



Proposed New Day Pacifica Bylaws

Preamble

Part 1 of this document presents Revised Bylaws to be substituted for the entire current Bylaws upon approval by the Members. Part 1 presents the proposed Revised Bylaws as they are intended to be permanent, whole, and continuing into the future.

Part 2, starting on page 53, governs the 2021-2023 transition period, with Provisos relating to the outgoing Board, the Transition Directors and the Transition Local Station Boards. Part 2 also names the four Transition National Officers responsible for leading the Board of Directors and the Foundation through the Transition period.

Pacifica Members will be voting on approving this entire plan.

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Part 1

Substitute for Current Bylaws

Part 1 presents the proposed Revised Bylaws to be substituted for the entire current Bylaws, and are intended to be permanent, whole, and continuing into the future.

Part 2, starting on page 53, governs the 2021-2023 transition period.

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Article One, Identity and Purpose

Article One, Identity and Purpose, Section 1: Name

The name of this corporation is the PACIFICA FOUNDATION, INC., and it shall be referred to in these Bylaws as the "Foundation".

Article One, Identity and Purpose, Section 2: Purposes

The purposes of the Foundation, as stated in Article II of the Articles of Incorporation, are as follows:

To establish a Foundation organized and operated exclusively for educational purposes no part of the net earnings of which inures to the benefit of any member of the Foundation.

To establish and operate for educational purposes, in such manner that the facilities involved shall be as nearly self-sustaining as possible, one or more radio broadcasting stations licensed by the Federal Communications Commission ("Commission") and subject in their operation to the regulatory actions of the Commission under the Federal Communications Act of 1934, as amended.

In radio broadcasting operations to encourage and provide outlets for the creative skills and energies of the community; to conduct classes and workshops in the writing and producing of drama; to establish awards and scholarships for creative writing; to offer performance facilities to amateur instrumentalists, choral groups, orchestral groups and music students; and to promote and aid other creative activities which will serve the cultural welfare of the community.

In radio broadcasting operations to engage in any activity that shall contribute to a lasting understanding between nations and between the individuals of all nations, races, creeds and colors; to gather and disseminate information on the causes of conflict between any and all of such groups; and through any and all means compatible with the purposes of this Foundation to promote the study of political and economic problems and of the causes of religious, philosophical and racial antagonisms.

In radio broadcasting operations to promote the full distribution of public information; to obtain access to sources of news not commonly brought together in the same medium; and to employ such varied sources in the public presentation of accurate, objective, comprehensive news on all matters vitally affecting the community.

Article One, Identity and Purpose, Section 3: Principles

The Foundation is committed to peace and social justice, and seeks to involve in its governance and operations individuals committed to these principles.

Article One, Identity and Purpose, Section 4: Commitment to Diversity



The Foundation is committed to diversity and inclusion of all nations, races, ethnicities, creeds, colors, classes, genders, sexual orientations, ages and people with disabilities in its programming, staff, management, committees and governance.

Article Two, Offices of the Foundation

Article Two, Offices of the Foundation, Section 1: Principal Office

The principal office and place of business of the Foundation shall be located in the County of Alameda, State of California, or at such other place as the Board of Directors may designate.

Article Two, Offices of the Foundation, Section 2: Other Offices

The Foundation shall also have other offices at other places within or without the State of California as the Board of Directors may from time to time designate.

Article Three, Members of the Foundation

Article Three, Members of the Foundation, Section 1: Members Defined

There shall be three classes of members: (A) "Listener-Sponsor Members", (B) "Paid Staff Members", and (C) "Volunteer Staff Members", who shall collectively be referred to as "Members."

A. LISTENER-SPONSOR MEMBERS

"Listener-Sponsor Members" shall be any natural persons who within the preceding 12-month period: (1) have contributed a minimum of \$25 to any Foundation radio station, or such minimum amount as the Board of Directors may from time to time decide; or (2) have volunteered a minimum of three (3) hours of service to any Foundation radio station. Said contribution shall be considered non-refundable. Said volunteer work shall be performed under the supervision of the Foundation radio station management, and shall include volunteer work on committees of the Local Station Board. Where a contribution is made jointly by two individuals and the contribution is in an amount equal to or more than the annual membership contribution required for two memberships (as set by the Board from time to time), then each of the joint donors shall be considered an individual and separate Listener-Sponsor Member. (For example, if John and Mary Smith jointly contribute \$50.00 or more, then John Smith and Mary Smith will each be Members and will each have individual and separate Membership rights.



However, if John and Mary Smith jointly contribute \$40.00, then they shall jointly share one membership.)

B. PAID STAFF MEMBERS

"Paid Staff Members" shall be any non-management full-time or part-time paid employees of the Foundation.

