specified in the message only. Forwarding or sharing any part of this message with a third party, without the written consent of the sender, is strictly prohibited. If you received this message in error, please reply and follow with its deletion.

From: (b) (6)
To: [Emily Pauline Newman](#); [Andre Mendes](#)
Subject: Touching Base - Phone Call Request
Date: Monday, July 20, 2020 6:43:49 PM

Emily and Andre,

I hope this finds you both well. I was hoping to touch base with one (or both) of you by phone at a time that's convenient for you. As you likely know, we are continuing to move forward with the interagency process on the Firewall Project and I want to ensure we are supporting your efforts at USAGM and staying in lockstep.

I can be available tomorrow after 1600; Wednesday between noon – 1430 or 1600 – until; or most of the day Thursday.

Look forward to hearing from you.

Best,

(b) (6)

Deputy Assistant to the President
National Security Council | The White House

The content of this email is intended for the recipient specified in the message only. Forwarding or sharing any part of this message with a third party, without the written consent of the sender, is strictly prohibited. If you received this message in error, please reply and follow with its deletion.

From: [Emily Pauline Newman](#)
To: (b) (6)
Cc: (b) (6); (b) (6); [Diane Cullo \(DCullo@usagm.gov\)](mailto:DCullo@usagm.gov)
Subject: USAGM Permanent Appointments -- Frank Wuco & Abby Bird
Date: Friday, August 21, 2020 5:56:00 PM
Attachments: [Special Assistant and Director of Executive Office Operations GS-0301-11\(revised HDK\).docx](#)
[Frank Wuco 1652 Sr Advr & VP Strategy, Research and Ops.pdf](#)
[\(b\) \(6\) 1019 Sp Asst & Dir Exec Off Ops.pdf](#)
[Senior Advisor and Vice President for Strategy Chief of Staff version\(revised HDK\).docx](#)
Importance: High

Matt:

Please see attached direct appointment documents for Frank Wuco and (b) (6), including PDs for each position and 1019/1652.

Please let us know if you require any additional information.

Best,
Emily

Emily Newman
Chief of Staff

(b) (6)

From: [Emily Pauline Newman](#)
To: (b) (6)
Cc: (b) (6) (b) (6) (b) (6) [Diane Cullo](#) (b) (6)
Subject: USAGM Permanent Appointments -- Frank Wuco & Abby Bird
Date: Friday, August 21, 2020 5:56:00 PM
Attachments: [Special Assistant and Director of Executive Office Operations GS-0301-11\(revised HDK\).docx](#)
[Frank Wuco 1652 Sr Advr & VP Strategy, Research and Ops.pdf](#)
[\(b\) \(6\) 1019 Sp Asst & Dir Exec Off Ops.pdf](#)
[Senior Advisor and Vice President for Strategy Chief of Staff version\(revised HDK\).docx](#)
Importance: High

Matt:

Please see attached direct appointment documents for Frank Wuco and (b) (6) including PDs for each position and 1019/1652.

Please let us know if you require any additional information.

Best,
Emily

Emily Newman
Chief of Staff
(b) (6)

From: (b) (6)
To: [Emily Pauline Newman](#)
Cc: [Morvared Namdarkhan](#)
Subject: USAGM Visa and Recruitment Data
Date: Tuesday, July 7, 2020 11:29:55 AM

Emily:

I hope all is well.

Can you please let me know the following when you are able (but preferably by COB today, Tuesday 7/7, or COB Wednesday 7/8, if COB today is too short a turn-around):

- How many USAGM personnel, including non-FTE contractors, are in the United States pursuant to visas.
- The breakdown of USAGM personnel who are here on visas, broken down by visa category (H-1B, J-1, etc.).
- The language or other specialized skill that justify these individuals' presence on USAGM staff.
- A snapshot of how USAGM recruits talent for the Voice of America or the surrogate broadcasters, both domestically and internationally.
- Any other relevant information.

I am available at your convenience if you want to discuss, either before or after you assemble the above information.

Thanks in advance.

(b) (6)

Deputy Assistant to the President
Office of the Senior Advisor for Policy
Executive Office of the President

w: (b) (6)

m: (b) (6)

From: [Jonathan Bronitsky](#)
To: [CEO2016](#); [Emily Pauline Newman](#); [Diane Cullo](#); [Toni DeLancey](#); (b) (6)
Subject: USAGM: security messaging (draft)
Date: Wednesday, July 29, 2020 7:36:32 PM
Attachments: (b) (5)
Importance: High

PRE-DECISIONAL AND DELIBERATIVE PROCESS

-
Team, please find attached a revised messaging one-pager.

From: [Sam Dewey](#)
To: [Emily Pauline Newman](#); [Frank Wuco](#); [Jonathan Bronitsky](#); [Thad Strom](#); [Diane Cullo](#)
Subject: COI Directive v.3
Date: Friday, October 2, 2020 5:20:01 PM
Attachments: (b) (5)

Please let me know if you have any edits ASAP.

Best,

Sam

From: [Jonathan Bronitsky](#)
To: [Sam Dewey](#)
Cc: [Thad Strom](#); [Emily Pauline Newman](#); [Frank Wuco](#); [Diane Cullo](#)
Subject: RE: COI Directive v.3
Date: Friday, October 2, 2020 6:05:24 PM
Attachments: (b) (5)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

Sam, please find comments and suggested edits attached.

From: Thad Strom (b) (6)
Sent: Friday, October 2, 2020 5:30 PM
To: Sam Dewey (b) (6); Emily Pauline Newman (b) (6)
Frank Wuco (b) (6) Jonathan Bronitsky (b) (6) Diane Cullo
(b) (6)
Subject: RE: COI Directive v.3

Looks good. (b) (5)
?
?

Thad Strom

Senior Advisor

U.S. Agency for Global Media

w) (b) (6)

c) (b) (6)

<< OLE Object: Picture (Device Independent Bitmap) >>

From: Sam Dewey (b) (6)
Sent: Friday, October 2, 2020 5:20 PM
To: Emily Pauline Newman (b) (6) Frank Wuco (b) (6)
Jonathan Bronitsky (b) (6) Thad Strom (b) (6) Diane Cullo
(b) (6)
Subject: COI Directive v.3

Please let me know if you have any edits ASAP.

Best,

Sam

<< File: COI Directive v.3.docx >>

From: [Jonathan Bronitsky](#)
To: [Sam Dewey](#)
Cc: [Thad Strom](#); [Emily Pauline Newman](#); [Frank Wuco](#); [Diane Cullo](#)
Subject: RE: COI Directive v.3
Date: Friday, October 2, 2020 6:05:24 PM
Attachments: (b) (5)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

Sam, please find comments and suggested edits attached.

From: Thad Strom (b) (6)
Sent: Friday, October 2, 2020 5:30 PM
To: Sam Dewey (b) (6); Emily Pauline Newman (b) (6);
Frank Wuco (b) (6); Jonathan Bronitsky (b) (6); Diane Cullo
(b) (6)
Subject: RE: COI Directive v.3

Looks good. Except

(b) (5)

Thad Strom

Senior Advisor

U.S. Agency for Global Media

w) (b) (6)

c) (b) (6)

<< OLE Object: Picture (Device Independent Bitmap) >>

From: Sam Dewey (b) (6)
Sent: Friday, October 2, 2020 5:20 PM
To: Emily Pauline Newman (b) (6); Frank Wuco (b) (6);
Jonathan Bronitsky (b) (6); Thad Strom (b) (6); Diane Cullo
(b) (6)
Subject: COI Directive v.3

Please let me know if you have any edits ASAP.

Best,

Sam

<< File: COI Directive v.3.docx >>

From: [Oanh Tran](#)
To: [Diane Cullo](#); [Emily Pauline Newman](#)
Cc: [CEO Office](#)
Subject: VOA J-1 Visa Extension and Permanent Resident Sponsorship Requests
Date: Wednesday, July 8, 2020 1:31:57 PM
Attachments: [J1 Visa Extension Memo \(b\) \(6\) \[REDACTED\]-JUNE 29-2020.pdf](#)
[J1 Visa Extension Memo \(b\) \(6\) \[REDACTED\].pdf](#)
[J1 Visa Extension Memo \(b\) \(6\) \[REDACTED\]-JUNE 29-2020.pdf](#)
[Permanent Resident Memo \(b\) \(6\) \[REDACTED\] \(002\).pdf](#)
[Extension Memo for \(b\) \(6\) \[REDACTED\].pdf](#)
[J1 Visa Extension Memo \(b\) \(6\) \[REDACTED\].pdf](#)
[J1 Visa Extension Memo \(b\) \(6\) \[REDACTED\]-July 7-2020.pdf](#)

Diane/Emily,

Attached please find a number of requests from VOA to extend J-1 visa for the following Personal Service Contractors (PSCs), as well as to sponsor one contractor for Permanent Resident:

- J-1 visa extension for VOA Spanish Service's PSC (b) (6) [REDACTED] – Visa expires 8/2/2020.
- J-1 visa extension and Permanent Resident sponsorship for VOA Macedonian Service's PSC (b) (6) [REDACTED] – Visa expires 8/20/2020.
- J-1 visa extension for VOA Spanish Service's PSC (b) (6) [REDACTED] – Visa expires 8/28/2020.
- J-1 visa extension for VOA Spanish Service's PSC (b) (6) [REDACTED] – Visa expires 8/8/2020.
- J-1 visa extension for VOA Macedonian Service's PSC (b) (6) [REDACTED] – Visa expires 9/4/2020.
- J-1 visa extension for VOA Spanish Service's PSC (b) (6) [REDACTED] – Visa expires 8/6/2020.

We recommend the CEO's immediate approval of the above requests.

Thanks!

From: [Oanh Tran](#)
To: [Diane Cullo](#); [Emily Pauline Newman](#)
Cc: [CEO Office](#)
Subject: VOA J-1 Visa Extension and Permanent Resident Sponsorship Requests
Date: Tuesday, July 14, 2020 1:54:36 PM
Attachments: [J1 VISA EXTENSION MEMO - \(FTE\) \(b\) \(6\) /OAPPI.pdf](#)
[J1 Visa Extension Memo - \(b\) \(6\) July 10 2020.pdf](#)
[Permanent Resident Memo \(b\) \(6\) -01.pdf](#)
[J1 Visa Extension Memo - \(b\) \(6\) -01.pdf](#)

Diane/Emily,

Attached please find requests from VOA to extend J-1 visa for the following Personal Service Contractors (PSC) and to sponsor one contractor for Permanent Resident. Also attached is a request to extend J-1 visa for one Full Time Employee (FTE).

- J-1 visa extension for VOA Indonesian Service's FTE (b) (6) Visa expires 8/6/2020. Note, VOA is also requesting to sponsor (b) (6) for Permanent Residency, and the request is still with you.
- J-1 visa extension for VOA Serbian Service's PSC (b) (6) – Visa expires 10/25/2020.
- J-1 visa extension and Permanent Resident sponsorship for VOA Africa Division's PSC (b) (6) – Visa expires 7/18/202.

From: [Oanh Tran](#)
To: [Diane Cullo](#); [Emily Pauline Newman](#)
Cc: [CEO Office](#)
Subject: VOA J-1 Visa Extension Requests
Date: Friday, July 10, 2020 3:31:34 PM
Attachments: [J1 Visa Extension Request Memo \(b\) \(6\) .pdf](#)
[Request for a J-1 Visa Extension - Somali Service.pdf](#)
[J1 Visa Extension Request Memo \(b\) \(6\) .pdf](#)

Diane/Emily,

Attached please find three requests from VOA to extend J-1 visa for the following Personal Service Contractors (PSCs):

- J-1 visa extension for VOA Mandarin Service's PSC (b) (6) – Visa expires 7/29/2020.
- J-1 visa extension for VOA Somali Service's PSC (b) (6) – Visa expires 8/5/2020.
- J-1 visa extension for VOA Mandarin Service's PSC (b) (6) – Visa expires 8/6/2020.



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Clearance Cover Sheet

To: CEO Office

From: *Division/Office:*
VOA/LATIN AMERICA

Title of Document: EXTENSION J-1 VISA

Request for Action: CEO Signature

Brief Description: REQUEST FOR J-1 VISA EXTENSION

When do you need this by? **7/7/20**

Drafted by: *Office:* VOA/PL *Name:* (b) (6)

Draft approved by:	<i>Name of Division:</i>	<i>Office Head:</i>	<i>Approval</i>
			<input type="checkbox"/>

Cleared:	(b) (6)	<input checked="" type="checkbox"/>
		<input checked="" type="checkbox"/>
		<input checked="" type="checkbox"/>
		<input checked="" type="checkbox"/>
		<input type="checkbox"/>

Michael Pack	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>

Approved: CEO:	CEO	<input type="checkbox"/>
	or designee	





PERSONAL SERVICE PERSONNEL J1 VISA EXTENSION MEMO

MEMORANDUM FOR: USAGM –CEO, Michael Pack

THROUGH: VOA/PL (b) (6) Division Director (b) (6)

FROM: VOA/PLS: (b) (6), Spanish Service Chief (b) (6)

SUBJECT: Request J1 Visa Extension, (b) (6)

Attached is the memo requesting J1 Visa Extension for (b) (6)

USAGM _____ Date _____
(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA (b) (6) _____ Date 6/30/2020
(Signature)

Approve Disapprove _____ Discuss _____

Clearances:

VOA – (b) (6) (b) (6)
OMS/HR/O – (b) (6) (b) (6)

We would like to request extension for the J-1 Visa for (b) (6) so (b) is able to continue working with the VOA's Latin America Division, Spanish Service as part of the Venezuela team.

One of VOA's biggest challenges to growing audience in key regions is expanding its reach through media partnerships in the region. The Service is in need of experienced multimedia journalists that are well versed and in a multitude of platforms and also have expertise in US and Latin American affairs.

(b) (6) has vast experience in the US and the region. (b) knowledge of multimedia journalism, including television reporting, social media and video innovation have made an impact in the ability to deliver quality content to our audience. (b) (6) has done a great deal of original reporting on areas that are mission critical from US Foreign Policy to the crisis in Venezuela. As a member of the Venezuela team and co-anchor of the flagship multimedia program Venezuela360, (b) has brought to the team unique expertise. (b) has followed US foreign policy to Venezuela, interviewing US government officials, members of Congress as well as renowned experts. In addition, (b) (6) has worked on a number of in-depth pieces on issues such as the role of Iran in Venezuela, the presence of Hezbollah in the region as well as other topics of interest.

Additionally, (b) (6) brings a unique perspective and cultural point of view that is invaluable as we develop strategies to expand and better engage people in key regions. (b) work has had a demonstrable impact in our audience growth. (b) insight and ideas give VOA an edge in the competition for the attention of a multimedia audience. It is very difficult to hire staff who possess journalism experience in the US and the target audience, and issues that are critical to the most important audience for the Division which is Venezuela and who have demonstrated excellence and commitment to the organization.

(b) (6)
USA: +(b) (6)
(b) (6)

Higher Education

University College London (UCL), London Master in Science in Security Studies, School of Public Policy Main Modules: Terrorism, Peace and Security, Foreign Policy Analysis, Conflict Resolution Dissertation: "The Nature of the US Army's Counterinsurgency Doctrine in Jordan"	United Kingdom (b) (6)
London School of Economics and Political Science (LSE), London Diploma in International Governance and Human Security – Summer School Course Name: "World in crisis? World order and disorder after the XXI Century"	United Kingdom (b) (6)
Complutense University of Madrid Postgraduate Diploma in International Information (first-class, received an honorable mention) Dissertation: "The Impact of Beijing 2008 Olympic Games on China's Foreign Policy"	Spain (b) (6)
Pompeu Fabra University of Barcelona Bachelor's Degree in Journalism	Spain (b) (6)
Ramon Llull University, Barcelona Bachelor's Degree in Audiovisual Communication	Spain (b) (6)

Work Experience

VOICE OF AMERICA Anchor at "(b) (6)" International Broadcast Journalist	Washington DC August 2019 - Ongoing
NTN24 TV/ RCN Anchor, Political Correspondent in Washington DC Covered the White House and the United States Congress	Washington DC October 2018 – May 2019
NTN24 TV News Anchor and News Managing Editor at "(b) (6)"	Colombia December 2016 – October 2018
NTN24 TV / RCN Middle East & War Correspondent, Producer and Editor Delivered weekly packages and covered major breaking news stories	Lebanon October 2014 – December 2016
British Broadcasting Corporation – BBC Producer and online writer (contributor) Delivered multimedia reports for BBC Radio, Online and World TV	Lebanon October 2014 – December 2016
RED+NOTICIAS Middle East & War Correspondent, Producer and Editor Delivered weekly packages and covered major breaking news stories	Lebanon October 2014 – November 2015
NTN24, Mundo Fox, RCN Political Correspondent in Madrid	Spain January 2014 – June 2014
British Broadcasting Corporation - BBC TV, Radio and Online Producer, BBC News Bureau in Madrid	Spain June 2012 – June 2014

NTN24 TV, Tele 5
News Reporter (freelance)

United Kingdom
April 2011- May 2012

ABC Newspaper
News Reporter in the UK and France (freelance)

United Kingdom/France
May 2010- September 2010

Panorama Newspaper
International Reporter based in Maracaibo, Venezuela

Venezuela
February – June 2009

La Tribuna de Automocion Newspaper
Economic Reporter and Editor

Spain
October 2007-May 2008

EFE News Agency, Madrid
Economic Reporter

Spain
July 2007-September 2007

Diario La Vanguardia, Barcelona
Economic Reporter and Correspondent

Spain / Peru / Colombia
March 2007-Julio 2007

Languages

Spanish – native	English – Very Fluent
Catalan – native	French, Arabic – Intermediate



PERSONAL SERVICE PERSONNEL J1 VISA EXTENSION MEMO

MEMORANDUM FOR: USAGM –CEO, Michael Pack

THROUGH: VOA/PL (b) (6) Division Director (b) (6)

FROM: VOA/PLS: (b) (6) Spanish Service Chief (b) (6)

SUBJECT: Request J1 Visa Extension, (b) (6)

Attached is the memo requesting J1 Visa Extension for: (b) (6)

USAGM _____ Date _____
(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA (b) (6) _____ Date 6/30/2020
(Signature)

Approve Disapprove _____ Discuss _____

Clearances: (b) (6)
VOA – (b) (6)
OMS/HR/O – (b) (6)

We would like to request extension for the J-1 Visa for (b) (6) so (b) is able to continue working with the VOA's Latin America Division, Spanish Service as Team Leader of the (b) (6) project.

One of VOA's biggest challenges to growing audience in key regions is expanding its reach through media partnerships in the region. The Service is in need of experienced multimedia journalists that are well versed and in a multitude of platforms and also have expertise in US and Latin American affairs.

(b) (6) has vast experience in the US and the region. (b) expertise in Venezuela and the United States. An experienced journalist and editor (b) is the Team Lead for the (b) (6) Team. In this capacity (b) leads a team of journalists, producers and social media reporters on content and production for the multimedia program. In addition, the team contributes to digital and other elements of the Spanish Service. As a subject matter expert, (b) (6) has moderated panels, focused on in depth reporting and is currently working on a number of priority projects that include disinformation and fact checking. (b) (6) is an award winning journalist and (b) features on the Venezuelan refugee crisis have won a mention of honor for the Gabriel Awards. An outstanding journalist and leader (b) is one of the most important members of the Latin America team.

(b) (6) brings a unique perspective and cultural point of view that is invaluable as we develop strategies to expand and better engage people in key regions. (b) extensive experience reporting in the United States include coverage of Congress, international events, US politics and Policy. (b) holds a Masters Degree in International Affairs from the University of Oklahoma and a Bachelors Degree in Communications from the Universidad de la Sabana in Bogota. (b) work experience includes the US and Latin American media providing (b) with a unique perspective and ability to understand the needs of VOA's international audience It is very difficult to hire staff who posses journalism experience in the US and the target audience, and issues that are critical to the most important audience for the Division which is Venezuela and who have demonstrated excellence and commitment to the organization.

(b) (6)

(b) (6)

(b) (6)

POLITICAL & BUSINESS CORRESPONDENT

A journalist with over 13 years' experience producing and reporting news for major Colombian media outlets in Bogota and Washington. A bilingual communicator in Spanish and English, and expert in U.S. and Latin-American politics and economics. A highly skilled analyst capable of sorting fact from fiction during high-stress breaking-news events, with experience interviewing ambassadors, foreign ministers and congressmen.

Areas of Expertise

- Bilingual Communicator
 - Broadcast Journalism
 - Digital Video Production
 - Live Coverage for Radio & TV
 - Excellent Contacts for Interviews
 - Meeting Deadlines
 - Social Media
 - Final Cut Experience
 - Writing Skills
-

Professional Experience

VOICE OF AMERICA, WASHINGTON, D.C. / COLOMBIA AUGUST 2019 - PRESENT
VOA Spanish Division. Multimedia Reporter – Producer for the TV show (b) (6)

BLU RADIO, WASHINGTON, D.C. / COLOMBIA 2018 – JULY 2019
BLU RADIO is part of Caracol Television, Colombia's largest media conglomerate with three communication platforms: television, radio and newspaper.

POLITICAL CORRESPONDENT/PRODUCER

- Responsible for special coverage of the Congress, and State Department, focusing on U.S. and international events with special significance to Colombian viewers, such as Plan Colombia, implementation of the Colombian Peace Process and the U.S. policy towards Venezuela.
- Production and coordination of live and taped interviews for the morning radio show BLU.

CM& TELEVISION, WASHINGTON, D.C. / COLOMBIA 2014 – 2018
CM& is a news and entertainment company in Colombia.

WASHINGTON CORRESPONDENT

- Coverage of special events in Washington. Annual spring meetings of the IMF and World Bank, sessions of the Organization of American States (OAS), hearings of the Foreign Affairs Committee, bilateral meetings between Colombian and U.S. government officials and U.S. Presidential Elections 2016 and Midterm Elections 2018.
- Planning, scheduling and Production of news TV content.

Reel available here: (b) (6) .)

INDEPENDENT PROJECTS FOR SOCIAL MEDIA, WASHINGTON, D.C. 2018 – JULY 2019

- Random4 is an independent initiative to interview prominent Latin American or Hispanic leaders who are visiting or living in Washington D.C. (b) (6)

LA FM – RCN RADIO, WASHINGTON, D.C. / COLOMBIA 2014 – 2018

RCN is one of the main national radio networks in Colombia with multiple radio stations including LA FM.

WASHINGTON CORRESPONDENT / PRODUCER

- Producing daily interviews for the morning radio broadcast, from Washington. Covering the United States political and economic news. Continuous live reports from 5am to 10am.

CM& TELEVISION, BOGOTA / COLOMBIA 2007 – 2014

EDITOR BUSINESS AND FINANCE

- In charge of the economic segment of CM& TV. Addressing the relationship between macro-economic policy and household spending budgets.
- Interviewed ministers, directors of government agencies, business leaders from a wide variety of sectors, infrastructure, communications, transportation, agriculture, finance, stock exchange and international trade.
- Special coverage of United Nations General Assembly 2007, World Economic Forum on Latin America, Cartagena, 2010.

CARACOL RADIO, BOGOTA / COLOMBIA 2005 – 2007

Held two positions at Caracol Radio, the largest National Radio network in Colombia.

REPORTER 2006-2007

- Covering labor, infrastructure and public health. In charge of interviewing government officials, union leaders, and experts of the infrastructure sector for Caracol Radio Information service.

ASSISTANT PRODUCER 2005

- In charge of booking interviews under the direction of the executive producer of 6AM Hoy X Hoy, a weekend radio morning show.

Education

*Master of Arts in International Relations, (b) (6)
University of Oklahoma, Norman, OK*

*Bachelor of Arts, Journalism and Social Communications
Universidad de la Sabana, Bogotá, Colombia*

Awards & Distinctions

- GABRIEL AWARDS HONORABLE MENTION IN NARRATIVE SERIES (b) (6)

- FARMERS ASSOCIATION OF COLOMBIA (SAC) AWARD FOR BEST BUSINESS TV REPORT (b) (6)



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Clearance Cover Sheet

To: CEO Office

From: *Division/Office:*
VOA/LATIN AMERICA

Title of Document: EXTENSION J-1 VISA

Request for Action: CEO Signature

Brief Description: (b) (6)

When do you need this by?

Drafted by: *Office:* VOA/PL *Name:* (b) (6)

Draft approved by:	Name of Division:	Office Head:	Approval
			<input type="checkbox"/>

Cleared:	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input type="checkbox"/>

Michael Pack	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>

Approved: CEO:	CEO	<input type="checkbox"/>
	or designee	





PERSONAL SERVICE PERSONNEL J1 VISA EXTENSION MEMO

MEMORANDUM FOR: USAGM –CEO, Michael Pack

THROUGH: VOA/PL (b) (6), Division Director (b) (6)

FROM: VOA/PLS: (b) (6) Spanish Service Chief (b) (6)

SUBJECT: Request J1 Visa Extension, (b) (6)

Attached is the memo requesting J1 Visa Extension for: (b) (6)

USAGM _____ Date _____

(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA (b) (6) _____ Date 6/30/2020

(Signature)

Approve Disapprove _____ Discuss _____

Clearances:

VOA – (b) (6) (b) (6)
OMS/HR/O – (b) (6) (b) (6)

We would like to request extension for the J-1 Visa for (b) (b) (6) so (b) is able to continue working with the VOA's Latin America Division, Spanish Service as part of the Venezuela team.

One of VOA's biggest challenges to growing audience in key regions is expanding its reach through media partnerships in the region. The Service is in need of experienced multimedia journalists that are well versed and in a multitude of platforms.

(b) (6) is a new member of the team, focusing on social media and digital channels. As part of the Venezuela team (b) manages communication and engagement with the audience. (b) created a successful digital engagement channels with the Venezuela audience, which (b) manages. The audience provides feedback on programming as well as story ideas. In addition to managing the social media engagement for the Venezuela team, (b) (b) is also engaged in marketing content for media partners in the region; a critical role to promote VOA content.

(b) creates, writes and edits original content for Venezuela programming. (b) has been assigned coverage of US news as it relates to Venezuela and also serves as Assistant Producer for the Television Program. (b) is a key member of the team and the Service needs (b) digital expertise and audience engagement knowledge.

(b) (6)

Profile

Journalist trained in Spain and the United States. I am passionate about telling stories and I have 5 years of experience in television, radio and digital media.

Employment history

Multimedia Journalist at VOA, Washington, D.C., United States

August 2019 - Present

I work producing content for the Venezuela 360 show, I program material on social media and I carry out reports for the affiliates in Latin America.

Community Manager - (b) (6) Spain

October 2017 - March 2018

My responsibilities included providing images, text and videos for social media. I helped to grow our social media platforms and created engagement with costumers.

Reporter at (b) (6) Barcelona, Spain

August 2017 - October 2017

Reporter for the newscast of the Spanish tv channels (b) (6) I covered local news.

Journalism internship - (b) (6), Barcelona, Spain

April 2017 - August 2017

I interviewed athletes and edited videos for the weekly soccer program (b) (6)

Journalism internship - (b) (6) Tiana, Spain

February 2015 - June 2016

Radio newscaster and editor of the evening news. I also produced and edited the radio show (b) (6) and covered the (b) (6)

Education

Journalism degree, International University of Catalonia, Barcelona, Spain

(b) (6)

Sports Journalism Certificate, Tallers Radiofònics, Barcelona, Spain

(b) (6)

Social Media & PR Master's degree, ESNECA Business School, Online

(b) (6)

Details

(b) (6)

(b) (6)

Skills

Social Media

Storytelling

Broadcast Journalism

Video editing

Digital Media

Public Relations

Languages

Spanish

Catalan

English

French



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Clearance Cover Sheet

To: CEO Office

From: **Eurasia/Macedonian Service**
VOA/LATIN AMERICA

Title of Document: EXTENSION J-1 VISA
Permanent Resident Sponsorship

Request for Action: CEO Signature

Brief Description: (b) (6)

When do you need this by?

Drafted by: Office: VOA/PL Name: (b) (6)

Draft approved by:	Name of Division:	Office Head:	Approval
			<input type="checkbox"/>

Cleared:	Name	Approval
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input type="checkbox"/>
	Michael Pack	<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>

Approved: CEO: CEO or designee



**PERSONAL SERVICE PERSONNEL
PERMANENT RESIDENT SPONSORSHIP**

June 24, 2020

MEMORANDUM FOR: USAGM – CEO, Michael Pack

THROUGH: For VOA EURASIA Division Director, Elez Biberaj (b) (6)

FROM: VOA Macedonian Service Chief, (b) (6)

SUBJECT: Request for Sponsoring Permanent Resident (b) (6)

Attached is the memo requesting Permanent Resident for: (b) (6)

USAGM _____ Date _____

(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA (b) (6) _____ Date 6/30/2020

(Signature)

Approve Disapprove _____ Discuss _____

Clearances:

VOA – (b) (6)

OMS/HR/O – (b) (6)

(b) (6)

PERMANENT RESIDENT MEMO

VOA Macedonian Service has a need for an experienced journalist with solid multimedia skills, and who has native and idiomatic fluency in Macedonian and an excellent command of English.

This request is for Sponsoring Permanent Residency for (b) (6) to provide the aforementioned services to VOA. (b) (6) has been with the VOA Macedonian for the past two years. (b) (6) demonstrated an impressive array of journalistic experience - from field and live reporting to interviewing, to being a producer and to proficiency in digital production tools.

Prior to joining VOA, (b) (6) has held positions that prepared (b) (6) well for the job at VOA, such as: Editor-in-Chief at (b) (6), and Editor-in-Chief at (b) (6), an online News Editor at the web portal of (b) (6) daily newspaper in Skopje, North Macedonia, to name a few.

In 2010, (b) (6) was selected to be a visiting scholar at Walter Cronkite School of Journalism, in Arizona State University - sponsored by the Voice of America's International Media Training Centre.

(b) (6) is highly proficient in Photoshop and Adobe Premiere Pro. (b) (6) is a valuable contributor to the Macedonian Service, and we would very much like to keep (b) (6) on the team. VOA routinely searches for qualified broadcasting and multimedia talent and advertise on multiple recruiting boards and broadcasting specific sites. To date, insufficient domestic candidates are identified who meet VOA requirements. (b) (6) (b) (6) will increase the overall quality of the Macedonian Service mission, and I therefore I am submitting this request for Sponsoring Permanent Residency for (b) (6)

(b) (6)

Multimedia journalist at Voice of America – USAGM
VOA Macedonian language service

E-mail: (b) (6) / (b) (6)
Mob. + (b) (6)

Linkedin: [\(b\) \(6\)](http://www.linkedin.com/in/(b)(6))

Facebook: [\(b\) \(6\)](http://www.facebook.com/(b)(6))

Facebook Page: [\(b\) \(6\)](http://www.facebook.com/(b)(6))

Instagram: (b) (6)

Youtube: (b) (6)

Address in USA: (b) (6)

USA

Address out of USA: (b) (6) (b) (6) Republic of
North Macedonia

Date of birth: (b) (6)

Sex: (b) (6)

Nationality: Macedonian

Present Residency: **United States of America**

Legal presence: **J1 Visa**

PERSONAL STATEMENT

If there is a sense of reality, there must also be a sense of possibility

PROFESSIONAL AND PERSONAL SKILLS

- Experienced multimedia and digital content creator, social media manager, TV producer, video editor, multimedia journalist, photographer, videographer
- Professional level of knowledge of: Adobe Photoshop, Adobe Lightroom, Adobe Premiere Pro
- Trained leader for working with middle size teams (10 – 20 people)
- Excellent communication skills
- Experienced in analyses, reporting, charts

- Languages: English, Slovenian, Serbian, German, Macedonian (native)
- Prepared on learning new skills for professional improvement

CAREER & WORK EXPERIENCE

(July 2019 - present)

Multimedia journalist at Voice of America, US Agency For Global Media VOA Macedonian language service

Responsibilities and duties at Voice of America

- Producing TV news shows at daily basis for the Macedonian language service of VOA
- Creating and editing multimedia content for TV, web and Social media
- Managing the social media platforms (Facebook, Instagram) of VOA Macedonian

(August 2018 – July 2019)

TV-producer at Voice of America - (US Agency For Global Media VOA Macedonian language service)

Responsibilities and duties

- Producing TV news shows at daily basis for the Macedonian language service of VOA
- Creating and editing multimedia content for TV, web and Social media

(October 2017 – August 2018)

Editor-In-Chief at (b) (6) - (b) (6) **is online news platform that covers articles of advertising industry, creative communications and digital media)**

Responsibilities and duties at (b) (6)

- Editing and creating photo and video stories, articles, interviews
- Creating and managing the content on social media platforms for promotion of the brand

(February 2015 – July 2017)

Editor-in-chief. - News portal „(b) (6) – Skopje, Macedonia, **published in Macedonian language.**

Responsibilities and duties as Editor-in-chief:

- Leader of a team of journalists, photographers, videographers, contributors
- Giving suggestions and ideas for new leading exclusive stories
- Exploring and research for new type of online news production
- Teaching the team on new skills for new and more effective methods of production in online media
- Responsible for the influence and popularity of the news portal among the readers
- Take care of inspiration and positive working energy in the team
- Writing articles, interviews, investigative news-stories
- Covering events of politics, foreign affairs, culture, heritage
- Creating a photo-stories
- Creating and editing video interviews and video stories
- Improving the digital marketing and social media platforms for the news portal

(February 2015 – July 2017)

Editor-in-chief. - News portal (b) (6) - [www.\(b\) \(6\)](http://www.(b) (6)) – Skopje, Macedonia, **published in English.**

Responsibilities and duties as Editor-in-chief:

- Leader of a team of journalists, photographers, videographers, contributors
- Giving suggestions and ideas for new leading exclusive stories
- Exploring and research for new type of online news production

- Teaching the team on new skills for new and more effective methods of production in online media
- Responsible for the influence and popularity of the news portal among the readers
- Writing articles, interviews, investigative news-stories
- Covering events of politics, foreign affairs, culture, heritage
- Creating a photo-stories
- Creating and editing video interviews and video stories
- Improving the digital marketing and social media platforms for the news portal

(June 2013 – February 2015)

Assistant Editor-in-chief. - News portal (b) (6) - [www.\(b\) \(6\)](http://www.(b) (6))
Skopje, Macedonia

Responsibilities and duties:

- Creating daily tasks for journalists
- Writing articles, interviews, investigative news-articles
- Covering events from the field of politics, foreign affairs, culture and social events
- Creating photo stories, video stories, photo and video editing
- Managing social media platforms

(June 2011 – June 2013)

Online news editor and journalist – Web portal of a newspaper
(b) (6) [www.\(b\) \(6\)](http://www.(b) (6)) – Skopje, Macedonia

Responsibilities and duties:

- Writing news articles on a daily basis
- Managing with reporters
- Interviews, investigative articles
- Photojournalism
- Managing social media platforms

(October 2012 – June 2013)

Instructor of photography and multimedia – (b) (6) –
- Skopje, Macedonia

Responsibilities and duties:

- Working with students
- Teaching photography, photojournalism and photo-editing

(May 2004 – June 2010)

Journalist – Daily newspaper (b) (6) –
Skopje, Macedonia

Responsibilities and duties:

- Covering stories in the field of culture and arts
- Interviews, Investigative reporting

EDUCATION AND TRAINING

- (b) (6) – **Video editing course** focused on Adobe Premiere program for video-editing
Grade: Certificate of completion
- (b) (6) - **Workshop “Data driven journalism”**, Ohrid, Macedonia – covered by **Voice of America**.
Workshop conducted by (b) (6), Senior Analyst/Investigative Correspondent, Voice of America TV;
(b) (6) – VOA and (b) (6) – VOA
Grade: Certificate of completion
- (b) (6) - **Workshop “Role of media in social cohesion”**, Skopje, Macedonia
Workshop conducted by (b) (6) and (b) (6), sponsored by the U.S. Embassy Skopje, Macedonia
Grade: Certificate of completion
- (b) (6) - **Professional Development Year program for journalists** – Arizona State University, USA

Educational program sponsored by the Voice of America's International Media Training Centre and [Walter Cronkite School of Journalism](#) at Arizona State University, United States.

Grade: Certificate of completion

- **(b) (6)** – **18-th European summer academy** – Bonn, Germany and Brussels, Belgium

Educational program in Bonn and Brussels under Honorary of Javier Solana, Secretary-general of the Council of the European Union

Grade: Certificate of completion

- **(b) (6)** - **University Ss. Cyril and Methodius** – www.ukim.edu.mk - Skopje, Macedonia
Four year university study of world literature, culture, languages, arts and history with comparative approach from ancient to modern forms of art expression
Grade: University degree of World and Comparative Literature

- **(b) (6)** – **High School**, **(b) (6)** - Skopje, Macedonia
Grade: High school degree

SCHOLARSHIPS AND HONORS

- **(August, 2010 – June, 2011)** – U.S. Embassy and Voice of America, Scholarship for Professional Development Year program in journalism and communication.
- **(October, 2000 – October 2004)** - Ministry of Education, Scholarship for talented students; by Faculty of Philology in Skopje
- **(2007, Skopje)** – Nomination for Best journalistic research story, by The Association of journalists in Macedonia on a stories about **(b) (6)**

TRAININGS, STUDENT VISITS AND OTHER PROGRAMS

- (b) (6) – Postgraduate studies of Management of non-profit organizations - at University of Ljubljana, Slovenia
Degree: On hold
- (b) (6) – Summer university – by Student organization AEGEE, Ljubljana, Slovenia
- (b) (6) - Summer university – by Student organization AEGEE, Rijeka, Croatia
- (b) (6) – Summer university – by Student organization AEGEE Bologna, Italy
- (b) (6) – Summer university – by Student organization AEGEE Messina, Italy

LANGUAGES

- **English:** Writing, Speaking, Reading – fluent
- **German:** Writing, Speaking, Reading – basic
- **Slovenian:** Writing, Speaking, Reading – fluent
- **Macedonian:** native

(b) (6)

PERSONAL INTERESTS AND HOBBIES

Cycling, hiking, photography, videography, arts, literature, creative writing, exploring less known places and customs.

REFERENCES: Available on request.



Clearance Cover Sheet

To: CEO: Michael Pack

From: **Eurasia/Macedonian Service**
VOA/LATIN AMERICA

Title of Document: **EXTENSION J-1 VISA**

Request for Action: CEO Signature

Brief Description: (b) (6)

When do you need this by?

Drafted by: Office: Name:
VOA/PL (b) (6)

Draft approved by:	Name of Division:	Office Head:	Approval
			<input type="checkbox"/>

Cleared:	(b) (6)	<input checked="" type="checkbox"/>
		<input checked="" type="checkbox"/>
		<input checked="" type="checkbox"/>
		<input checked="" type="checkbox"/>
		<input type="checkbox"/>
	Michael Pack	<input type="checkbox"/>

Approved:	CEO:	CEO	<input type="checkbox"/>
		or designee	



PERSONAL SERVICE PERSONNEL J1 VISA EXTENSION MEMO

June 24, 2020

MEMORANDUM FOR: USAGM – CEO, Michael Pack

THROUGH: VOA EURASIA Division Director, Elez Biberaj

FROM: VOA MACEDONIAN Service Chief, (b) (6)

SUBJECT: Request for J1 Visa Extension for (b) (6)

(b) (6)

Attached is the memo requesting J1 Visa Extension for: (b) (6)

USAGM _____ Date _____
(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA (b) (6) _____ Date 6/30/2020
(Signature)

Approve Disapprove _____ Discuss _____

Clearances: (b) (6)
VOA – (b) (6)
OMS/HR/O – (b) (6)

RESUME

(b) (6)
Address: (b) (6) (b) (6)
Phone: (b) (6)
E-mail: (b) (6) (b) (6) (b) (6)

SUMMARY

Macedonian multimedia journalist, currently with the Voice of America, international broadcaster, headquartered in Washington, D.C.
Experienced award-winning TV reporter, editor, news presenter and TV Host, with (b) (6) years' experience in some of the leading national and regional media in Macedonia covering breaking news in the country and abroad in a range of foreign affairs, politics, economy, culture, health, crime, illegal migration and even live scenes of terrorism.

WORKING EXPERIENCE:

- 1. Multimedia journalist and anchor at VOICE OF AMERICA, MACEDONIAN SERVICE, Washington D.C., October 2018 – at present**
 - Writing articles about US policy toward North Macedonia, covering news on a wide range of topics, reporting live and interviewing officials, both visiting from North Macedonia and from the US institutions. Regularly hosting a 10-minute, fast-paced flagship news show (b) (6).
- 2. Journalist at TV CHANNEL 5, Skopje, North Macedonia, 2000/2018**
 - Covering breaking news in a wide range of areas for daily news on TV Channel 5, presenting them on cameras, presenting the actual report in case of live telecast etc. Production of news packages, reports, reportages and other TV editions, video and audio montage, interviewing, investigative journalism, live reporting...
- 3. News editor, journalist and anchor at TV TERA, Bitola, North Macedonia, 2000/2018**
 - Responsible of editing, changing and improving the news content before broadcasting. Introduce and host programs, live presenting of news, interviewing people of varied and diverse backgrounds regarding various topics of current interest. Report on issues and events. Production of news packages, reports, reportages and other TV editions, video and audio montage. Author and scenarist of documentary films. Author and coordinator of TV projects.
- 4. Other positions held:**

Editor-in-chief of the political informative (b) (6), news editor at (b) (6), contributor at American web publication Just luxe, journalist at RADIO STATION CHANNEL 77, NEWSPAPER MACEDONIA TODAY, WEEKLY MAGAZINE ZUM, Journalist WEEKLY MAGAZINE START, NEWSPAPER BITOLSKI VESNIK and RADIO STATION RADIO AS.

ACCOMPLISHMENTS

2016: Award: (b) (6), annual award for journalism. The award was granted as a part of annual manifestation "Election of most successful citizens of (b) (6)", organized by newspaper (b) (6).

2015: Annual award for journalism (b) (6)". The award was granted for a serial of TV packages and reportages produced in the Chinese city of Ningbo, sister city of (b) (6).

2014: Annual award for popularization of the culture of (b) (6) **in the media.** The award was granted by the Macedonian Scientific Society - (b) (6).

EDUCATION

- **Bachelor of Science (4) Journalism graduate** (b) (6) University of (b) (6) Law Faculty, Skopje, Macedonia.
 - **Master of Science, International relations graduate** (b) (6), University of (b) (6) Law Faculty, Skopje, Macedonia:
 - **Doctor of Philosophy, Public administration and management of EU funds graduate** (b) (6), University of (b) (6) Faculty of Information and Communication Technologies, Bitola, Macedonia.
-

LANGUAGES

Macedonian (mother tongue) ● English ● Serbian

Core competencies

Journalism ● Live presentation ● News writing ● Content Development ● Research ● Analysis
Investigative reporting ● Communication ● Public Relations ● Videography

Skills

- **Good command of TV production process.** Capable of realizing all phases necessary for producing a quality media product intended for electronic, written and internet media.
 - **Excellent written and oral communication and presentation skills.** Posses practical skills in broadcasting, along with motivation, self-belief, excellent personal presentation and clear voice for broadcasting. Enjoy contact with an audience. Have an attractive, strong personality, being naturally outgoing and confident.
 - **Have interviewing skills,** skills to introduce and host programmes, read the news, interview people and report on issues and events.
 - **Leadership skills and good organizational skills** gained through my work experience in managing with the teams in the process of production of television contents, as well as working as a media trainer.
 - **Ability to work under pressure. Innovative and dynamic** in the work on TV projects, quickly learning new things and strong analytical skills gained through my work experience on responsible positions in the media.
-

PERSONNEL J1 VISA EXTENSION REQUEST MEMO

VOA Macedonian Service has a need for an experienced journalist with solid multimedia skills, and who has native and idiomatic fluency in Macedonian and an excellent command of English.

This request is for sponsorship of a J-1 Visa for (b) (6) to provide the aforementioned services to VOA. (b) (6) has demonstrated an impressive array of journalistic experience - from field and live reporting to interviewing, to being a host and to proficiency in digital production tools.

Prior to joining VOA, (b) (6) has been a reporter at Chanel 5 – National TV station headquartered in Skopje, North Macedonia, as well as News Editor, host and reporter at TV Tera, located in Bitola, North Macedonia.

In 2016, (b) (6) awarded “The Best Reporter of (b) (6)” – an annual award for quality journalism.

(b) (6) exhibited excellent hosting and editing skills. (b) (6) speaks several languages and is a valuable contributor to the Macedonian Service. VOA routinely searches for qualified broadcasting and multimedia talent and advertises on multiple recruiting boards and broadcasting specific sites. To date, insufficient domestic candidates are identified who meet VOA requirements. (b) (6) will increase the overall quality of the Macedonian Service mission, and I therefore request an extension of (b) (6) J-1 visa.



U.S. AGENCY FOR GLOBAL MEDIA

330 Independence Avenue SW | Washington, DC 20237 | usagm.gov

Clearance Cover Sheet

To: CEO Office

From: **Eurasia/Macedonian Service**
VOA/LATIN AMERICA

Title of Document: **EX-117 Visa Extension**

Request for Action: CEO Signature

Brief Description: (b) (6)

When do you need this by?

Drafted by: Office: VOA/PL Name: (b) (6)

Draft approved by:	Name of Division:	Office Head:	Approval
			<input type="checkbox"/>

Cleared:	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input type="checkbox"/>
	Michael Pack	<input type="checkbox"/>
		<input type="checkbox"/>

Approved: CEO:	CEO	<input type="checkbox"/>
	or designee	





PERSONAL SERVICE PERSONNEL J1 VISA EXTENSION MEMO

June 24, 2020

MEMORANDUM FOR: USAGM – CEO, Michael Pack

THROUGH: VOA EURASIA Division Director, Elez Biberaj

(b) (6)

FROM: VOA MACEDONIAN Service Chief, (b) (6)

SUBJECT: Request J1 Visa Extension for (b) (6)

Attached is the memo requesting J1 Visa Extension for: (b) (6)

USAGM _____ Date _____

(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA (b) (6) _____ Date 6/30/2020

(Signature)

Approve Disapprove _____ Discuss _____

Clearances:

VOA – (b) (6)
OMS/HR/O – (b) (6)

(b) (6)

PERSONNEL J1 VISA EXTENSION REQUEST MEMO

VOA Macedonian Service has a need for an experienced journalist with solid multimedia skills, and who has native and idiomatic fluency in Macedonian and an excellent command of English.

This request is for sponsorship of a J-1 Visa for (b) (6) to provide the aforementioned services to VOA. (b) (6) has demonstrated an impressive array of journalistic experience - from field and live reporting to interviewing, to being a producer and to proficiency in digital production tools.

Prior to joining VOA, (b) (6) has been Editor-in-Chief at (b) (6), and (b) (6), and online News Editor at the web portal of (b) (6) daily newspaper in Skopje, North Macedonia.

In (b) (6) was selected to be a visiting scholar at Walter Cronkite School of Journalism, in Arizona State University - sponsored by the Voice of America's International Media Training Centre.

(b) (6) is experienced videographer and photographer, skilled in Photoshop and Adobe Premiere Pro. (b) (6) is a valuable contributor to the Macedonian Service. As we at VOA routinely search for qualified broadcasting and multimedia talent and advertise on multiple recruiting boards and broadcasting specific sites. To date, insufficient domestic candidates are identified who meet VOA requirements. (b) (6) will increase the overall quality of the Macedonian Service mission, and I therefore request the sponsorship of (b) (6)'s J-1 visa.

(b) (6)

Multimedia journalist at Voice of America – USAGM
VOA Macedonian language service

E-mail: (b) (6) (b) (6)
Mob. + (b) (6)

Linkedin: [\(b\) \(6\)](http://www.linkedin.com/in/(b) (6))
Facebook: [\(b\) \(6\)](http://www.facebook.com/(b) (6))
Facebook Page: [\(b\) \(6\)](http://www.facebook.com/(b) (6))
Instagram: (b) (6)
Youtube: (b) (6)

Address in USA: (b) (6)
USA

Address out of USA: (b) (6) Skopje, Republic of
North Macedonia

Date of birth: (b) (6)
Sex: (b) (6)
Nationality: Macedonian
Present Residency: **United States of America**
Legal presence: **J1 Visa**

PERSONAL STATEMENT

If there is a sense of reality, there must also be a sense of possibility

PROFESSIONAL AND PERSONAL SKILLS

- Experienced multimedia and digital content creator, social media manager, TV producer, video editor, multimedia journalist, photographer, videographer
- Professional level of knowledge of: Adobe Photoshop, Adobe Lightroom, Adobe Premiere Pro
- Trained leader for working with middle size teams (10 – 20 people)
- Excellent communication skills
- Experienced in analyses, reporting, charts

- Languages: English, Slovenian, Serbian, German, Macedonian (native)
- Prepared on learning new skills for professional improvement

CAREER & WORK EXPERIENCE

(July 2019 - present)

Multimedia journalist at Voice of America, US Agency For Global Media VOA Macedonian language service

Responsibilities and duties at Voice of America

- Producing TV news shows at daily basis for the Macedonian language service of VOA
- Creating and editing multimedia content for TV, web and Social media
- Managing the social media platforms (Facebook, Instagram) of VOA Macedonian

(August 2018 – July 2019)

TV-producer at Voice of America - (US Agency For Global Media VOA Macedonian language service)

Responsibilities and duties

- Producing TV news shows at daily basis for the Macedonian language service of VOA
- Creating and editing multimedia content for TV, web and Social media

(October 2017 – August 2018)

Editor-In-Chief at (b) (6) is online news platform that covers articles of advertising industry, creative communications and digital media)

Responsibilities and duties at (b) (6)

- Editing and creating photo and video stories, articles, interviews
- Creating and managing the content on social media platforms for promotion of the brand

(February 2015 – July 2017)

Editor-in-chief. - News portal (b) (6) – Skopje, Macedonia, **published in Macedonian language.**

Responsibilities and duties as Editor-in-chief:

- Leader of a team of journalists, photographers, videographers, contributors
- Giving suggestions and ideas for new leading exclusive stories
- Exploring and research for new type of online news production
- Teaching the team on new skills for new and more effective methods of production in online media
- Responsible for the influence and popularity of the news portal among the readers
- Take care of inspiration and positive working energy in the team
- Writing articles, interviews, investigative news-stories
- Covering events of politics, foreign affairs, culture, heritage
- Creating a photo-stories
- Creating and editing video interviews and video stories
- Improving the digital marketing and social media platforms for the news portal

(February 2015 – July 2017)

Editor-in-chief. - News portal (b) (6) - (b) (6) – Skopje, Macedonia, **published in English.**

Responsibilities and duties as Editor-in-chief:

- Leader of a team of journalists, photographers, videographers, contributors
- Giving suggestions and ideas for new leading exclusive stories
- Exploring and research for new type of online news production

- Teaching the team on new skills for new and more effective methods of production in online media
- Responsible for the influence and popularity of the news portal among the readers
- Writing articles, interviews, investigative news-stories
- Covering events of politics, foreign affairs, culture, heritage
- Creating a photo-stories
- Creating and editing video interviews and video stories
- Improving the digital marketing and social media platforms for the news portal

(June 2013 – February 2015)

Assistant Editor-in-chief. - News portal “(b) (6) – Skopje, Macedonia

Responsibilities and duties:

- Creating daily tasks for journalists
- Writing articles, interviews, investigative news-articles
- Covering events from the field of politics, foreign affairs, culture and social events
- Creating photo stories, video stories, photo and video editing
- Managing social media platforms

(June 2011 – June 2013)

Online news editor and journalist – Web portal of a newspaper (b) (6) (“Daily”) - (b) (7)(A) – Skopje, Macedonia

Responsibilities and duties:

- Writing news articles on a daily basis
- Managing with reporters
- Interviews, investigative articles
- Photojournalism
- Managing social media platforms

(October 2012 – June 2013)

Instructor of photography and multimedia – (b) (6)
(b) (6) (b) (6) - Skopje, Macedonia

Responsibilities and duties:

- Working with students
- Teaching photography, photojournalism and photo-editing

(May 2004 – June 2010)

Journalist – Daily newspaper **(b) (6)**
Skopje, Macedonia

Responsibilities and duties:

- Covering stories in the field of culture and arts
- Interviews, Investigative reporting

EDUCATION AND TRAINING

- **(b) (6)** – **Video editing course** focused on Adobe Premiere program for video-editing
Grade: Certificate of completion
- **(b) (6)** - **Workshop “Data driven journalism”**, Ohrid, Macedonia – covered by **Voice of America**.
Workshop conducted by **(b) (6)**, Senior Analyst/Investigative Correspondent, Voice of America TV;
(b) (6) – VOA and **(b) (6)** – VOA
Grade: Certificate of completion
- **(b) (6)** - **Workshop “Role of media in social cohesion”**, Skopje, Macedonia
Workshop conducted by **(b) (6)**, sponsored by the U.S. Embassy Skopje, Macedonia
Grade: Certificate of completion
- **(b) (6)** - **Professional Development Year program for journalists** – Arizona State University, USA

Educational program sponsored by the Voice of America's International Media Training Centre and [Walter Cronkite School of Journalism](#) at Arizona State University, United States.

Grade: Certificate of completion

- **(b) (6)** – **18-th European summer academy** – Bonn, Germany and Brussels, Belgium

Educational program in Bonn and Brussels under Honorary of Javier Solana, Secretary-general of the Council of the European Union

Grade: Certificate of completion

- **(b) (6)** - **University Ss. Cyril and Methodius** – www.ukim.edu.mk - Skopje, Macedonia
Four year university study of world literature, culture, languages, arts and history with comparative approach from ancient to modern forms of art expression
Grade: University degree of World and Comparative Literature

- **(b) (6)** – **High School**, **(b) (6)** – Skopje, Macedonia
Grade: High school degree

SCHOLARSHIPS AND HONORS

- **(August, 2010 – June, 2011)** – U.S. Embassy and Voice of America, Scholarship for Professional Development Year program in journalism and communication.
- **(October, 2000 – October 2004)** - Ministry of Education, Scholarship for talented students; by Faculty of Philology in Skopje
- **(2007, Skopje)** – Nomination for Best journalistic research story, by The Association of journalists in Macedonia on a stories about **(b) (6)**

TRAININGS, STUDENT VISITS AND OTHER PROGRAMS

- (b) (6) – Postgraduate studies of Management of non-profit organizations - at University of Ljubljana, Slovenia
Degree: On hold
- (b) (6) – Summer university – by Student organization (b) (6) Ljubljana, Slovenia
- (b) (6) - Summer university – by Student organization (b) (6) Rijeka, Croatia
- (b) (6) – Summer university – by Student organization (b) (6) Bologna, Italy
- (b) (6) – Summer university – by Student organization (b) (6) Messina, Italy

LANGUAGES

- **English:** Writing, Speaking, Reading – fluent
- **German:** Writing, Speaking, Reading – basic
- **Slovenian:** Writing, Speaking, Reading – fluent
- **Macedonian:** native

(b) (6)

PERSONAL INTERESTS AND HOBBIES

Cycling, hiking, photography, videography, arts, literature, creative writing, exploring less known places and customs.

REFERENCES: Available on request.



U.S. AGENCY FOR GLOBAL MEDIA

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Clearance Cover Sheet

To: CEO Office

From: *Division/Office:*
VOA/LATIN AMERICA

Title of Document: EXTENSION J-1 VISA

Request for Action: CEO Signature

Brief Description: REQUEST FOR J-1 VISA EXTENSION

When do you need this by?

Drafted by: *Office:* VOA/PL *Name:* (b) (6)

Draft approved by:	Name of Division:	Office Head:	Approval
			<input type="checkbox"/>

Cleared:	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input type="checkbox"/>

Michael Pack	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>
	<input type="checkbox"/>

Approved: CEO: CEO or designee





PERSONAL SERVICE PERSONNEL J1 VISA EXTENSION MEMO

MEMORANDUM FOR: USAGM –CEO, Michael Pack

THROUGH: VOA/PL (b) (6) Division Director (b) (6)

FROM: VOA/PLS: (b) (6) Spanish Service Chief (b) (6)

SUBJECT: Request J1 Visa Extension, (b) (6)

Attached is the memo requesting J1 Visa Extension for: (b) (6)

USAGM _____ Date _____
(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA (b) (6) _____ Date 7/8/2020
(Signature)

Approve _____ Disapprove Discuss _____

Clearances:

VOA – (b) (6) (b) (6)
OMS/HR/O – (b) (6) (b) (6)

PERSONNEL J1 VISA EXTENSION REQUEST MEMO

We would like to request extension for the J-1 Visa for (b) (6) is able to continue working with the VOA's Latin America Division, Spanish Service. (b) (6) covers US politics and is the White House correspondent. (b) (b) (6) was sponsored by the US Agency for Global Media for Residency in the United States. This request is for the extension of the J-1 pending the residency process.

One of VOA's biggest challenges to growing audience in key regions is expanding its reach through media partnerships in the region. The Service is in need of experienced multimedia journalists that are well versed and in a multitude of platforms and also have expertise in US and Latin American affairs. (b) (b) (6) has extensive experience in the US and the region. He provides daily reports to dozens of television and radio stations in Latin America.

(b) (6) has experience in the US and the region. (b) has reported for VOA on major events including the G-20 summit in Osaka, Japan attended by the President of the United States, the G20 Summit in Argentina as well as the mid-term elections in the United States. (b) has interviewed White House officials on US policy towards the region and covers all news out of the White House on US Foreign Policy.

(b) (6) brings a unique perspective and cultural point of view that is invaluable as we develop strategies to expand and better engage people in key regions. (b) work has had a demonstrable impact in our audience growth. (b) insight and ideas give VOA an edge in the competition for the attention of a multimedia audience. It is very difficult to hire staff who possess journalism experience in the US and the target audience, thoroughly explaining and contextualizing issues related to US foreign policy and US news and information for a foreign audience.

(b) (6)

(b) (6)

- (b) (6) years of experience in the media
- Ability to work in seven languages
- Professional social media presence
- Reported from 30+ countries
- Multimedia journalist
- (b) (6)

Current Experience

WASHINGTON, D.C. - AUGUST 2018 TO PRESENT

(b) (6) | *VOA (Spanish Service)*

Past Experience

WASHINGTON, D.C. - JANUARY 2016 TO AUGUST 2018

White House Correspondent | (b) (6)
Correspondent | (b) (6) (2016-2017).

MOSCOW, RUSSIA - AUGUST 2010 TO DECEMBER 2015

Correspondent | (b) (6)
Contributor | (b) (6)
(b) (6)

TOP STORIES:

- ▶ 2019 | G-20 Summit, Osaka, Japan
- ▶ 2018 | G-20 Summit, Buenos Aires, Argentina
- ▶ 2017 | GITMO's Future after Obama, Guantanamo Bay
- ▶ 2016 & 2008 | U.S. Presidential Election, Washington D.C./New York, NY
- ▶ 2016 | APEC Summit, Lima, Peru
- ▶ 2015 | Colombian Peace Process, Colombia
- ▶ 2014 | Ukrainian Conflict, Ukraine
- ▶ 2013 | Exclusive Interview to President Evo Morales, La Paz, Bolivia
- ▶ 2012 | Russian Presidential Election, Moscow, Russia
- ▶ 2011 | Arab Spring, Libya and Egypt
- ▶ 2011 | Spanish presidential election, Madrid, Spain

(b) (6) | (b) (6)

TELEVISION

MOSCOW, RUSSIA - 2010 TO 2015

Multimedia Journalist (b) (6)
Correspondent (b) (6)
Contributor | (b) (6)

NEW YORK, NY - 2009 TO 2010

Multimedia Journalist (b) (6)
Contributor (b) (6)

BARCELONA, SPAIN - 1999 TO 2008

Reporter (b) (6)
Editor | (b) (6)
Presenter (b) (6)

Education

M.A. in International Security and Defense (Courses)

Camilo Jose Cela University, Spain (Online Program)

B.A. in Journalism (M.A. equivalent)

Pompeu Fabra University, Spain (b) (6)

B.A. in Translation and Interpretation

Autonomous University of Barcelona, Spain | University of California, Davis, CA (b) (6)

Skills

LANGUAGES

Spanish ◆◆◆◆
English ◆◆◆◆
Russian ◆◆

Catalan ◆◆◆◆
French ◆◆◆
Italian ◆◆

Portuguese ◆◆

Video Editing | Final Cut, Avid, Adobe Premiere

Sound Editing | Adobe Audition, Audacity

Social Media Management | Tweetdeck, Hootsuite

Desktop Publishing | InDesign

Photo Editing | Adobe Photoshop

Projects

Guest Lecturer | Journalism Department, (b) (6) | Barcelona, Spain

Social Media Speaker | Periscope Summit | New York, NY

Documentary Maker | Worldwide

- ▶ 2017 (b) (6)
- ▶ 2016 (b) (6)
- ▶ 2015 (b) (6)
- ▶ 2014 | (b) (6)
- ▶ 2014 (b) (6)
- ▶ 2013 (b) (6)



@(b) (6)



U.S. AGENCY FOR GLOBAL MEDIA

330 Independence Avenue SW | Washington, DC 20237 | usagm.gov

Clearance Cover Sheet

To: CEO Office

From: Division/Office:
VOA/LATIN AMERICA

Title of Document: EXTENSION J-1 VISA

Request for Action: CEO Signature

Brief Description: REQUEST FOR J-1 VISA EXTENSION

When do you need this by?

Drafted by: Office: VOA/PL Name: (b) (6)

Draft approved by: Name of Division: Office Head: Approval

Cleared:	Name	Approved	Signature
	(b) (6)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
	Michael Pack	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>

Approved: CEO CEO
or designee





J-1 VISA EXTENSION REQUEST MEMO

DATE: June 18, 2020

MEMORANDUM FOR: USAGM-CEO, Michael Pack (b) (6)
THROUGH: VOA/PP (b) (6)
FROM: VOA/PPI (b) (6)
SUBJECT: Request for a J-1 Visa Extension for (b) (6)

Attached is the memo for J-1 Visa extension for (b) (6) in Voice of America, East Asia and Pacific Division's Indonesian Service.

USAGM - Michael Pack

(Signature)

Date

Approve ___ Disapprove

Discuss

VOA - Karen Larson

(b) (6)

(Signature)

Date 7/10/2020

Approve X Disapprove

Discuss

Clearances:

VOA - (b) (6)

OMS/OHR - (b) (6)

(b) (6)



J-1 VISA EXTENSION REQUEST MEMO

Voice of America, Indonesian Service has a need for an experienced journalist who has solid multimedia skills and who has native and idiomatic fluency in Indonesian and an excellent command of English.

This request is for extending a J-1 visa for (b) (6) (b) (6) to provide the aforementioned services to VOA Indonesia. (b) (6) (b) (6) began working for VOA Indonesia as an employee in August 2018 and has demonstrated impressive multimedia skills, from writing articles to producing social media reports, and excellent understanding of social media management. VOA Indonesia requires (b) (6) continued service as a multimedia journalist. (b) (6) current J-1 visa expires August 6, 2020.

(b) (6) has a B.A. in Mathematics from (b) (6), one of the most prestigious universities in Indonesia. (b) (6) has (b) (6) years of journalistic experience and has worked as a field reporter, radio broadcaster, social media producer at several leading media organizations in Indonesia, national and international, including Metro TV, Bloomberg and BBC Indonesia.

Since joining VOA Indonesian Service in August (b) (6) (b) (6) has demonstrated an excellent and enterprising work ethic. (b) (6) consistently produces high quality work, especially as digital content producer and social media manager. One of (b) (6) responsibilities is to inform the Indonesian audience on news from the United States. (b) (6) contributions have helped VOA Indonesia to reach a wider audience in digital sphere and increase meaningful engagement with VOA Indonesia followers.

(b) (6) was competitively selected from a group of non-U.S. citizens and U.S. citizens. The U.S. citizens were deemed unqualified for the position as it is extremely difficult to find U.S. citizens who have the combination of technical skills, thorough knowledge of the Indonesian context, and language fluency in English and Indonesian. (b) (6) (b) (6) was clearly the most qualified non-citizen based on (b) (6) experience with the digital media team at BBC Indonesia, (b) (6) technical knowledge, (b) (6) fluency in English and Indonesian and the impression (b) (6) made during (b) (6) interview. As (b) (6) (b) (6) has recently come from Indonesia, (b) (6) brings a fresh understanding of media environment as well as social media consumption in Indonesia, and (b) (6) also has a current knowledge of contemporary Indonesian language and idioms. (b) (6) (b) (6) will increase the overall quality of the Indonesian service mission and I therefore request the extension of (b) (6) (b) (6)'s J-1 visa.

(b) (6)

International Broadcaster (New Media) – VOA Indonesia

WORK EXPERIENCES

1. International Broadcaster (New Media) – VOA Indonesia (August 2018 -)

- a. Strategizing and creating social media content: webclips and infographics for VOA Indonesia Instagram, Facebook and Twitter.

(b) (6) series and other original one-minute-video that I produced has become viral on social media.

Since August 2018, VOA Indonesia Instagram account has gained 178.000 new followers.

- b. Producing and hosting monthly 10-minute YouTube show titled, (b) (6) on Americana and Indonesia diaspora stories in the US.

VOA Indonesia YouTube channel has just reached 100.000 subscribers.

- c. Writing listicles and current issue articles on what's trending on social media.

2. Multimedia Producer – BBC INDONESIA (Oktober 2015 – Juli 2018)

- a. Reporting from the field and producing multimedia content; online stories, radio packages, web-videos for BBC Indonesia website and social media platform.

- b. Producing six radio-bulletin daily for BBC Indonesia's radio partners.

- c. Doing live reports from various news events and breaking news stories in Jakarta.

3. TV Journalist - BLOOMBERG TV INDONESIA (September 2014 – September 2015)

- a. Hosting Technow, a-30-minute technology show.

- b. Researching, writing and producing economic, business and technology stories for daily bulletin programs.

- c. Reporting live and breaking news from the field, e.g. The World Economic Forum on East Asia 2015 ; reporting on workers strike to demand higher pay, for Bloomberg TV Hong Kong.

- d. Doing one-on-one interview with heads of national and international companies, e.g. :

- Myron Brilliant – Head of International Affairs at the U.S. Chamber of Commerce
- Joe Wilson – Worldwide General Manager Evangelism, Microsoft
- Caesar Sengupta – Vice President of Product Management, Google
- Fredrik Thomassen – Managing Director Zalora Indonesia
- Martin Gil – CEO Coca Cola Indonesia

4. Fellow – VOICE OF AMERICA, WASHINGTON, D.C. (April 2013 – April 2014)

- a. Executing video journalism tasks, e.g., shooting, interviewing, reporting, script writing, translating, performing voice-over, editing and subtitling stories, as well as composing run-downs, cut- sheets and other relevant TV production documents. C.
- b. Hosting various pop culture shows, e.g., segments for (b) (6) and (b) (6).
- c. Hosting and producing more than 30 episodes of (b) (6) VOA Indonesian's flagship news-magazine show, aired on Metro TV and other TV affiliates.
- d. Reporting political and various international news events, e.g., the U.S. Navy Yard shooting D.C. ; the controversy of World Statesman Awards 2013 for President Yudhoyono.
- e. Producing weekly feature packages on events around the U.S., e.g., the 2014 Sundance Film Festival for major Indonesian TV stations.

3. Reporter and Junior Producer - METRO TV - (November 2010 – April 2013)

- a. Beat reporter at (b) (6), 2012.
- b. Beat reporter at the (b) (6) 2011.
- c. Writing extensive daily (b) (6) type scripts for hard news and soft news stories.
- d. Producer and reporter of (b) (6) one of Metro TV's primetime news programs.
- e. Reporting Live and Breaking News coverage from various national news events in Indonesia.
- f. Producing 15 episodes of Ramadan feature series.
- g. Interviewing numerous Indonesia's notable lawmakers, ministers and political figures.

EDUCATION & TRAINING

1. Institut Teknologi Bandung (ITB) : B.S. in Mathematics, (b) (6)
2. University of South Carolina, SC, the U.S. : English Courses - Writing, Reading and Speaking, (b) (6)



U.S. AGENCY FOR GLOBAL MEDIA

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Clearance Cover Sheet

To: CEO Office

From: *Division/Office:*
VOA/LATIN AMERICA

Title of Document: EXTENSION J-1 VISA

Request for Action: CEO Signature

Brief Description:

(b) (6)

When do you need this by?

Drafted by: *Office:* VOA/PL *Name:* (b) (6)

Draft approved by: *Name of Division:* *Office Head:* *Approval*

Cleared:

(b) (6)



Michael Pack



Approved: CEO CEO
or designee





PERSONAL SERVICE PERSONNEL J1 VISA EXTENSION MEMO

07/10/2020

MEMORANDUM FOR: USAGM –CEO, Michael Pack

THROUGH: VOA Eurasia Division Acting Director, (b) (6)

FROM: VOA Serbian Service Chief, (b) (6)

SUBJECT: Request J1 Visa Extension for (b) (6)

Attached is the memo requesting J1 Visa Extension for: (b) (6)

USAGM _____ Date _____
(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA (b) (6) _____ Date 7/13/2020
(Signature)

Approve Disapprove _____ Discuss _____

Clearances:
VOA – (b) (6)
OMS/HR/O – (b) (6)

PERSONNEL J1 VISA EXTENSION REQUEST MEMO

(b) (6) is a talented TV anchor, reporter, and interviewer with a name recognition in Serbia. Prior to joining VOA Serbian, (b) (6) was the host at one of the most popular news channels in Serbia, (b) (6). At VOA Serbian, (b) (6) has been serving as anchor of (b) (6), VOA Serbian's signature 30-minute TV broadcast and the host of TV interactives with a top-rated affiliate, independent N1 TV in Serbia. As the main TV anchor, (b) (6) has been the face of VOA Serbian Service in a saturated media market in the region, including during the period of remote operation at the peak of Coronavirus pandemic. As a VOA Serbian anchor and reporter (b) (6) continues to have a significant social media presence and recognition in the target area markets.

(b) (6) plays a leading role in production and distribution of a complex, highly targeted multimedia content. In coordination with the Service Chief and editors, (b) (6) decides on line-ups, and provides sound recommendations regarding coverage, the treatment of production material and story ideas. (b) (6) independently writes, shoots, edits and prepares multimedia reports utilizing extensive journalistic and regional expertise. (b) (6) also regularly produces and edits content for digital platforms, including web articles, social media videos and live streaming. (b) (6) has demonstrated the ability to cover a wide range of topics and provide idiomatically and grammatically correct translations and adaptations, including highly complex, creative or sensitive material and information.

(b) (6) has done numerous high profile interviews with the U.S. officials, and experts, as well as with leaders from the target area, which were carried by major media outlets in Serbia and the region. (b) (6) has also done a number of interviews and reports with members of the Serbian diaspora, which have been very popular with the target area audiences.

CURRICULUM VITAE	(b) (6)
-------------------------	---------

PERSONAL INFORMATION	
Name	(b) (6)
Viber/WhatsApp only	+(b) (6)
E-mail	(b) (6)
	(b) (6)

EDUCATION AND TRAINING	
	<ul style="list-style-type: none"> • Faculty of Political Sciences, Department for International Relations, Belgrade • MA in International Humanitarian Law and Human Rights • BBC training about covering the elections, Banja Luka, Bosnia and Herzegovina – (b) (6) • Course on Media in former Communist countries, Warsaw, Poland – (b) (6) • Brussels, Belgium – Training for journalists covering EU matters (b) (6) • BBC and Organization for Security and Cooperation in Europe - OSCE course for Media managers and News Producers and Editors, “How to run a news room”, (b) (6) • BBC and OSCE training, “How to run a news room”, (b) (6) • REUTERS training for Television editors on making the news, London, UK (b) (6)

WORK EXPERIENCE

2018 – present **International Media Broadcaster in Serbian Service, Voice of America, (b) (6)**

Company: *Voice of America (VOA) is the largest U.S. international broadcaster, providing news and information in more than 40 languages to an estimated weekly audience of more than 275 million people. VOA produces content for digital, television, and radio platforms. It is easily accessed via your mobile phone and on social media. It is also distributed by satellite, cable, FM and MW, and is carried on a network of approximately 2,200 affiliate stations.*

As an international Media Broadcaster in VOA Serbian Service, I am an **anchor** of TV show **(b) (6)** “**(b) (6)**” and a TV and Internet journalist.

I have conducted interviews with both Serbian politicians and international analysts (**President of Serbia Aleksandar Vucic**

(b) (6) (opposition leaders **Dragan Djilas (b) (6)** and **Vuk Jeremic (b) (6)**

(b) (6), **Dimitar Bechev**

(b) (6)

I have also made features on **Serbian people living and/or working in USA, Chicago based band Black Serbs (b) (6)** **(b) (6)** actors from Kosovo and Serbia in La Mama Theatre in New York **(b) (6)** a driver from Michigan **Irena Ivić** who saved a baby’s life on the street **(b) (6)**

I am also reporting for **N1 TV** in Serbia, and their sister network **TV Nova (b) (6)** on almost daily basis as a result of Voice Of America Serbian Service arrangement with this, the most trusted media outlet in Serbia.

Once a week, I make a TV report for **Radiotelevision of Serbia**, public national broadcaster, which has the largest audience in Serbia.

I was reporting on **Impeachment** in 2019/2020, **Coronavirus 2020, Protests against police brutality 2020** and **2020 US Elections**.

2000- 2018 **Editor, Reporter and Anchor, (b) (6)**

Company: **(b) (6)** is a broadcaster with national coverage in Belgrade, Serbia. The network's key demographic is chiefly urban and young audience. Its programs, including the news cover topics with fairly liberal political painted attitudes.

Experience: As a **news editor and anchor**, I was doing late night News at 23, from 2003-2006. From 2006 till 2012 i was News desk editor, also a presenter of the News and every special program at **(b) (6)**. Now I am the **editor and anchor** of a News hour, which opens **(b) (6)** prime time program and can be seen at **(b) (6)**

As a **reporter** I covered various domestic and foreign affairs. I was

covering live from Serbian assembly, and every key event in Serbia, such as **arresting of former president Slobodan Milošević** and **assassination of prime minister Zoran Djindjić**, as well as Montenegrin referendum on independence. I covered all the **elections in Serbia** (local, parliamentary and presidential) from 1996 till now, as well as the **elections in Montenegro**, both parliamentary and presidential in 2002, and referendum on independence in 2006, and **parliamentary elections in Croatia 2007**. One of the most challenging protests I've reported on was in **Podgorica** in October 2015, when police used tear gas and stun grenades. I also reported from London when **Brexit** took place in June 2016.

All the elections I've covered as a reporter (from Belgrade and Podgorica), besides local elections in Serbia in September 2004, presidential in January 2008, local and parliamentary in May 2008, when I was in studio, analysing the results with experts. Also, I was hosting special TV programme when **Kosovo claimed independence** in February, and whole night special programme when violence took place on the streets of Belgrade few days later.

Some of the **interviews** I made are with Serbian prime minister **Aleksandar Vučić**, on his 100 days as a President of a Government of Serbia in August 2014, and it can be seen here:

(b) (6) and Montenegrin prime minister **Milo Đukanović**, in September 2016, before parliamentary election, which took place before this country joined NATO. That was Đukanović's first long interview for Serbian television ten years after the Montenegrin independence. It can be seen here.

(b) (6)
[REDACTED]

Awards: 2013 –Belgrade Centre for Security Policy and (b) (6) award for the best media coverage on the topic of (b) (6). Second price for TV package “Vučić: Maybe in 2014. (b) (6)

(b) (6)

2002: Honorable Mention at 8th International Festival of Independent TV Stations, Kosice, Slovakia in 2002, for documentary (b) (6)

(b) (6) about violence that took place at Belgrade's streets when **first gay pride** was to be organized in Serbia in 2001. and can be seen at

(b) (6)

1996 – 2000, **Journalist in News Programme**, (b) (6)

Company: (b) (6) was a privately-owned radio-television company based in Belgrade, Serbia. It functioned as a privately-owned, revenue generating media outlet with a "G" rating (general audiences or general interest station) and without editorial or content restrictions.

1995 - 1996 (b) (6) **Journalist and Radio host**

<p>PERSONAL SKILLS AND COMPETENCES</p>	<ul style="list-style-type: none"> - Sharp and experienced editorial judgement, based on more than (b) (6) years of covering and understanding political and economic affairs in Serbia and worldwide - Quickly understanding of an audience - Ability to shoot and edit high quality video - Sharp news judgment, excellent technical skills and the ability to work well independently and with others - Solid understanding of web standards, design and usability, and common web and application architectures - Knowledge of broadcast quality camera equipment - Working with management to enterprise and develop stories on a daily basis - Develops and maintains a network of contacts providing access to exclusive stories - Performs live shots, sometimes solo and sometimes with the assistance of a photographer, depending on the complexity of the situation - Works quickly and efficiently
<p>SOCIAL MEDIA SKILLS</p>	<ul style="list-style-type: none"> - I have profiles on a Facebook, Instagram and Twitter, with a numerous audience: FB maxed to 5000, IG 4 600, Twitter 15 300. I am active since the beginning of those social networks, providing information - Monitoring tweets, and Facebook posts few times a day - In social media I know the right piece to put in front of the right audience, and to the right platform - Listening to audience and translating needs into relevant content. - I believe social networks and digital media are getting more and more influential, and it would be the future of broadcast media - I like connecting with followers and encourage discussion over issues we report on. - I am very good with dealing with negative comments, trolls and bots.

<p>SOCIAL NETWORKS</p>	<p>TW: <u>https://twitter.com/(b) (6)</u></p> <p>FB: <u>https://www.facebook.com/(b) (6)</u></p> <p>IG: <u>https://www.instagram.com/(b) (6)</u></p>
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MOTHER TONGUE	Serbian
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OTHER LANGUAGES

[Levels: excellent, good, basic.]

[language]	English	Rusian	Croatian	Serbian	
• Reading skills	Excellent	good	Excellent	excellent	
• Writing skills	Excellent	good	Excellent	excellent	
Verbal skills	Excellent	good	Excellent	excellent	



U.S. AGENCY FOR GLOBAL MEDIA

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Clearance Cover Sheet

To: CEO Office

From: *Division/Office:*
VOA/LATIN AMERICA

Title of Document: EXTENSION J-1 VISA

Request for Action: CEO Signature

Brief Description:

(b) (6)

When do you need this by?

Drafted by: *Office:* VOA/PL *Name:* (b) (6)

Draft approved by: *Name of Division:* *Office Head:* *Approval*

Cleared:

(b) (6)

Michael Pack

Approved: CEO CEO
or designee



PERMANENT RESIDENT MEMO

The needs of the Service to extend this employee.

The Africa Division has need to extend the employee (b) (6). The division needs digital and social media support for 'Our Voices', which is one of the Voice of America's signature shows. The division needs digital media and social media experience combined with multilingual abilities in critical target region languages for Africa, which in the case of this employee are Anglophone, Lusophone, and Francophone Africa.

The Africa Division needs employees like (b) (6) to have the capacity to contribute beyond their immediate job description in order to advance the division's digital initiatives. In the case of this employee, these contributions are editing episodic television shows, editing television packages for episodic television shows, versioning Central News infographics for the division's language services, creating original video and social media products for the division's language services, and producing original video, photography, and reporting for the agency

Employee performance/contributions that warrant the extension for one year from the date it will end.

(b) (6)'s performance/contributions warrant sponsorship and are justified by the following contributions and successes. (b) (6) was hired to provide digital and social media support for 'Our Voices', which is one of the Voice of America's signature shows. (b) (6) provides digital media and social media experience that can not be easily replaced. (b) (6) is multilingual with facility in English, Portuguese and French, all of which are critical target region languages for the Africa Division. These language skills would be difficult to replace. (b) (6) regularly contributes beyond (b) (6) job description to the division's digital initiatives. These contributions are editing the entire 'Our Voices' television show, regularly editing television packages for the 'Our Voices' television show, versioning Central News infographics for the division's language services, creating original video and social media products for the division's language services, and production original video, photography, and reporting for the agency. These editing, production, and reporting skills would be difficult to replace.

In addition, during the past year (b) (6) has brought a unique vision and ability to Voice of America, specifically to the Africa Division's digital strategy, the language services, and the Our Voices show. (b) (6) has shown that (b) (6) is experienced in many areas related to the agency's current goals, including the expansion of our online audience, with a focus on women. For example, (b) (6) helped to improve the Our Voices channel organically doubling the audience on Twitter and Instagram, and (b) (6) is using Twitter as key platform to run online interviews with prominent professionals aligned with current issues. (b) (6) is also presently working on a visual project related to racism in the United States that can then be amplified across the VOA.

(b) (6) skills and background in journalism, editing, photography, social media and new media and (b) (6) creative ability are counted on by the Africa Division to facilitate growth and contribute with new ideas supporting the Voice of America.

The efforts of the Service to locate a local replacement.

The Africa Division is not considering at this time to locate a local replacement for this position, because the unique skill set, experience, and professionalism of the employee would be difficult to replace.

(b) (6)

Journalist

(b) (6) years work experience on TV, radio and online media, developing national and international news in different countries. Creative, proactive and traveler.

PERSONAL INFO

(b) (6)

Phone

+1 (b) (6)

+(b) (6)

Email

(b) (6)

WWW

[\(b\) \(6\)](http://(b) (6))

LinkedIn

[\(b\) \(6\)](https://www.linkedin.com/(b) (6))

Twitter

[\(b\) \(6\)](http://twitter.com/(b) (6))

Instagram

[\(b\) \(6\)](https://www.instagram.com/(b) (6))

LANGUAGES

Portuguese (native language)

English

Spanish

French

SKILLS

Ability to tell stories

Communication

Work under pressure

Teamwork

Leadership

Proactive

Creativity

Teamwork

Foreign languages

EXPERIENCE

**Voice of America - USA
International Multimedia Journalist**

September 2019 – present
- Multimedia journalist at VOA Africa digital team

(b) (6) - USA
Foreign Correspondent

November 2019

Freelance journalist– worldwide
2014 – Present

- Writing for Portuguese media magazines
Latest work – at the world’s biggest refugee camp:

(b) (6)

(b) (6) – Washington DC, USA

Journalist and social media coordinator

February 2014 – June 2019

- Facebook live interviews with climate experts/world leaders
- News articles on climate change
- Articles for the Italian online newspaper LifeGate
- Development of online and multimedia content (video editing, video shooting, photography, design) on climate change
- Live coverage of events for online platforms
- Coordination of all social media channels
- Leading workshop on social media and online communication

(b) (6) – Porto, Portugal

Journalist

August 2012 – Present

- News articles and chronicles related with art, emigration and politics
- Interviews

(b) (6) – Porto, Portugal

Journalist

July 2011 to January 2014

- TV show (b) (6) ” about the riots that happened in London in 2011
- Documentaries: (b) (6) about the Portuguese military participation in the Iraqi war; “A história do Baixo Sabor (The Baixo Sabor story)” speaks about the archeological finds and what they tell about the History of a Portuguese region, Baixo Sabor.
- Mini documentaries series: “(b) (6) with social, economical and personal stories of Portuguese citizens.
- News video reporting related with culture, economy, society, agriculture, sport and the energy sector
- Writing of scripts and storyboards
- Writer of the shortcut “(b) (6)

(b) (6) - (b) (6)

Creator

[\(b\) \(6\)](http://(b) (6))

January 2014 - Present

- Travel Stories / articles & recommendations
- Hotel reviews
- Photography
- Video

(b) (6) – Portugal

Journalist

January 2014 - Present

- Portuguese hotels reviews

(b) (6) - Lisbon, Portugal
Journalist
September 2010 to October 2010
- News articles related with the European Union

(b) (6)
Creator
[\(b\) \(6\)](http://(b) (6))
November 2010 – Present
- Short fictional stories
- Chronicles
- Travel stories
- News articles
- Photography
- Hotel reviews

(b) (6) - Porto, Portugal
Journalist
March 2008 to August 2010
- News video reporting and news articles associated to education, politics and culture

- Documentary about prostitution in Portugal

(b) (6) - Porto, Portugal
Communication Advisor
November 2007 to December 2007
- Press releases + Media advisor
- Contact national media
- Development of projects and events organization

(b) (6) - Porto, Portugal
Journalist Intern
June 2007 to September 2007
- News video report

(b) (6) - Porto, Portugal
Journalist / Chief editor
January 2006 to May 2007
- (b) (6) chief editor
- Online news, radio news and online TV news video reports / Multimedia content / Interviews
- Online TV anchor

EDUCATION

O'Porto University - Portugal

(b) (6)
Faculty of Arts
Bachelor of Arts in Journalism and Communication Science
Master in Journalism and Communication Science

Erasmus in Santiago of Compostela University - Spain

(b) (6)
Faculty of Arts, Department of Journalism and Communication

Online course, Journalism for Social Change from the University of Berkley, California, USA
(not concluded)

MEMBERSHIPS/AFFILIATIONS

. Member of European Youth Press (European organization) – Communication conferences in Berlin
. Member of Youthmedia (European organization) – Communication conferences in Berlin

AREAS OF PROFICIENCY

Journalism / Storytelling / Multimedia / Photography / Video / Social Media / Online / Community Outreach / Media Relations / Research

TECHNICAL SKILLS

Photoshop / Final Cut / Premiere / Dreamweaver / InDesign / Soundbooth / Audicity / Word / Excel / PowerPoint



U.S. AGENCY FOR GLOBAL MEDIA

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Clearance Cover Sheet

To: CEO Office

From: *Division/Office:*
VOA/LATIN AMERICA

Title of Document: EXTENSION J-1 VISA

Request for Action: CEO Signature

Brief Description: (b) (6)

When do you need this by?

Drafted by: *Office:* VOA/PL *Name:* (b) (6)

Draft approved by: *Name of Division:* *Office Head:* *Approval*

Cleared:	Name	Checked	Approval
	(b) (6)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Michael Pack	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>

Approved: CEO CEO
or designee





PERSONAL SERVICE PERSONNEL J1 VISA EXTENSION MEMO

June 18, 2020

MEMORANDUM FOR: USAGM –CEO, Michael Pack

THROUGH: VOA Africa Division Director, (b) (6)

FROM: VOA Africa Division, (b) (6)

SUBJECT: Request J1 Visa Extension (b) (6)

Attached is the memo requesting J1 Visa Extension for: (b) (6)

USAGM _____ Date _____
(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA (b) (6) _____ Date 7/14/2020
(Signature)

Approve Disapprove _____ Discuss _____

Clearances:
VOA – (b) (6)
OMS/HR/O – (b) (6) (b) (6)

PERSONNEL J1 VISA EXTENSION REQUEST MEMO

The needs of the Service to extend this employee.

The Africa Division has need to extend the employee (b) (6). The division needs digital and social media support for 'Our Voices', which is one of the Voice of America's signature shows. The division needs digital media and social media experience combined with multilingual abilities in critical target region languages for Africa, which in the case of this employee are Anglophone, Lusophone, and Francophone Africa.

The Africa Division needs employees like (b) (6) to have the capacity to contribute beyond their immediate job description in order to advance the division's digital initiatives. In the case of this employee, these contributions are editing episodic television shows, editing television packages for episodic television shows, versioning Central News infographics for the division's language services, creating original video and social media products for the division's language services, and producing original video, photography, and reporting for the agency.

Employee performance/contributions that warrant the extension for one year from the date it will end.

(b) (6)'s performance/contributions warrant sponsorship and are justified by the following contributions and successes. (b) (6) was hired to provide digital and social media support for 'Our Voices', which is one of the Voice of America's signature shows. (b) (6) provides digital media and social media experience that can not be easily replaced. (b) (6) is multilingual with facility in English, Portuguese and French, all of which are critical target region languages for the Africa Division. These language skills would be difficult to replace. (b) (6) regularly contributes beyond (b) (6) job description to the division's digital initiatives. These contributions are editing the entire 'Our Voices' television show, regularly editing television packages for the 'Our Voices' television show, versioning Central News infographics for the division's language services, creating original video and social media products for the division's language services, and production original video, photography, and reporting for the agency. These editing, production, and reporting skills would be difficult to replace.

In addition, during the past year (b) (6) has brought a unique vision and ability to Voice of America, specifically to the Africa Division's digital strategy, the language services, and the Our Voices show. (b) (6) has shown that (b) (6) is experienced in many areas related to the agency's current goals, including the expansion of our online audience, with a (b) (6). For example, (b) (6) helped to improve the Our Voices channel organically doubling the audience on Twitter and Instagram, and (b) (6) is using Twitter as key platform to run online interviews with prominent professionals aligned with current issues. (b) (6) is also presently working on a visual project related to racism in the United States that can then be amplified across the VOA.

(b) (6) skills and background in journalism, editing, photography, social media and new media and her creative ability are counted on by the Africa Division to facilitate growth and contribute with new ideas supporting the Voice of America.

The efforts of the Service to locate a local replacement.

The Africa Division is not considering at this time to locate a local replacement for this position, because the unique skill set, experience, and professionalism of the employee would be difficult to replace.

(b) (6)

Journalist

(b) (6) years work experience on TV, radio and online media, developing national and international news in different countries. Creative, proactive and traveler.

PERSONAL INFO

(b) (6)

Phone

+1 (b) (6)

+(b) (6)

Email

(b) (6)

WWW

[\(b\) \(6\)](http://(b) (6))

LinkedIn

[\(b\) \(6\)](https://www.linkedin.com/in/(b) (6))

Twitter

[\(b\) \(6\)](http://twitter.com/(b) (6))

Instagram

[\(b\) \(6\)](https://www.instagram.com/(b) (6))

LANGUAGES

Portuguese (native language)

English

Spanish

French

SKILLS

Ability to tell stories

Communication

Work under pressure

Teamwork

Leadership

Proactive

Creativity

Teamwork

Foreign languages

EXPERIENCE

**Voice of America - USA
International Multimedia Journalist**

September 2019 – present
- Multimedia journalist at VOA Africa digital team

(b) (6) - USA
Foreign Correspondent

November 2019
Freelance journalist– worldwide
2014 – Present

- Writing for Portuguese media magazines
Latest work – at the world’s biggest refugee camp:

(b) (6)

(b) (6) – Washington DC, USA

Journalist and social media coordinator

February 2014 – June 2019
- Facebook live interviews with climate experts/world leaders
- News articles on climate change
- Articles for the Italian online newspaper LifeGate
- Development of online and multimedia content (video editing, video shooting, photography, design) on climate change
- Live coverage of events for online platforms
- Coordination of all social media channels
- Leading workshop on social media and online communication

(b) (6) – Porto, Portugal

Journalist

August 2012 – Present
- News articles and chronicles related with art, emigration and politics
- Interviews

(b) (6) – Porto, Portugal

Journalist

July 2011 to January 2014
- TV show (b) (6) ” about the riots that happened in London in 2011
- Documentaries: (b) (6) ” about the Portuguese military participation in the Iraqi war; “A história do Baixo Sabor (The Baixo Sabor story)” speaks about the archeological finds and what they tell about the History of a Portuguese region, Baixo Sabor.
- Mini documentaries series: (b) (6) with social, economical and personal stories of Portuguese citizens.
- News video reporting related with culture, economy, society, agriculture, sport and the energy sector
- Writing of scripts and storyboards
- Writer of the shortcut (b) (6) ”

(b) (6) - #(b) (6)

Creator

[\(b\) \(6\)](http://(b) (6))
January 2014 - Present
- Travel Stories / articles & recommendations
- Hotel reviews
- Photography
- Video

(b) (6) – Portugal

Journalist

January 2014 - Present
- Portuguese hotels reviews

(b) (6) - Lisbon, Portugal
Journalist
September 2010 to October 2010
- News articles related with the European Union

(b) (6)
Creator
[\(b\) \(6\)](http://(b) (6))
November 2010 – Present
- Short fictional stories
- Chronicles
- Travel stories
- News articles
- Photography
- Hotel reviews

(b) (6) - Porto, Portugal
Journalist
March 2008 to August 2010
- News video reporting and news articles associated to education, politics and culture

- Documentary about prostitution in Portugal

(b) (6) - Porto, Portugal
Communication Advisor
November 2007 to December 2007
- Press releases + Media advisor
- Contact national media
- Development of projects and events organization

(b) (6) - Porto, Portugal
Journalist Intern
June 2007 to September 2007
- News video report

(b) (6) - Porto, Portugal
Journalist / Chief editor
January 2006 to May 2007
- (b) (6) chief editor
- Online news, radio news and online TV news video reports / Multimedia content / Interviews
- Online TV anchor

EDUCATION

O'Porto University - Portugal

(b) (6)
Faculty of Arts
Bachelor of Arts in Journalism and Communication Science
Master in Journalism and Communication Science

Erasmus in Santiago of Compostela University - Spain

(b) (6)
Faculty of Arts, Department of Journalism and Communication

Online course, Journalism for Social Change from the University of Berkley, California, USA
(not concluded)

MEMBERSHIPS/AFFILIATIONS

. Member of European Youth Press (European organization) – Communication conferences in Berlin
. Member of Youthmedia (European organization) – Communication conferences in Berlin

AREAS OF PROFICIENCY

Journalism / Storytelling / Multimedia / Photography / Video / Social Media / Online / Community Outreach / Media Relations / Research

TECHNICAL SKILLS

Photoshop / Final Cut / Premiere / Dreamweaver / InDesign / Soundbooth / Audicity / Word / Excel / PowerPoint



U.S. AGENCY FOR GLOBAL MEDIA

330 Independence Avenue SW | Washington, DC 20237 | usagm.gov

Clearance Cover Sheet

To: CEO Office

From: *Division/Office:*
EAP/Mandarin

Title of Document: J1 Visa Extension Request

Request for Action: CEO Signature

Brief Description: J1 Visa Extension Request for (b) (6)

When do you need this by? 7/15/20

Drafted by: *Office:* VOA/PPC *Name:* (b) (6)

Draft approved by: *Name of Division:* VOA/PP *Office Head:* (b) (6) *Approval:*

Cleared: (b) (6)

Approved: CEO: CEO
or designee





PERSONNEL J1 VISA EXTENSION REQUEST MEMO

Date: July 8, 2020

MEMORANDUM FOR: USAGM – CEO, Michael Pack _____ (b) (6)

THROUGH: VOA/PP – EAP Division Director, _____ (b) (6)

FROM: VOA/PPC – Acting China Branch Chief, _____ (b) (6) (b) (6)

SUBJECT: J-1 Visa Extension Request for _____ (b) (6)

Attached is the memo requesting a J-1 extension for _____ (b) (6)

USAGM _____ Date _____
(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA _____ (b) (6) Date 7/9/2020
(Signature)

Approve Disapprove _____ Discuss _____

Clearances:

VOA – _____ (b) (6) _____ (b) (6)

OMS/HR/O – _____ (b) (6) _____ (b) (6)



PERSONNEL J1 VISA EXTENSION REQUEST MEMO

VOA Mandarin Service has a compelling need to continue hiring a journalist who understands China and the United States and has a high degree of fluency in both Mandarin and English. This contractor provides excellent services to VOA Mandarin's multimedia programming and we are looking to move (b) (6) into reporting in the coming weeks.

This request is to extend the J-1 visa for (b) (6) has been working for and providing outstanding services to VOA M ways conducts (b) (6) professionally. (b) (6) suitability and security standards are fully met. VOA Mandarin requires (b) (6) continued services as an International Broadcaster.

Performance which demonstrates fully (b) (6) qualifications for continued employment:

(b) (6) has been supporting the Mandarin Service since March of 2018. Prior to working at VOA, (b) (6) worked with communications firms such as (b) (6) (b) (6) received a bachelor's degree in journalism from the Missouri School of Journalism.

(b) (6) provides a variety of essential services to VOA including producing social media content that focuses on debates over China topics on Twitter, post-show content production and packaging, original news and in-depth research (b) (6) (b) (6) is currently tasked with the following responsibilities:

- Produces (b) (6) 1-3 episodes per/week
- In-depth research for potential discussion topics for AMTV
- Produce post-show content (show summary, quotes and highlights)
- Writing original reports
- Compiling Mandarin Service Daily Highlights (publications from beat reporters, TV and social media)
- Assisting the bridge editor and translating AMTV show quotes/beat reporter articles into English
- Drafting questions for AMTV show discussion
- Assisting with guest booking for AMTV
- Field reporting (cultural events and protests); producing multimedia news content for web and social media

Conduct which is fully professional:

(b) (6) applies the highest level of professionalism to each assignment and to (b) (6) overall job. (b) (6) continually improves (b) (6) skills thereby improving the broadcasting efforts of the Service. (b) (6) upholds VOA standards of journalism and ethics in (b) (6) daily activities.



Character traits which warrant continued employment:

(b) (6) is a dedicated member of the Mandarin Service who works well with (b) (6) supervisors and peers. (b) (6) dedication and expertise is routinely acknowledged by (b) (6) editors and peers within the Mandarin Service.

Suitability and security standard which are fully met:

(b) (6) has passed all security and suitability screenings and we are unaware of any security issues that adversely affect (b) (6) status at VOA.

Needs of the Service:

It is vital to the successful continued operation of the Service that we have staff with journalism and multimedia skills who understand China and the United States, and have native and idiomatic fluency in Mandarin and English.

(b) (6) is a Mandarin/English bilingual media production professional with extensive skills in social media, video/graphic production, and news reporting. (b) (6) has up-to-date knowledge of contemporary Mandarin language usage.

Programming and staffing needs and anticipated future changes (e.g. increase or decrease in staff changes in type of skills needed) in these needs and the ability and potential of the employee to meet these needs:

The Mandarin Service is expanding its efforts to reach audiences through its website and social media platforms, which is where the service is seeing tremendous growth and impact. We need talented staff to help with the production of more long-format video products for television and eye-catching short video for social media platforms. We fully anticipate that (b) (6) (b) (6) will play a vital role in any new functionality we embrace in the future.

Other appropriate factors affecting the determination as to whether an appointment with time limitation is in the best interest of the Bureau:

(b) (6) has proven to be an asset to the Service. (b) (6) has demonstrated dedication to the Service and enthusiasm to the profession. (b) (6) has shouldered the most important assignments and shown flexibility and creativity in coverage. It is in the best interest of the Mandarin Service, VOA and the BBG to continue with (b) (6) support.

This request is for extending the J-1 visa for (b) (6)



U.S. AGENCY FOR GLOBAL MEDIA

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Clearance Cover Sheet

To: CEO Office

From: *Division/Office:*
VOA/LATIN AMERICA

Title of Document: EXTENSION J-1 VISA

Request for Action: CEO Signature

Brief Description: (b) (6)

When do you need this by?

Drafted by: *Office:* VOA/PL *Name:* (b) (6)

Draft approved by:	Name of Division:	Office Head:	Approval
			<input type="checkbox"/>

Cleared:	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	(b) (6)	<input checked="" type="checkbox"/>
	Michael Pack	<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>

Approved: CEO: CEO or designee





PERSONAL SERVICE PERSONNEL J1 VISA EXTENSION MEMO

07/08/2020

MEMORANDUM FOR: USAGM –CEO, Michael Pack

THROUGH: VOA AFRICA Division Director, (b) (6)

FROM: VOA AFRICA DIVISION Service Chief, (b) (6)

SUBJECT: Request J1 Visa Extension for (b) (6)

Attached is the memo requesting J1 Visa Extension for: (b) (6)

USAGM _____ Date _____
(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA (b) (6) _____ Date 7/9/2020
(Signature)

Approve Disapprove _____ Discuss _____

Clearances: VOA – (b) (6) (b) (6)
OMS/HR/O – (b) (6) (b) (6)

PERSONNEL J1 VISA EXTENSION REQUEST MEMO

Your authorization is requested for Voice of America to extend a J-1 visa for an additional year and sponsorship towards immigrant visa for PSC (b) (6) of VOA's Somali Service.

I have been (b) (6)'s supervisor for one complete year now, during the time in which (b) (6) was here in Washington, D.C. as contractor under the PSC contract.

(b) (6) is a brilliant broadcaster with multiple skills, ranging from Radio and TV to Website content creation and social media. Prior joining to VOA's Somali service, (b) (6) worked with a number of popular Somali media outlets, including BBC and Horn Cable TV.

(b) (6) is keen to accept assignments and has demonstrated an unwavering commitment to fulfill those assignments and does so well. (b) (6) is a complete and mature journalist. (b) (6) has good interviewing techniques and (b) (6) translation is sharp. (b) (6) completes assignments with the quickest turn around. (b) (6) is dependable and trustworthy in all production situations. (b) (6) shoulders other responsibilities, such as updating the Website and brings useful story ideas forward. (b) (6) is very impressive and is a great asset to the Service.

The VOA Somali Service sought to recruit a U.S. citizen for this position, but no qualified U.S. citizen applied.

The Africa Division of the Voice of America started the VOA Somali Service on February 12, 2007. The new Somali Service supports the United States public diplomacy efforts in engaging and influencing non- Arabic Muslim populations through the broadcasting of balanced, comprehensive and objective news and information. The need to tell America's story in the region, whose location is of strategic interest to the U.S., is highly compelling. Somalia and the Horn sub-region have long-standing ties to terrorist organizations. The Horn of Africa is a region that remains vulnerable to conflict and instability, penetration of terrorism and extremism, and arms trafficking. Citing the steady increase in violence and believed terrorist presence in Somalia, State Department officials, including counter-terrorism working group members, have urged VOA to report targeted programming to Somalia.

RECOMMENDATION: That (b) (6) receive an extension of the J-1 visa for another year



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Clearance Cover Sheet

To: CEO Office

From: *Division/Office:*
VOA/LATIN AMERICA

Title of Document: EXTENSION J-1 VISA

Request for Action: CEO Signature

Brief Description: (b) (6)

When do you need this by?

Drafted by: *Office:* VOA/PL *Name:* (b) (6)

Draft approved by:	<i>Name of Division:</i>	<i>Office Head:</i>	<i>Approval</i>
			<input type="checkbox"/>

Cleared:	(b) (6)	<input checked="" type="checkbox"/>
		<input checked="" type="checkbox"/>
		<input checked="" type="checkbox"/>
		<input checked="" type="checkbox"/>
	Michael Pack	<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>

Approved:	CEO:	CEO	<input type="checkbox"/>
		or designee	





PERSONNEL J1 VISA EXTENSION REQUEST MEMO

Date: July 8, 2020

MEMORANDUM FOR: USAGM – CEO, Michael Pack _____ (b) (6)

THROUGH: VOA/PP – EAP Division Director, _____ (b) (6)

FROM: VOA/PPC – China Branch Chief, _____ (b) (6)

SUBJECT: J-1 Visa Extension Request for _____ (b) (6)

Attached is the memo requesting a J-1 extension for _____ (b) (6)

USAGM _____ Date _____
(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA _____ (b) (6) Date 7/9/2020
(Signature)

Approve Disapprove _____ Discuss _____

Clearances:

VOA – _____ (b) (6) _____ (b) (6)

OMS/HR/O – _____ (b) (6) _____ (b) (6)



PERSONNEL J1 VISA EXTENSION REQUEST MEMO

VOA Mandarin Service has a compelling need to continue hiring a journalist who understands China and the United States and has a high degree of fluency in both Mandarin and English. This contractor provides excellent services to VOA Mandarin's multimedia programming.

This request is to extend the J-1 visa for (b) (6) has been working for and providing outstanding services to VOA Mandarin for three years and always conducts (b) (6) professionally. (b) (6) suitability and security standards are fully met. VOA Mandarin requires (b) (6) continued service as an international broadcaster.

Performance which demonstrates fully (b) (6) qualifications for continued employment:

(b) (6) has been supporting the Mandarin Service since July 2017. Prior to working at VOA, (b) (6) worked as a documentary director assistant in Shanghai, documentary film-maker, and video journalist in Taiwan.

(b) (6) has an MS in Journalism from Iowa State University and an MFA in film and TV production from American University. (b) (6) provides a variety of essential services to VOA including filming, video editing, translating, writing, reporting, interviewing, and research. (b) (6) was a multimedia journalist for I-State TV station, when (b) (6) was a graduate student in Iowa State University. (b) (6) is currently tasked with the following responsibilities as a Multimedia Journalist:

- Proficient in both journalism and TV Video production.
- Pre-production work: research, contact, translate and pitch stories.
- Production work: conduct live shots, sit-down interviews, feature stories on a broad range of topics; Congress stakeouts.
- Post-Production: craft-edit feature packages, edit video for social media platforms, including Youtube, Facebook and Twitter.
- Daily operational duties: research and collect news b-roll, edit SOTs for reporters; edit house packages and take care of voice-overs; create graphics and WebPC; generate chyrons and other elements for the show; operate TelePrompter.
- Professional experience with social media, including Facebook, YouTube, Vimeo, and others;

Conduct which is fully professional:

(b) (6) applies the highest level of professionalism to each assignment and to (b) (6) overall job. (b) (6) continually improves (b) (6) skills thereby improving the broadcasting efforts of the Service. (b) (6) upholds VOA standards of journalism and ethics in (b) (6) daily activities.



Character traits which warrant continued employment:

(b) (6) is a dedicated member of the Mandarin Service who works well with (b) (6) supervisors and peers. (b) (6) dedication and expertise is routinely acknowledged by (b) (6) editors and peers within the Mandarin Service.

Suitability and security standard which are fully met:

(b) (6) has passed all security and suitability screenings and we are unaware of any security issues versely affect (b) (6) status at VOA.

Needs of the Service:

It is vital to the successful continued operation of the Service that we have staff with journalism and multimedia skills who understand China and the United States, and have native and idiomatic fluency in Mandarin and English.

(b) (6) is a Mandarin/English bilingual media production professional with extensive skills in , video/graphic production, and news reporting. (b) (6) has up-to-date knowledge of contemporary Mandarin language usage.

Programming and staffing needs and anticipated future changes (e.g. increase or decrease in staff changes in type of skills needed) in these needs and the ability and potential of the employee to meet these needs:

The Mandarin Service is expanding its efforts to reach audiences through the web and social media platforms, which is where the service is seeing tremendous growth and impact. We need talented staff to help with the production of more long-format video products for television and eye-catching short video for social media platforms. We fully anticipate that (b) (6) (b) (6) will play a vital role in any new functionality we embrace in the future.

Other appropriate factors affecting the determination as to whether an appointment with time limitation is in the best interest of the Bureau:

(b) (6) has proven to be an asset to the Service. (b) (6) has energy, enthusiasm, skill and dedication, and we are fortunate to have (b) (6). It is in the best interest of the Mandarin Service, VOA and the BBG to continue with (b) (6) support.

This request is for extending the J-1 visa for (b) (6)

From: [Andre Mendes](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: FW: Extension -URGENT!
Date: Tuesday, June 30, 2020 2:16:51 PM
Attachments: (b) (6) [VOA Thai J1 Extension Justification.pdf](#)
[AT100001.htm](#)
Importance: High

This one is urgent.

Best,

a

From: (b) (6)
Sent: Tuesday, June 30, 2020 2:13 PM
To: Andre Mendes (b) (6)
Cc: Elez Biberaj (b) (6); Kelu Chao (b) (6)
Subject: FW: Extension -URGENT!

Hi Andre,

Could you please request approval for a J-1 visa extension (attached) that is for one of our best reporters in the Thai Service. We need to notify the State Department for (b) (6) extension or (b) (6) will have to stop work tomorrow. (b) (6) resume, etc., are all in the attachment.

Thanks,

(b) (6)

From: Kelu Chao (b) (6)
Sent: Tuesday, June 30, 2020 2:05 PM
To: Elez Biberaj (b) (6)
Subject: Fwd: Extension -URGENT!

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: June 30, 2020 at 1:53:56 PM EDT
To: (b) (6)
(b) (6)
Cc: (b) (6)
(b) (6), Kelu Chao (b) (6), Marie
Lennon (b) (6)
Subject: RE: Extension

Hello (b) (6)

As I explained on June 24th (b) (6) can work through tomorrow July 1, 2020, but until the extension is approved by the CEO we cannot submit the paperwork for payment or send it over to State Department for approval. I have notified my contact at State Department and she is waiting on the documents so they can be reviewed and approved. Marie I have attached the documents you needed.

From: (b) (6)

Sent: Tuesday, June 30, 2020 12:44 PM

To: (b) (6)

Cc:

(b) (6) Kelu Chao (b) (6)

Subject: Re: Extension

Hi (b) (6)

Can you advise us on what to do for tomorrow, if the J1 Extension Memo for (b) (6) does not get signed by CEO Pack today? Do we need to ask (b) (6) to stop working? (b) (6) J1 visa expires tomorrow.

Please advise.

Thank you,

(b) (6)

Director - VOA East Asia and Pacific Division

P: (b) (6)

Sent from my iPhone

On Jun 25, 2020, at 11:22, (b) (6)
wrote:

Good morning, (b) (6)

Thank you for the clarification. We will (nervously) wait for good news. (b) (6) has lifted the VOA Thai's performance in (b) (6) first year with us, we'd hate to lose (b) (6). We "plucked" (b) (6) from Wall Street Journal!

Thank you, as always, for your support!

(b) (6)

From: (b) (6)
Sent: Wednesday, June 24, 2020 8:57 AM
To: (b) (6)
(b) (6)
Cc: (b) (6)
Subject: RE: Extension

Hello

Once I get the signed approval, I will ask my person over at State Department to expedite the extension approval. After that expiration date (b) (6) would 30 day to return home.

From: (b) (6)
Sent: Wednesday, June 24, 2020 8:20 AM
To: (b) (6)
(b) (6)
Cc: (b) (6)
Subject: Re: Extension

Most definitely, (b) (6).

(b) (6), what should we do if the deadline passes? It's only 5 days away.

Thank you,

(b) (6)
Director - East Asia & Pacific Division
330 Independence Ave., SW (b) (6)

Washington, D.C. 20237

Tel: (b) (6)

From: (b) (6)

Sent: Wednesday, June 24, 2020 8:14 AM

To: (b) (6)

(b) (6)

Cc: (b) (6)

Subject: Re: Extension

Thank you, (b) (6). I will talk to (b) (6) about this.

Sent from my iPhone

On Jun 24, 2020, at 8:04 AM, (b) (6)

(b) (6) wrote:

Thank you for the update, (b) (6).

(b) (6)

Director - East Asia & Pacific Division

330 Independence Ave., SW (b) (6)

Washington, D.C. 20237

Tel: (b) (6)

From: (b) (6)

Sent: Wednesday, June 24, 2020 7:22 AM

To: (b) (6)

(b) (6)

Cc: (b) (6)

(b) (6)

Subject: Extension

Good Morning

I wanted to inform you that as of today

(b) (6) extension paperwork

has not be signed off by CEO Mr. Pack. This

DS-2019 will expire on July 1, 2020 and (b) (6)

will not be able to work until this is approved. I was told Mr. Pack have been informed of the deadline.

(b) (6)

**Human Resources Specialist
Human Resource Division
330 Independence Ave, SW**

(b) (6)

Washington, DC 20237

(b) (6)

From: [Sam Dewey](#)
To: (b) (6)
Cc: [Emily Pauline Newman](#)
Subject: FW: J-1 Issue for Immediate Action
Date: Monday, October 19, 2020 11:30:35 AM
Importance: High

**PRIVILEGED AND CONFIDENTIAL
ATTORNEY WORK PRODUCT
ATTORNEY-CLIENT COMMUNICATION
PRE-DECISIONAL/DELIBERATIVE**

(b) (6)

Please hold on returning to VOA pending instructions from me.

Best,

Sam

From: CEO2016 (b) (6)
Sent: Monday, October 19, 2020 10:39 AM
To: Emily Pauline Newman (b) (6)
Cc: Frank Wuco (b) (6); Sam Dewey (b) (6)
(b) (6)
Subject: Re: J-1 Issue for Immediate Action
Importance: High

I concur with your recommendations. We should provide an explanation, similar to your memo, when we decline.

(b) (5)

(b) (6) ?

Best,
Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

On Oct 19, 2020, at 1:19 AM, Emily Pauline Newman (b) (6) wrote:

Michael,

Please see attached recommendation for immediate action regarding a J-1 visa request.

Best,
Emily

Emily Newman
Chief of Staff

(b) (6)

(b) (6) pdf><Rec to Deny J1 Extension and Permanent Residence Sponsorship (b) (6) _Cover Memo 10182020.docx>

From: [Sam Dewey](#)
To: [CEO2016](#)
Cc: [Emily Pauline Newman](#); [Frank Wuco](#); [Morvared Namdarkhan](#)
Subject: FW: J-1 Visa Grievances
Date: Tuesday, October 20, 2020 11:21:17 AM

**PRIVILEGED AND CONFIDENTIAL
ATTORNEY WORK PRODUCT
ATTORNEY-CLIENT COMMUNICATION
PRE-DECISIONAL/DELIBERATIVE**

Michael:

Please see the below email thread. Based on past interactions with the VOA Director's Office, we believe that this email is an attempt to "set us up" in the new DDC litigation. We expect that any letter we send to (b) (6) will be in the plaintiff's hands the same day. (b) (5)

(b) (6)

Best,

Sam

From: (b) (6)
Sent: Monday, October 19, 2020 1:32 PM
To: Sam Dewey (b) (6); Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Sam,

Here is the link: <https://bbg.sharepoint.com/sites/offices/civil-rights/Pages/ADRProgram.aspx>

You contact EEO Director (b) (6) with questions.

Thanks,

(b) (6)

From: Sam Dewey (b) (6)
Sent: Monday, October 19, 2020 1:29 PM
To: (b) (6); Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Frank Wuco (b) (6)
Subject: Re: J-1 Visa Grievances

Hi (b) (6) Could you please send us the agency specific ADR procedures?

Thanks,

Sam

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Monday, October 19, 2020 1:27:18 PM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6);
Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Please let me know if you have any questions. We just need one letter from the CEO to the EEO to explain the policy of terminating J-1s.

Thanks,

(b) (6)

From: (b) (6)
Sent: Friday, October 16, 2020 5:38 PM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6);
Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Here is a brief description of this confidential process:

<https://www.opm.gov/policy-data-oversight/employee-relations/employee-rights-appeals/alternative-dispute-resolution/handbook.pdf>

FYI,

(b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Friday, October 16, 2020 5:12 PM
To: (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6);

Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

CONFIDENTIAL
PRE-DECISIONAL AND DELIBERATIVE
ATTORNEY-CLIENT COMMUNICATION

Hi (b) (6)

Thanks for your emails.

Is there information, background, context that you have and can share? We're not familiar with this process.

Also, going forward, please work directly with Sam and Mora on this.

Best,
Emily

From: (b) (6)
Sent: Friday, October 16, 2020 3:11 PM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6);
Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Hi Emily,

I now have a total of six EEO requests for ADR regarding these cases.

Thanks,

(b) (6)

From: (b) (6)
Sent: Friday, October 16, 2020 9:03 AM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6);
Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

FYI,

I have received three more EEO requests for ADR mediations of J-1 visa terminations.

Thanks,

(b) (6)

From: (b) (6)
Sent: Friday, October 16, 2020 6:44 AM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6);
Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Good morning, Emily. Those would be with (b) (6). I don't receive any files on the cases. They file with the EEO.

BTW, my first mediation that was scheduled for next Monday has been postponed, but we still need to resolve these requests and a single letter should be adequate to expedite the process.

Thanks,

(b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Thursday, October 15, 2020 8:49 PM
To: (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6);
Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

H (b) (6)

Thanks for your note.

Would you please provide the files on these requests?

Best,
Emily

From: (b) (6)
Sent: Wednesday, October 14, 2020 12:49 PM
To: Emily Pauline Newman (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: J-1 Visa Grievances

Hi Emily,

The USAGM Equal Employment Opportunity Office has six requests for Alternative Dispute

Resolutions regarding the CEO's decision not to extend J-1 visas. I serve as VOA's representative in these mediations. The first mediation is scheduled for Monday, Oct. 19.

Since this was a CEO policy, we need a single letter to explain the rationale or policy behind the decision not to extend the visas. This will allow the EEO to pass over the requests for ADR and move to the next stage of the grievance process.

Could your office please issue a letter to the EEO explaining the policy?

Thanks,

(b) (6)

VOA

Senior Advisor to the Director

330 Independence Ave., SW

Washington, DC 20237

(b) (6)

NOTICE: This e-mail message contains confidential, privileged information intended solely for the addressee. Please do not forward this message without permission. To maintain attorney-client confidentiality, this message should be distributed only within the agency to employees having a need for this information.

From: [Emily Pauline Newman](#)
To: Diane Cullo (b) (6)
Subject: FW: Time Sensitive: J-1 Visa Extension Request for VOA Indonesian (b) (6)
Date: Tuesday, June 16, 2020 11:51:00 PM
Attachments: [J1 VISA EXTENSION MEMO - \(b\) \(6\) -PSC_VOAPPI.pdf](#)

Please add to list for discussion.

From: Oanh Tran (b) (6)
Sent: Tuesday, June 16, 2020 3:47 PM
To: Diane Cullo (b) (6); Emily Pauline Newman (b) (6)
Cc: CEO Office (b) (6)
Subject: Time Sensitive: J-1 Visa Extension Request for VOA Indonesian (b) (6)

Hi Diane/Emily,

Attached please find a memo from VOA requesting a J-1 visa extension for VOA Indonesian (b) (6)

(b) (6) was hired by VOA as a Personal Service Contractor (PSC) and, since (b) (6) doesn't have a work permit, VOA sponsored (b) (6) on a J-1 visa so that (b) (6) can work. (b) (6) current J-1 visa expires July 26, 2020, so we need to submit (b) (6) paperwork to ICE soon if we want to extend (b) (6) J-1 visa.

We'd be happy to brief you, if you like. In the meantime, we recommend the CEO's immediate approval of the above request from VOA to extend (b) (6) (b) (6)'s J-1 visa.

Many thanks!

From: (b) (6)
Sent: Friday, June 12, 2020 5:33 PM
To: CEO Office (b) (6)
Subject: RE: J-1 Visa Permanent Residency Sponsorship - (b) (6)

Hi Team,

Here is another J-1 Visa Sponsorship request for CEO Pack to sign.

Thanks,

(b) (6)

From: [Emily Pauline Newman](#)
To: [Sam Doney](#); [Frank Wozniak](#); [Mironov, Roman](#)
Subject: Fwd: Voice of America Election News 1996 - 2020 Went From Balance to Bias
Date: Friday, October 16, 2020, 9:25:16 PM
Attachments: [image.png](#)

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Thursday, August 27, 2020, 10:02 PM
To: Elez B beraj; CEO2016; Andre Mendes; Emily Pauline Newman; Jonathan Bronitsky
Subject: Voice of America Election News 1996 - 2020 Went From Balance to Bias

Hello,

A recently published article by Adrian Karmazyn, former chief of VOA Ukrainian Service with whom I had worked while I was Eurasia Division director to help the service start VOA Ukrainian TV news programs during the Orange Revolution, provides a good contrast to what VOA reporting, both in English and in foreign languages, has become in recent years, with the most outrageous violations of the VOA Charter occurring under the watch of Amanda Bennett, Sandy Sugawara and John Lansing. I thought you might find his article interesting. The link is included in the USAGM Watch commentary posted today. Also take a look at the images to see how Twitter users reacted to one of the tweets by a VOA White House correspondent. It is rather obvious that these VOA reporters have a largely domestic political impact although this is not at all what Congress intended. But since they do, they should observe the VOA Charter.

Best,

Voice of America Election News 1996 - 2020 Went From Balance to Bias

The U.S. taxpayer-funded Voice of America (VOA) in the \$800 million U.S. Agency for Global Media (USAGM) used to follow its VOA Charter in reporting on U.S. presidential elections. The charter, which is U.S. law, mandates that "VOA will represent America, not any single segment of American society, and will therefore present a balanced and comprehensive projection of significant American thought and institutions."

This was true for VOA's coverage of the 1996 U.S. presidential election campaign, as reported by Adrian Karmazyn who served as chief of Voice of America's Ukrainian Service from 2005 to 2015. During his 27-year career at VOA he also worked as a reporter, program manager and producer. Adrian Karmazyn described his work in 1996 as a Voice of America Ukrainian Service reporter in his article, "VOA's Ukrainian window on the 1996 Democratic Convention," published in July 2020 in The Ukrainian Weekly.

Karmazyn's article focuses largely on his coverage of the 1996 Democratic Party convention, but it shows that he was looking for balance and certainly did not engage in any kind of partisan propaganda.

This is how Adrian Karmazyn describes some of the interviews he recorded in 1996.

"Despite the importance of other issues, for many in the Ukrainian diaspora in the U.S.A. in 1996, foreign policy remained the priority issue. But, Orest Baranyk, a lifelong Republican and vice-president of the Ukrainian Congress Committee of America (UCCA), explained that voters can't automatically assume that a Republican will be better for Ukraine, and noted that he was satisfied with Mr. Clinton's policies regarding Ukraine: "Basically, the Ukrainian community was always more focused on foreign policy during the Cold War – it was the top issue. At that time, it looked like Republicans were more responsive to Ukrainian issues. I think that now it is not so straightforward, since in recent years we were able to have access to the Clinton administration, to have meetings with him and [Vice-President] Gore and others. They understand Ukrainian issues, and they are engaged. So, keeping this in mind, in this case, Clinton might be even more sensitive [than Dole] to Ukrainian issues."

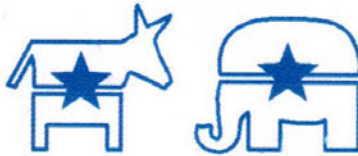
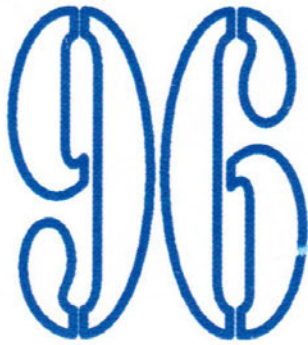
"However, Myron Kuropas, also a Republican, who worked on ethnic affairs in the Gerald Ford White House, said he supports Bob Dole. Dr. Kuropas argued that Sen. Dole is an old and reliable friend of Ukrainian Americans. He recalled accompanying Mr. Dole to a meeting of the Conference on Security and Cooperation in Europe, focusing on the issue of fulfillment of the Helsinki Accords: "Dole truly understands our issues. Years and years ago, when Bill Clinton did not even know where to find Ukraine on a map, Dole was defending human rights and was on the Helsinki Commission. He travelled to Belgrade and I went with him – this was the first review of adherence to the principles of the Helsinki Accords, and he knows Ukrainians very well, and he knows our issues."

Such previously balanced VOA's coverage of U.S. politics started to give way to partisan bias in recent years. During the 2016 U.S. presidential election campaign, the VOA Ukrainian Service under new management, engaged in what can be described as unprecedented partisan journalism in violation of the VOA Charter. The service enhanced with Ukrainian subtitles and posted on social media without providing any context or balance an anti-Donald Trump video by Hollywood actor Robert De Niro. In the video shown with the VOA logo, De Niro's descriptions of Donald Trump as "punch," "dog," "pig," "con," "bulsh*t artist," "mutt," "idiot," "fool," "bozo," and "blatantly stupid" are translated into Ukrainian and used with the English soundtrack. At the time of the posting of the De Niro video, Amanda Bennett was VOA Director and John Lansing, currently the head of National Public Radio (NPR), was in charge of USAGM (then under its BBG name) as its CEO.

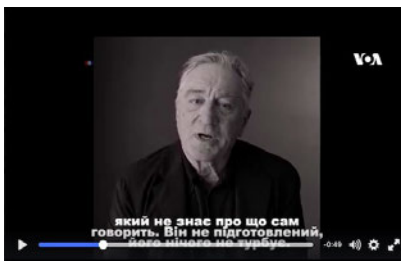
Ukrainian-American voters represent a portion of the VOA Ukrainian Service's online audience. VOA Ukrainian Service did not report at the same time that another Hollywood actor, Jon Voight, defended Donald Trump after De Niro likened him to a dog and also said that he wants to punch Trump the face. The VOA Ukrainian Service video was the first time in Voice of America's history that a threat of physical violence against an American politician was condoned in a VOA-produced program. The VOA Ukrainian De Niro partisan video was eventually removed, but only after outside protests were sent to the agency which was then known as the Broadcasting Board of Governors (BBG). In 2018, the agency adopted its current name, the U.S. Agency for Global Media.

Even though the Obama Administration-era senior management under whose watch the De Niro video was posted by the VOA Ukrainian Service in 2016 had departed in the early summer of 2020, the VOA Urdu Service did exactly the same thing in July 2020 by subtitled and posting a campaign video for Democratic Party presidential candidate former Vice President Joe Biden. Only this time, Trump-appointed new USAGM CEO Michael Pack quickly moved to have the video removed and suspended some of the VOA journalists and managers.

Some of the Voice of America English Newsroom reporters have also been criticized in comments posted under some of their tweets and reports for spreading unconfirmed partisan gossip.



NEWS CAMPAIGN



chastime
Page Liked · October 9 · 🌐

Роберт де Ніро про Трампа: "Я б сам не проти йому взятися в об'їзди..."
Роберт де Ніро про Трампа: "Я б сам не проти йому взятися в об'їзди". Знає актор з сценарію відео-мережний до виборів США на місці повертати як далеко Трампу дозволили діяти у цих виборах.

Robert De Niro about trump: "I wouldn't mind him smack in the face", angry actor in his movie
Zvenenko to voters of the United States can't believe how far trumpu let go in these election.

🌐 Rate this translation

0,479 Views

👍 Like 🗨 Comment ➦ Share

🇷🇺 🇺🇸 🇸🇦 504

175 shares 13 Comments



Steve Herman ✓
@W7VOA

There's a debate online (and in newsrooms) as to whether someone at #RNC2020, after @POTUS mentioned @BarackObama, shouted 'monkey' or 'Spygate.' c-span.org/video/?c490189...

5:21 PM · Aug 24, 2020 · [Twitter Web App](#)

26 Retweets and comments 14 Likes

- Aug 24
- Replying to @W7VOA @POTUS and @BarackObama
- The man shouted spygate, very clearly and POTUS repeated it. You're a reporter?
- 2 1 10
- 1 more reply
-
- Aug 24
- Replying to @W7VOA @POTUS and @BarackObama
- It didn't happen, I listened to the whole speech they said SPYGATE
- 1 3 25
- The people saying it was monkey are wrong, but the debate has moronically occurred.
- 1
-
- Replying to @W7VOA
- I heard it live, and I heard Spygate.
- 1 4
-
- Replying to @W7VOA @POTUS and @BarackObama
- Get ready to be called all kinds of unkind names for even suggesting a debate. The cult trolls have been unleashed and I suspect it is only the beginning to coincide with the RNC this week.
- 2
-
- Replying to @W7VOA @POTUS and @BarackObama
- No debate he said Spygate.
- 1
-
- Replying to @W7VOA @POTUS and @BarackObama
- Not news please report something of substance for once
- 1
-
- Aug 24
- Replying to @W7VOA @POTUS and @BarackObama
- No debate. It was spygate and everyone heard it
- 2 12
-
- Aug 24
- Replying to @W7VOA @POTUS and @BarackObama
- They sound so much alike
- 1 6
-
- Aug 25
- Replying to @W7VOA @POTUS and @BarackObama
- I hear "spygate"
- The first syllable is clearly an "s", not an "m"
- 1
-
- Aug 24
- Replying to @W7VOA @POTUS and @BarackObama
- A hoax the MSM and DNC is pushing, you mean.
- 1 10

From: [Emily Pauline Newman](#)
To: [Sam Dewey](#); [Frank Wuco](#); [Morvared Namdarkhan](#); [Diane Cullo](#); [Thad Strom](#)
Subject: Re: HFA Response 9.17.2020
Date: Friday, September 18, 2020 2:49:53 AM

Thank you, Sam! This is great. Really appreciate all your work on this.

Minor edits to one paragraph are incorporated below:

(b) (5)



[Redacted]

From: Sam Dewey (b) (6)
Sent: Friday, September 18, 2020 2:29:53 AM
To: Emily Pauline Newman (b) (6); Frank Wuco (b) (6); Morvared Namdarkhan (b) (6); Diane Cullo (b) (6); Thad Strom (b) (6)
Subject: Re: HFA Response 9.17.2020

We need to send our response by 8:30 a.m.

Get [Outlook for iOS](#)

From: Sam Dewey
Sent: Friday, September 18, 2020 12:29:09 AM
To: Emily Pauline Newman (b) (6); Frank Wuco (b) (6); Morvared Namdarkhan (b) (6); Diane Cullo (b) (6); Thad Strom (b) (6)
Subject: HFA Response 9.17.2020

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ATTORNEY WORK PRODUCT
ATTORNEY-CLIENT COMMUNICATION
PRE-DECISIONAL/DELIBERATIVE

Draft:

Please review ASAP.

Best,

Sam

(b) (5)

From: (b) (6)
To: (b) (6) [Emily Pauline Newman](#)
Subject: RE: Hiring non US citizens into service long term
Date: Monday, August 10, 2020 12:30:16 PM

Emily,

(b) (6) pulled a couple interesting items, appearing also to be in your area of information and interest.

Respectfully,

(b) (6)
Associate Director, Employee Services
Office: (b) (6)
Direct: (b) (6)
Cell: (b) (6)

From: (b) (6)
Sent: Monday, August 10, 2020 12:20 PM
To: (b) (6)

“In rare cases, a federal agency may:

- Hire a non-U.S. citizen into the [excepted service](#) or [Senior Executive service](#), if the annual Appropriations Act, the Immigration Law and the agency’s internal policies allow it.
- Request approval to hire a non-U.S. citizen into the [competitive service](#), if no qualified U.S. citizen is available.”

From USAJobs site.

Respectfully yours,

(b) (6)
Senior Advisor
Employee Services
U.S. Office of Personnel Management
Tel. (b) (6)
Cell (b) (6)

From: [Sam Dewey](#)
To: [CEO2016](#); [Emily Pauline Newman](#)
Cc: [Frank Wuco](#); (b) (6)
Subject: RE: J-1 Issue for Immediate Action
Date: Monday, October 19, 2020 11:30:02 AM

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PRE-DECISIONAL/DELIBERATIVE**

Michael:

We will check with DOJ on providing a memo.

DOJ has advised (b) (5)

It seems to m (b) (5)

Best,

Sam

From: CEO2016 (b) (6)
Sent: Monday, October 19, 2020 10:39 AM
To: Emily Pauline Newman (b) (6)
Cc: Frank Wuco (b) (6); Sam Dewey (b) (6)
(b) (6)
Subject: Re: J-1 Issue for Immediate Action
Importance: High

I concur with your recommendations. We should provide an explanation, similar to your memo, when we decline.

(b) (6)

[REDACTED] ?

Best,
Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

On Oct 19, 2020, at 1:19 AM, Emily Pauline Newman (b) (6) wrote:

Michael,

Please see attached recommendation for immediate action regarding a J-1 visa request.

Best,
Emily

Emily Newman
Chief of Staff

(b) (6)

<(b) (6).pdf><Rec to Deny J1 Extension and Permanent Residence Sponsorship_(b) (6)_Cover Memo 10182020.docx>

From: Sam Dewey
To: CEO2016; Emily Pauline Newman
Cc: Frank Wuco (b) (6)
Subject: RE: J-1 Issue for Immediate Action
Date: Monday, October 19, 2020 3:46:36 PM

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PRE-DECISIONAL/DELIBERATIVE**

Michael:

We will prepare J1 guidance for your review per the below.

Happy to discuss the other question tomorrow or by phone today.

Best,

Sam

From: CEO2016 (b) (6)
Sent: Monday, October 19, 2020 2:45 PM
To: Emily Pauline Newman (b) (6)
Cc: Sam Dewey (b) (6); Frank Wuco (b) (6)
Subject: Re: J-1 Issue for Immediate Action

It is a bit odd to give no reason (b) (5)

I do think we should prepare J1 guidance to go out after the firewall reg is pulled

Best,
Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

On Oct 19, 2020, at 2:09 PM, Emily Pauline Newman (b) (6) wrote:

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Attorney-Client Communication

Michael,

DOJ has advised (b) (5)

(b) (5)

he memo to you will be kept on file in the front office.

Best,
Emily

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From: Sam Dewey (b) (6)
Sent: Monday, October 19, 2020 11:30 AM
To: CEO2016; Emily Pauline Newman
Cc: Frank Wuco; (b) (6)
Subject: RE: J-1 Issue for Immediate Action

**PRIVILEGED AND CONFIDENTIAL
ATTORNEY WORK PRODUCT
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PRE-DECISIONAL/DELIBERATIVE**

Michael:

We will check with DOJ on providing a memo.

DOJ has advised (b) (5)

It seems to me that on reviewing the (b) (5)

Best,

Sam

From: CEO2016 (b) (6)
Sent: Monday, October 19, 2020 10:39 AM
To: Emily Pauline Newman (b) (6)
Cc: Frank Wuco (b) (6); Sam Dewey (b) (6)
Subject: Re: J-1 Issue for Immediate Action
Importance: High

I concur with your recommendations. We should provide an explanation, similar to your memo, when we decline.

(b) (5)

Best,
Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

On Oct 19, 2020, at 1:19 AM, Emily Pauline Newman (b) (6) wrote:

Michael

Please see attached recommendation for immediate action regarding a J-1 visa request.

Best,
Emily

Emily Newman
Chief of Staff

(b) (6)

(b) (6) pdf<Rec to Deny J1 Extension and Permanent Residence Sponsorship (b) (6) _Cover Memo 10182020 docx>

From: [Sam Dewey](#)
To: [CEO2016](#)
Cc: [Emily Pauline Newman](#); [Frank Wuco](#); [Morvared Namdarkhan](#); (b) (6)
Subject: RE: J-1 Visa Grievances
Date: Wednesday, October 21, 2020 1:58:06 AM

(b) (6) :

Assuming its okay with Michael could you please schedule a 15 minute meeting on this topic.

Best,

Sam

From: CEO2016 (b) (6)
Sent: Tuesday, October 20, 2020 11:37 AM
To: Sam Dewey (b) (6)
Cc: Emily Pauline Newman (b) (6); Frank Wuco (b) (6); Morvared Namdarkhan (b) (6)
Subject: Re: J-1 Visa Grievances

Sam: I am sure you are right but please give me a little more detail in person.

Best,
Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

On Oct 20, 2020, at 11:21 AM, Sam Dewey (b) (6) wrote:

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Michael:

Please see the below email thread. Based on past interactions with the VOA Director's Office, we believe that this email is an attempt to "set us up" in the new DDC litigation. We expect that any letter we send to (b) (6) will be in the plaintiff's hands the same day. (b) (5)

[Redacted]

Best,

Sam

From: (b) (6)
Sent: Monday, October 19, 2020 1:32 PM
To: Sam Dewey (b) (6); Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Sam,

Here is the link: <https://bbg.sharepoint.com/sites/offices/civil-rights/Pages/ADRProgram.aspx>

You contact EEO Director (b) (6) with questions.

Thanks,

(b) (6)

From: Sam Dewey (b) (6)
Sent: Monday, October 19, 2020 1:29 PM
To: (b) (6); Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Frank Wuco (b) (6)
Subject: Re: J-1 Visa Grievances

Hi (b) (6) Could you please send us the agency specific ADR procedures?

Thanks,

Sam

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Monday, October 19, 2020 1:27:18 PM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey
(b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Please let me know if you have any questions. We just need one letter from the CEO to the EEO to explain the policy of terminating J-1s.

Thanks,

(b) (6)

From: (b) (6)
Sent: Friday, October 16, 2020 5:38 PM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey
(b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Here is a brief description of this confidential process:

<https://www.opm.gov/policy-data-oversight/employee-relations/employee-rights-appeals/alternative-dispute-resolution/handbook.pdf>

FYI,

(b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Friday, October 16, 2020 5:12 PM
To: (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey
(b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

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Hi (b) (6),

Thanks for your emails.

Is there information, background, context that you have and can share? We're not familiar with this process.

Also, going forward, please work directly with Sam and Mora on this.

Best,
Emily

From: (b) (6)
Sent: Friday, October 16, 2020 3:11 PM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey
(b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Hi Emily,

I now have a total of six EEO requests for ADR regarding these cases.

Thanks,

(b) (6)

From: (b) (6)
Sent: Friday, October 16, 2020 9:03 AM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey
(b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

FYI,

I have received three more EEO requests for ADR mediations of J-1 visa terminations.

Thanks,

(b) (6)

From: (b) (6)
Sent: Friday, October 16, 2020 6:44 AM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey

(b) (6); Frank Wuco (b) (6)

Subject: RE: J-1 Visa Grievances

Good morning, Emily. Those would be with (b) (6). I don't receive any files on the cases. They file with the EEO.

BTW, my first mediation that was scheduled for next Monday has been postponed, but we still need to resolve these requests and a single letter should be adequate to expedite the process.

Thanks,

(b) (6)

From: Emily Pauline Newman (b) (6)

Sent: Thursday, October 15, 2020 8:49 PM

To: (b) (6)

Cc: Morvared Namdarkhan (b) (6); Sam Dewey

(b) (6); Frank Wuco (b) (6)

Subject: RE: J-1 Visa Grievances

Hi (b) (6),

Thanks for your note.

Would you please provide the files on these requests?

Best,

Emily

From: (b) (6)

Sent: Wednesday, October 14, 2020 12:49 PM

To: Emily Pauline Newman (b) (6)

Cc: Elez Biberaj (b) (6)

Subject: J-1 Visa Grievances

Hi Emily,

The USAGM Equal Employment Opportunity Office has six requests for Alternative Dispute Resolutions regarding the CEO's decision not to extend J-1 visas. I serve as VOA's representative in these mediations. The first mediation is scheduled for Monday, Oct. 19.

Since this was a CEO policy, we need a single letter to explain the rationale or policy behind the decision not to extend the visas. This will allow the EEO to pass over the

requests for ADR and move to the next stage of the grievance process.

Could your office please issue a letter to the EEO explaining the policy?

Thanks,

(b) (6)

VOA

Senior Advisor to the Director

330 Independence Ave., SW

Washington, DC 20237

(b) (6)

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From: [Sam Dewey](#)
To: [CEO2016](#)
Cc: [Emily Pauline Newman](#); [Frank Wuco](#); [Morvared Namdarkhan](#)
Subject: RE: J-1 Visa Grievances
Date: Tuesday, October 20, 2020 11:38:32 AM

Roger. Will come by when you free up.

From: CEO2016 (b) (6)
Sent: Tuesday, October 20, 2020 11:37 AM
To: Sam Dewey (b) (6)
Cc: Emily Pauline Newman (b) (6); Frank Wuco (b) (6); Morvared Namdarkhan (b) (6)
Subject: Re: J-1 Visa Grievances

Sam: I am sure you are right but please give me a little more detail in person.

Best,
Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

On Oct 20, 2020, at 11:21 AM, Sam Dewey (b) (6) wrote:

**PRIVILEGED AND CONFIDENTIAL
ATTORNEY WORK PRODUCT
ATTORNEY-CLIENT COMMUNICATION
PRE-DECISIONAL/DELIBERATIVE**

Michael:

Please see the below email thread. Based on past interactions with the VOA Director's Office, we believe that this email is an attempt to "set us up" in the new DDC litigation. We expect that any letter we send (b) (5)

(b) (5)

Best,

Sam

From: (b) (6)

Sent: Monday, October 19, 2020 1:32 PM

To: Sam Dewey (b) (6); Emily Pauline Newman

(b) (6)

Cc: Morvared Namdarkhan (b) (6); Frank Wuco

(b) (6)

Subject: RE: J-1 Visa Grievances

Sam,

Here is the link: <https://bbg.sharepoint.com/sites/offices/civil-rights/Pages/ADRProgram.aspx>

You contact EEO Director (b) (6) with questions.

Thanks,

(b) (6)

From: Sam Dewey (b) (6)

Sent: Monday, October 19, 2020 1:29 PM

To: (b) (6); Emily Pauline Newman

(b) (6)

Cc: Morvared Namdarkhan (b) (6); Frank Wuco

(b) (6)

Subject: Re: J-1 Visa Grievances

Hi (b) (6) Could you please send us the agency specific ADR procedures?

Thanks,

Sam

Get [Outlook for iOS](#)

From: (b) (6)

Sent: Monday, October 19, 2020 1:27:18 PM

To: Emily Pauline Newman (b) (6)

Cc: Morvared Namdarkhan (b) (6); Sam Dewey
(b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

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Thanks,

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From: (b) (6)
Sent: Friday, October 16, 2020 5:38 PM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey
(b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Here is a brief description of this confidential process:

<https://www.opm.gov/policy-data-oversight/employee-relations/employee-rights-appeals/alternative-dispute-resolution/handbook.pdf>

FYI,

(b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Friday, October 16, 2020 5:12 PM
To: (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey
(b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

CONFIDENTIAL
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ATTORNEY-CLIENT COMMUNICATION

Hi (b) (6),

Thanks for your emails.

Is there information, background, context that you have and can share? We're not familiar with this process.

Also, going forward, please work directly with Sam and Mora on this.

Best,
Emily

From: (b) (6)
Sent: Friday, October 16, 2020 3:11 PM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey
(b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Hi Emily,

I now have a total of six EEO requests for ADR regarding these cases.

Thanks,

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From: (b) (6)
Sent: Friday, October 16, 2020 9:03 AM
To: Emily Pauline Newman (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey
(b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

FYI,

I have received three more EEO requests for ADR mediations of J-1 visa terminations.

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(b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

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BTW, my first mediation that was scheduled for next Monday has been postponed, but we still need to resolve these requests and a single letter should be adequate to expedite the process.

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(b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Thursday, October 15, 2020 8:49 PM
To: (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey
(b) (6) Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Hi (b) (6)

Thanks for your note.

Would you please provide the files on these requests?

Best,
Emily

From: (b) (6)
Sent: Wednesday, October 14, 2020 12:49 PM
To: Emily Pauline Newman (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: J-1 Visa Grievances

Hi Emily,

The USAGM Equal Employment Opportunity Office has six requests for Alternative Dispute Resolutions regarding the CEO's decision not to extend J-1 visas. I serve as VOA's representative in these mediations. The first mediation is scheduled for Monday, Oct. 19.

Since this was a CEO policy, we need a single letter to explain the rationale or policy behind the decision not to extend the visas. This will allow the EEO to pass over the requests for ADR and move to the next stage of the grievance process.

Could your office please issue a letter to the EEO explaining the policy?

Thanks,

(b) (6)

VOA
Senior Advisor to the Director

*330 Independence Ave., SW
Washington, DC 20237*

(b) (6)

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From: [Sam Dewey](#)
To: (b) (6); [CEO2016](#)
Cc: [Emily Pauline Newman](#); [Frank Wuco](#); [Morvared Namdarkhan](#)
Subject: RE: J-1 Visa Grievances
Date: Wednesday, October 21, 2020 1:29:06 PM

Michael:

We discussed a related issue, but still need to discuss this point.

Best,,

Sam

From: (b) (6)
Sent: Wednesday, October 21, 2020 1:26 PM
To: CEO2016 (b) (6); Sam Dewey (b) (6)
Cc: Emily Pauline Newman (b) (6); Frank Wuco (b) (6); Morvared Namdarkhan (b) (6)
Subject: RE: J-1 Visa Grievances

Does this meeting still need to take place?

From: CEO2016 (b) (6)
Sent: Wednesday, October 21, 2020 08:03
To: Sam Dewey (b) (6)
Cc: Emily Pauline Newman (b) (6); Frank Wuco (b) (6); Morvared Namdarkhan (b) (6)
Subject: Re: J-1 Visa Grievances

Didn't we discuss this already?

Sent from my iPhone

On Oct 21, 2020, at 1:58 AM, Sam Dewey (b) (6) wrote:

(b) (6)

Assuming its okay with Michael could you please schedule a 15 minute meeting on this topic.

Best,

Sam

From: CEO2016 (b) (6)
Sent: Tuesday, October 20, 2020 11:37 AM
To: Sam Dewey (b) (6)
Cc: Emily Pauline Newman (b) (6); Frank Wuco
(b) (6); Morvared Namdarkhan (b) (6)
Subject: Re: J-1 Visa Grievances

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Chief Executive Officer
U.S. Agency for Global Media

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wrote:

**PRIVILEGED AND CONFIDENTIAL
ATTORNEY WORK PRODUCT
ATTORNEY-CLIENT COMMUNICATION
PRE-DECISIONAL/DELIBERATIVE**

Michael:

Please see the below email thread. Based on past interactions with the VOA Director's Office, we believe that this email is an attempt to "set us up" in the new DDC litigation. We expect that any letter we send to (b) (6) will be in the plaintiff's hands the same day. (b) (5)

(b) (6)

Best,

Sam

From: (b) (6)

Sent: Monday, October 19, 2020 1:32 PM

To: Sam Dewey (b) (6); Emily Pauline Newman

(b) (6)

Cc: Morvared Namdarkhan (b) (6); Frank Wuco

(b) (6)

Subject: RE: J-1 Visa Grievances

Sam,

Here is the link: <https://bbg.sharepoint.com/sites/offices/civil-rights/Pages/ADRProgram.aspx>

You contact EEO Director (b) (6) with questions.

Thanks,

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(b) (6)

Subject: Re: J-1 Visa Grievances

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Thanks,

Sam

Get [Outlook for iOS](#)

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Cc: Morvared Namdarkhan (b) (6); Sam Dewey

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Subject: RE: J-1 Visa Grievances

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Thanks,

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(b) (6); Frank Wuco (b) (6)

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(b) (6); Frank Wuco (b) (6)

Subject: RE: J-1 Visa Grievances

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Hi (b) (6),

Thanks for your emails.

Is there information, background, context that you have and can share? We're not familiar with this process.

Also, going forward, please work directly with Sam and Mora on this.

Best,
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Thanks,
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Subject: RE: J-1 Visa Grievances

FYI,

I have received three more EEO requests for ADR mediations of J-1 visa terminations.

Thanks,
(b) (6)

From: (b) (6)
Sent: Friday, October 16, 2020 6:44 AM
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Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

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Thanks,

(b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Thursday, October 15, 2020 8:49 PM
To: (b) (6)
Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6); Frank Wuco (b) (6)
Subject: RE: J-1 Visa Grievances

Hi (b) (6)

Thanks for your note.

Would you please provide the files on these requests?

Best,
Emily

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(b) (6)
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Could your office please issue a letter to the EEO explaining the policy?

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(b) (6)

VOA

Senior Advisor to the Director

330 Independence Ave., SW

Washington, DC 20237

(b) (6)

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From: [Sam Dewey](#)
To: [William Baum](#); [Emily Pauline Newman](#)
Cc: [Morvared Namdarkhan](#); [Frank Wuco](#)
Subject: Re: J-1 Visa Grievances
Date: Monday, October 19, 2020 1:28:35 PM

Hi (b) (6) Could you please send us the agency specific ADR procedures?

Thanks,

Sam

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Monday, October 19, 2020 1:27:18 PM
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Cc: Morvared Namdarkhan (b) (6); Sam Dewey (b) (6);
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CONFIDENTIAL
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(b) (6)

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From: [Sam Dewey](#)
To: [Emily Pauline Newman](#); (b) (6)
Subject: Rec to Deny J1 Extension and Permanent Residence Sponsorship_(b) (6)_Cover Memo 10182020
Date: Monday, October 19, 2020 2:22:41 PM
Attachments: [Rec to Deny J1 Extension and Permanent Residence Sponsorship_\(b\) \(6\)_Cover Memo 10182020.docx](#)

MEMORANDUM

To: Michael Pack, Chief Executive Officer

Date: October 18, 2020

Re: Recommendation to Immediately DENY a Request for J-1 Visa Extension and Permanent Resident Sponsorship (b) (6)

Summary:

This memorandum recommends immediately denying a request for extension and permanent residence sponsorship for J-1 visa holder, (b) (6). According to the attached materials provided by VOA, (b) (6) (b) (6) joined the VOA Indonesian Service in October 2018. (b) (6) visa expires on October 23, 2020.

Given the imminent date of expiration, we urge immediate action.

Background:

For a variety of policy and security reasons, including those listed below, we advise denying this J-1 visa extension and permanent residence sponsorship request:

1. Pursuant to U.S. law and policy, USAGM must prioritize employment for American citizens. USAGM has failed to do so. That is particularly so now given the COVID-19 pandemic and attendant economic concerns.
2. The United States is famously the most ethnically and linguistically diverse nation on earth. With the diversity of languages spoken by American citizens and legal permanent residents, the need to hire against the J-1 visa program should be the exception, not the rule. At USAGM, J-1 visas are instead used to fill critical positions without any meaningful attempt to recruit U.S. citizens and permanent residents.
3. When employers trade American jobs for temporary foreign labor, it reduces opportunities for U.S. workers in a manner inconsistent with the role guest-worker programs are meant to play in the Nation's economy.
4. USAGM has no cultural exchange program.
5. Using J-1 and other temporary visas arguably puts foreign journalists at risk.
6. Using J-1 visas as a pathway to citizenship is a highly inappropriate abuse of the program. J-1 visas are intended to be temporary cultural exchanges. That is why they have a two-year residency requirement. But it appears that USAGM was clearly using them as a pathway to citizenship here, as demonstrated by the request to sponsor permanent residence.
7. (b) (6) (b) (6) was admitted to work at USAGM during the period when USAGM lacked authority to conduct background checks and failed to ensure other personnel security measures were in effect.

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No content was reviewed for the purpose of this recommendation.

For situational awareness, another related recommendation – to terminate USAGM's participation in the J-1 visa program – is forthcoming.

Recommendation:

Immediately deny request for extension and permanent residence sponsorship.

From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: USAGM should update State Dept, as says still BBG: Lisa D. Kenna Executive Secretary memo to all Department and Agencies
Date: Thursday, August 13, 2020 4:45:39 PM
Attachments: (b) (5)

Emily,

Very interesting language in Memo (non-citizen jobs in Foreign ops), but I note it went to BBG not current USAGM, and wonder if other things not getting to you too.

Respectfully,

(b) (6)
Associate Director, Employee Services
Office: (b) (6)
Direct: (b) (6)
Cell: (b) (6)

From: OPMExecSec <OPMExecSec@opm.gov>
Sent: Thursday, August 13, 2020 1:00 PM
To: (b) (6)
(b) (6)
Cc: (b) (6)
Subject: FW: Lisa D. Kenna Executive Secretary memo to all Department and Agencies

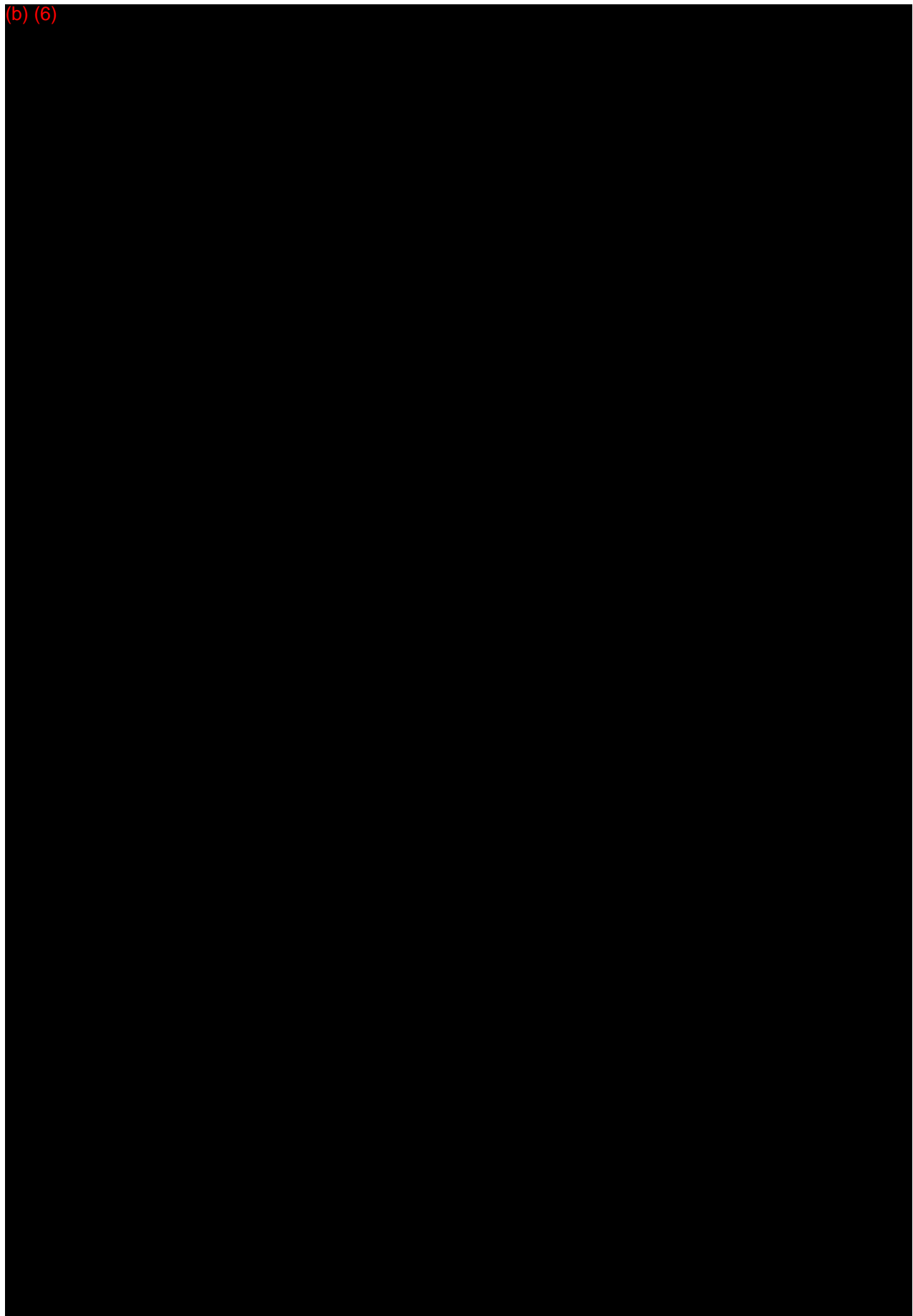
For your awareness.

Steve Hickman
Deputy Executive Secretary, Office of the Director
U.S. Office of Personnel Management

(b) (6)

From: (b) (6) (b) (6)
Sent: Thursday, August 13, 2020 11:35 AM
To: (b) (6)
(b) (6)
(b) (6) Army (b) (6) Broadcasting Board of Governors
(b) (6)

(b) (6)



(b) (6)



Subject: Lisa D. Kenna Executive Secretary memo to all Department and Agencies

SUBJECT: Exec Sec memo announcing updates to 2 FA-2 H-113

SENSITIVE BUT UNCLASSIFIED

From: [Oanh Tran](#)
To: [Diane Cullo](#); [Emily Pauline Newman](#)
Cc: [CEO Office](#)
Subject: VOA J-1 Visa Extension Request
Date: Monday, July 20, 2020 3:12:18 PM
Attachments: [J-1 Visa Extension Memo - \(b\) \(6\) .pdf](#)

Diane/Emily,

Attached please find a request from VOA to extend J-1 visa for (b) (6), a Full Time Employee in the Hausa Service. (b) (6) current visa will expire on August 16, 2020.

Thanks!

ROUTING AND TRANSMITTAL SLIP

Date

06/ 04 /2020

TO: (Name, office symbol, room number, building, Agency/Post)

	Initials	Date
1. (b) (6)	(b) (6)	
2.		06-11-2020
3.		6/18/2020
4.		6/18/2020
5. Michael Pack, USAGM		

Action	File	Note and Return
<input checked="" type="checkbox"/> Approval	For Clearance	Per Conversation
<input type="checkbox"/> As Requested	For Correction	Prepare Reply
<input checked="" type="checkbox"/> Circulate	For Your Information	See Me
<input type="checkbox"/> Comment	Investigate	<input checked="" type="checkbox"/> Signature
<input type="checkbox"/> Coordination	Justify	

REMARKS

FINAL ROUTING TO:

6. (b) (6) OMS/HR/O (b) (6)

FY20 FEDERAL EMPLOYEE

J-1 VISA Extension Request
VOA/PPU

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, organization symbol, Agency/Post)

(b) (6)

Room Number - Building
(b) (6) Cohen

Phone Number
(b) (6)



J-1 Visa EXTENTION REQUEST MEMO

DATE: June 4, 2020

MEMORANDUM FOR: USAGM - CEO, Michael Pack (b) (6)
THROUGH: VOA/PP, EAP Division Director - (b) (6)
FROM: VOA/PPV, Thai Service Chief - (b) (6)
SUBJECT: Request for a J-1 Visa extension for (b) (6)

Attached is the memo requesting a J-1 Visa extension for (b) (6) in Voice of America, East Asia and Pacific Division's Thai Service.

USAGM - (Signature) Date
Approve Disapprove Discuss

VOA - (b) (6) Date 6/18/2020
Approve X Disapprove Discuss

Clearances: VOA (b) (6) (b) (6)
OMS/OHR (b) (6) (b) (6)



J-1 EXTENTION REQUEST MEMO

The VOA Thai Service has a need for an FTE employee with journalism and multimedia skills, who understands Thai and the United States, and has native and idiomatic fluency in Thai and English.

This request is for continued sponsorship of a J-1 Visa for (b) (6) to provide the aforementioned services to VOA.

(b) (6) s current J-1 Visa expires on May 1, 2020.

(b) (6) has more than years of journalistic experience and is currently supporting the VOA Thai Service as an International Broadcaster. Prior to this, (b) (6) worked as journalist at The Wall Street Journal. (b) (6) had won the (b) (6) (b) (6) began (b) (6) journalism career as a reporter for (b) (6)

(b) (6) holds a master degree in Journalism from Columbia University, and another master degree in Business and Economic Reporting from New York University.

(b) (6) has an in-depth knowledge of the target area – a critical factor for effective reporting for VOA Thai content. (b) (6) has demonstrated this knowledge in his excellent coverage of news developments and major events of regional importance. (b) (6) is a Thai/English bilingual professional with extensive skills as a reporter, video journalist, editor, producer and researcher.

The Thai Service routinely searches for qualified broadcasting and multimedia talent. VOA executes a thorough domestic search for candidates and advertises the job opening. To date, insufficient domestic candidates are identified who meet VOA requirements. (b) (6) has proven to be an invaluable resource and I therefore request continued sponsorship of (b) (6) s J-1 Visa.

(b) (6)

EXPERIENCE

International Broadcaster (Multimedia) (Thai), Voice of America, Thai service; Washington, D.C. May 2019–Present

Adapts news reports, radio and video production from VOA News Center and wire services for Thai audience. Produces original multimedia content, focusing on a wide range of issues, in Thai and in English, for VOA Thai and VOA News Center. Covers major events, as well as the development of special reports and series. Serves a variety of roles in VOA Thai's daily radio program, including newscaster, reporter, interviewer, and show producer. Engages with the audience on social media to promote news and original content. Shoots, edits and creates infographics and animations to support and enhance multimedia packages.

Video Journalist, (b) (6); Bangkok, Thailand March 2015–March 2019

Operated as a one-person video journalist covering breaking news and enterprise stories in Asia for (b) (6). Responsible for every step of video production, from planning to shooting, scripting, and editing. Highlights include extensive coverage of Myanmar's historic election in 2015; an immersive project for the coverage of the 2016 Philippine elections that includes a virtual reality video that juxtaposes two very different lives in Manila; and a short documentary profiling Philippine President Rodrigo Duterte. Recent achievements include an investigative feature on how North Korea is using smartphones as weapons of surveillance, a profile of Kim Jong Un, a Page One story on the rescue of Thai boys and their coach from a partially flooded cave, a feature examining how and why South African public schools have fallen short of their promise since apartheid, and video coverage of the PyeongChang 2018 Winter Olympics.

Reporter, (b) (6); Bangkok, Thailand June 2013–February 2015
Covered political and economic affairs in Thailand, including the military coup in 2014, the economic and political fallout of the rice-price guarantee program under Yingluck Shinawatra's administration, and Japan's expansion into frontier markets. Conducted a rare and exclusive interview with Dhanin Chearavanont, one of Thailand's richest men, focusing on his business and investment strategies.

Video Producer Intern, (b) (6); New York, NY June–August 2012

Produced video packages to accompany feature stories on wsj.com, including the WSJ's London Olympics video series "(b) (6)" and a video about a WSJ reporter's experience telecommuting to work inside a robot.

Reporter Intern, (b) (6); New York, NY January–April 2012

Covered U.S. and Canadian business and markets news for marketwatch.com, from daily snippets of market movements to a feature about Canada's housing market edging towards a bubble.

Producer, (b) (6); Bangkok, Thailand October 2007–July 2011

Field produced the coverage of major breaking news and feature stories out of Thailand and Asia, mainly for (b) (6). Reported, wrote, shot, and edited multimedia packages for (b) (6).

Researcher/Reporter, (b) (6); Bangkok, September 2004–June 2006

Reported and assisted Japanese correspondents in covering news and features in Thailand for the Japanese national public broadcasting organization. Coverage included the 2004 tsunami, human trafficking, an avian flu outbreak, and the months-long political crisis leading to the 2006 military coup in Thailand.

EDUCATION

New York University, Arthur L. Carter Journalism Institute, New York, NY — M.A. in Business and Economic Reporting, (b) (6)

Columbia University's Graduate School of Journalism, New York, NY — M.S. in Journalism, (b) (6)

Chulalongkorn University, Faculty of Arts, Bangkok, Thailand — B.A. in English (First Class Honor), (b) (6)

AWARDS

The Foreign Press Association Scholarship (Third-Prize Winner), (b) (6)

The Wall Street Journal Asia Fellowship, (b) (6)

Fulbright Scholarship Open Competition, (b) (6)

SKILLS

Digital Camera Shooting, Video Editing (Adobe Premiere Pro, Final Cut Pro), Scripting, Motion Graphics (Adobe After Effects), Basic HTML, News and Creative Writing, Social Media

LANGUAGES

Fluency in English and Thai

ROUTING AND TRANSMITTAL SLIP

Date

06/ 11 /2020

TO: (Name, office symbol, room number, building, Agency/Post)

	Initials	Date
1. (b) (6)	(b) (6)	06/11/2020
2. (b) (6)	(b) (6)	06/11/2020
3. (b) (6)	(b) (6)	6/11/2020
4. (b) (6)	(b) (6)	6/12/2020
5. Michael Pack, USAGM		

Action	File	Note and Return
<input checked="" type="checkbox"/> Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
<input checked="" type="checkbox"/> Circulate	For Your Information	See Me
Comment	Investigate	<input checked="" type="checkbox"/> Signature
Coordination	Justify	

REMARKS

ADDITIONAL COR SIGNATURES:

6. (b) (6) VOA

FY20 PSC

J-1 VISA Extension Request
VOA/PPI

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, organization symbol, Agency/Post)

(b) (6) VOA/PPI (b) (6)

Room Number - Building

(b) (6) Cohen

Phone Number

(b) (6)



J-1 VISA EXTENSION MEMO

Date: June 11, 2020

MEMORANDUM FOR: USAGM – CEO, Michael Pack _____ (b) (6)

THROUGH: VOA/PP – EAP Division Director, (b) (6)

FROM: VOA/PPI – Indonesian Service Chief, (b) (6)

SUBJECT: Request for a J-1 Visa Extension for (b) (6)

Attached is the memo requesting a J-1 Visa extension for (b) (6), in the Voice of America, East Asia and Pacific Division’s Indonesian Service:

USAGM _____ Date _____
(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA (b) (6) _____ Date 6/12/2020
(Signature)

Approve Disapprove _____ Discuss _____

Clearances: (b) (6)

VOA – (b) (6)

OMS/HR/O – (b) (6)



J-1 VISA EXTENSION MEMO

The VOA Indonesian Service has a need for an experienced multimedia journalist, and who has native and idiomatic fluency in Indonesian and an excellent command of English.

This request is for extending a J-1 visa for (b) (6) to provide the aforementioned services to VOA Indonesia. (b) (6) demonstrates impressive reporting skills from interviewing, writing, video editing to delivering live reports for VOA Indonesian television affiliates. Indonesia requires (b) (6) continued service as multimedia journalist. Her current J-1 visa expires July 26, 2020.

Since joining VOA Indonesian Service in July 2018, (b) (6) has demonstrated an exceptional work ethic. (b) (6) consistently produces high quality work as multimedia journalist. One of (b) (6) responsibilities is to inform the Indonesian audience on current affairs and news on politics from the United States that we send to all VOA Indonesian affiliates. (b) (6) pitches stories, does original reporting and produces video packages. (b) (6) is able to tackle complex assignments with little supervision. (b) (6) also conducts weekly live reports for Indonesia's longest-running newscast on the state broadcaster (b) (6) on the major U.S. news of the week, which (b) (6) handles expertly. (b) (6) acute news judgment paired with (b) (6) strong on-air presence make (b) (6) a complete reporter. (b) (6) contributions have helped VOA Indonesia to engage with more affiliates and VOA Indonesian audience reach.

(b) (6) holds a Master of Science in Journalism from Boston University. (b) (6) was a reporter, producer and news presenter for one of Indonesia's news channel (b) (6) from (b) (6) and served as the U.S. correspondent for the news channel from (b) (6) also had an internship as a news reporter (b) (6) in the summer of (b) (6).

The Indonesian Service routinely searches for qualified broadcasting and multimedia talent, and VOA executes a thorough domestic search for candidates and advertises on multiple recruiting boards and broadcasting specific sites. To date, there is no domestic candidate who meet VOA requirements. (b) (6) will increase the overall quality of the Indonesian service mission, and I therefore request the extension of (b) (6)'s J-1 visa.

(b) (6)

Education

Master of Science: Journalism

Boston University College of Communication

(b) (6)
Boston, MA

Bachelor of Political Science: International Relations

Parahyangan Catholic University

(b) (6)
Indonesia

Work History

Voice Of America

Producer And Reporter

Aug 2018 - Current

Washington, DC

- Produce news reports in Indonesian and English for VOA Indonesian service's TV affiliates, and VOA's websites: voaindonesia.com and voanews.com
- Conduct TV live reports on breaking news and current events. E.g., the Black Lives Matter protests after the death of George Floyd, funeral of George H.W Bush, Iowa Caucus, Super Tuesday in California, etc.
- Host and produce a weekly magazine TV show and news show on US-Indonesian politics and relations for Indonesian audience.
- Lead a team of producers in pre-production and production of story packages and weekly shows that include researching, reaching out to sources, filming, and interviewing.
- Operate camera, audio and lighting equipment to produce broadcast-quality digital video and audio.
- Plan and perform post-production of story packages and weekly shows that include writing scripts, and video editing with Adobe Premiere Pro.

(b) (6)

Sep 2017 - Dec 2017

Statehouse Reporter (Internship)

Boston, MA

- Reported news from Massachusetts Statehouse for the (b) (6) website and paper as part of Boston University Statehouse program.
- Attended hearings, interviewed representatives and constituents, took still pictures and wrote news articles.

(b) (6)

May 2017 - Aug 2017

News Reporter (Internship)

Needham, MA

- Wrote news scripts for the (b) (6) at noon, (b) (6)

(b) (6)

Nov 2009 - Jun 2018

Reporter, Producer, News Presenter

Jakarta, Indonesia

- Foreign correspondent in the United States from 2016 to 2018; conducted live reports and covered breaking news for Indonesian audience. E.g., 2016 presidential election, and the procession of Fidel Castro's funeral in Cuba.
- Producer and reporter for a weekly documentary program from 2014-2016.
- National desk reporter from 2009 to 2014.
- News presenter for a weekly English news program for English speaking audience in Indonesia and daily news program for audience in East Java, Indonesia from 2010 to 2014

Skills

- Proficient in Adobe Premiere Pro and Final Cut Pro for video editing, Adobe Light Room for picture editing, and Canva for info-graphic productions.
- Operate SONY XDCAM and HXR series and Canon DSLR cameras for video productions.
- Fluent in Indonesian and English.

000657

 Keywords

Job title, dept., agency, series, or occupation

 Location

City, state, zip, or country

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Entering Federal Service

The Federal Government consists of three types of services, the competitive service, the excepted service, and the Senior Executive Service.

Competitive service

Competitive service positions are positions subject to the civil service laws passed by Congress to ensure that applicants and employees receive fair and equal treatment in the hiring process.

In the competitive service, individuals must go through a competitive hiring process (i.e., competitive examining) before being appointed which is open to all applicants.

This process may consist of a written test, an evaluation of the individual's education and experience, and/or an evaluation of other attributes necessary for successful performance in the position to be filled.

Excepted service

Excepted service positions are any federal or civil service positions which are not in the competitive service or the Senior Executive service. Excepted service agencies set their own qualification requirements and are not subject to the appointment, pay, and classification rules in title 5, United States Code. However, they are subject to [veterans' preference](#).

There are a number of ways to be appointed into the excepted service such as appointed under an authority defined by the U.S. Office of Personnel Management (OPM) as excepted (e.g., Veterans Recruitment Appointment) or being appointed to a position defined by OPM as excepted (e.g., Attorneys). More information can be found about excepted service in 5 U.S.C. 2103 and parts 213 and 302 of title 5 of the Code of Federal Regulations.

Senior Executive Service

The Senior Executive Service (SES) is the corps of executives, selected for their leadership qualifications, and charged with leading the continuing transformation of government. These leaders possess well-honed executive skills and share a broad perspective of government and a public service commitment which is grounded in the Constitution. As the leaders of our federal civilian workforce, Senior Executives strive each day to create a more citizen centered, result oriented Federal Government.

Special appointing authorities

Special non-competitive appointing authorities are established by law or Executive Order. Agencies may use a variety of appointing authorities to hire job applicants.

Examples of appointing authorities:

- [Direct-Hire authority](#)
- [People with disabilities](#)
- [30% Disabled Veterans appointing authority](#)

Veterans, individuals with disabilities, many current and former federal employees, and returning Peace Corps volunteers are all examples of individuals eligible for [non-competitive appointment](#).

Additional resources

- [Hiring authorities \(OPM\)](#).
- [Unique hiring paths](#)

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U.S. AGENCY FOR GLOBAL MEDIA

330 Independence Avenue SW | Washington, DC 20237 | usagm.gov

Clearance Cover Sheet

To: CEO Office

From: Division/Office:
VOA/Africa Division

Title of Document: Request for J-1 Visa Extension for FTE (b) (6)

Request for Action: CEO Signature

Brief Description: Request for J-1 Visa Extension for (b) (6) is an FTE in VOA Africa's Hausa Service. (b) (6) visa expires on 8/16/2020.

When do you need this by? 7/21/2020

Drafted by: Office: VOA/LA Name: (b) (6)

Draft approved by: Name of Division: VOA/Afric Office Head: (b) (6) Approval:

Cleared:	Division	Name	Approval	Approval
	OMS/HR	(b) (6)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	VOA	(b) (6)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	VOA	(b) (6)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	VOA	(b) (6)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	ExexSec	Executive Secretariat	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	OCEO	(b) (6)	<input type="checkbox"/>	<input type="checkbox"/>
	OCEO	Diane Cullo	<input type="checkbox"/>	<input type="checkbox"/>
	OCEO	Emily Newman	<input type="checkbox"/>	<input type="checkbox"/>
			<input type="checkbox"/>	<input type="checkbox"/>

Approved: CEO CEO
or designee





PERSONAL SERVICE PERSONNEL J1 VISA EXTENSION MEMO

July 16, 2020

MEMORANDUM FOR: USAGM –CEO, Michael Pack

THROUGH: VOA Africa Division Director, (b) (6)

FROM: VOA Hausa Service Chief, (b) (6)

SUBJECT: Request J1 Visa Extension for (b) (6)

7/17/2020

Attached is the memo requesting J1 Visa Extension for: (b) (6)

USAGM _____ Date _____
(Signature)

Approve _____ Disapprove _____ Discuss _____

VOA (b) (6) _____ Date 7/17/2020
(Signature)

Approve Disapprove _____ Discuss _____

Clearances:

VOA – (b) (6)
OMS/HR/O – (b) (6)

(b) (6)

PERSONNEL J1 VISA EXTENSION REQUEST MEMO

[JUSTIFICATION]

The VOA Africa Division is requesting a visa extension for International Broadcaster (Hausa) (b) (6) whose J1 visa is set to expire on August 16, 2020.

(b) (6) is a multimedia international broadcaster for the Hausa Service who writes, edits, interviews, anchors, and reports on deadline for daily news and feature programs. (b) (6) is a considerable journalist who hosts radio and television programs and translates content for all platforms including radio, television, and online. (b) (6) also organizes weekly (b) (6) with prominent (b) (6) community leaders and opinion makers, to discuss socioeconomic and cultural issues around (b) (6) including work, family, gender and aged-based situations. VOA Hausa editors have often praised both (b) (6) diction and the professionalism of (b) (6) writing in Hausa, which they say requires minimal copy editing.

Prior to joining VOA's Hausa Service as an FTE, (b) (6)'s extensive experience writing, editing, interviewing, and reporting television news in the Hausa language includes having worked at the (b) (6) in Jos and in Damaturu. (b) (6) work at VOA affiliate (b) (6) in Abuja was known to be of high quality as (b) (6) designed, developed, produced, and presented original Hausa programming. The strength of (b) (6) skill in broadcast journalism is further demonstrated by (b) (6) coordinating the production of Lenscope Media programs (b) (6) as well as a (b) (6) education and a United Nations Fund for Population Activities documentary on (b) (6) (b) (6). The professional regard for (b) (6) television ability was evident in Nigeria's Ministry of Education and in the Kano State Ministry of Health contracting (b) (6) as a documentary writer and producer.

To date, there is no domestic candidate identified who is more qualified to continue carrying out these important multimedia functions for the VOA Hausa Service than (b) (6).