C. VOLUNTEER STAFF MEMBERS

"Volunteer Staff Members" shall be: (1) any member of a Foundation radio station "Unpaid (or Volunteer) Staff Organization" or "Unpaid (or Volunteer) Staff Collective Bargaining Unit" which has been recognized by station management, or, (2) if the station has neither such organization or bargaining unit, then any volunteer or unpaid staff member of a Foundation radio station who has worked for said radio station at least 30 hours in the preceding 3 months, exclusive of fund-raising marathon telephone room volunteer time. Said volunteer work shall be performed under the supervision of the Foundation radio station management and shall not include volunteer work on committees of a Local Station Board. Radio station management employees and Foundation staff employees who are not employed at a Foundation radio station shall not qualify as Staff Members, however, such employees may qualify as Listener-Sponsor Members by contributing the requisite minimum dollar amount as set forth in Section 1(A) of this Article of these Bylaws.

Article Three, Members of the Foundation, Section 2: Term

A Listener-Sponsor membership term shall expire twelve (12) months from that date on which said Member: (A) contributed a minimum of \$25 to any Foundation radio station, or such minimum amount as the Board of Directors may from time to time decide; or (B) volunteered a minimum of 3 hours of service to any Foundation radio station. A Staff membership term shall expire: (A) on that date on which s/he is no longer a member of a radio station Unpaid (or Volunteer) Staff Organization or Bargaining Unit, or if the radio station has no such organization, then on that date on which s/he failed to volunteer a minimum of 30 hours in the preceding 3-month period; or (B) upon termination of employment as a non-management employee of a Foundation radio station, as applicable.

Membership terms shall be considered "rolling," and calculated forward from the last date of a Member's qualifying act. For example, if a Listener-Sponsor Member makes a \$25 contribution on January 1, 2003 and does not make any additional contribution or volunteer at least 3 hours within the following 12-month period, said Member's membership would expire on December 31, 2003. If, however, in the same example, said Member contributes at least \$25 on August 1, 2003, or volunteers for at least 3 hours, then his/her membership will not expire until July 31, 2004, provided no additional contribution or volunteer time is made after the August 1, 2003 contribution.



Article Three, Members of the Foundation, Section 3: Membership Affiliation by Radio Station

All Members shall be members of the Foundation. For purposes of voting and exercising their rights hereunder, Members shall be affiliated with one of the Foundation's five radio stations: KPFA in Berkeley, California, KPFK in North Hollywood, California, WBAI in New York, New York, KPFT in Houston, Texas, or WPFW in Washington, D.C. Members shall be affiliated with that Foundation radio station: (A) in the case of a Listener-Sponsor Member, to which said member made a contribution or volunteered time in the preceding 12 months; or (B) in the case of a Staff Member, by which said member is employed or for which said member volunteers and/or serves as volunteer staff. Each Foundation radio station shall maintain a register of its Listener-Sponsor Members and Staff Members. In the event that a person qualifies for membership affiliation with more than one Foundation radio station, s/he shall be entitled to only one membership and shall notify the Foundation and each applicable Foundation radio station of which radio station s/he wishes to be affiliated as a Member. In the event that a Member does not notify the Foundation of which radio station s/he wishes to be affiliated, s/he shall be deemed to be affiliated with that radio station to which said Member last contributed or volunteered. In the event that a person qualifies as both a Listener-Sponsor Member and as a Staff Member, such person shall be deemed to be a Staff Member.

Article Three, Members of the Foundation, Section 4: Waiver of Requirements

The Board of Directors may adjust or waive the contribution requirement for Listener-Sponsor Membership set forth in Section 1 (A) of this Article of these Bylaws on a case by case basis for reasons of financial hardship, where in its discretion determines that the proposed member has demonstrated a sincere interest in becoming a Member of the Foundation and is also genuinely unable to afford the contribution amount or to volunteer the minimum 3 hours of service.

Article Three, Members of the Foundation, Section 5: Rights

All Members shall have all rights granted to them by law or by these Bylaws, including without limit the right to vote, on the terms and in the manner set forth in these Bylaws, on the election of Directors, LSB Officers and LSB Staff Members; on the sale, exchange, transfer or disposition of all or substantially all of the Foundation's assets; on the sale, exchange, transfer or disposition of any of the Foundation's broadcast licenses; on any merger, its principal terms and any amendment of its principal terms; on any election to dissolve the Foundation; on any amendment to these Bylaws for which Member approval is required or permitted as set forth in Article 16 of these Bylaws; and on any amendment to the Articles of Incorporation.



Article Three, Members of the Foundation, Section 6: Meetings of the Members

A. ANNUAL MEETING

No annual meeting of the Members shall be required.

B. SPECIAL MEETINGS

The Board of the Directors, a Local Station Board, the Foundation's Executive Director, the Chairperson of the Board, or one percent (1%) or more of the Members may call a special meeting of the Members for any lawful purpose at any time. Said request for a special meeting shall be made in writing and shall specify the general nature of the business proposed to be transacted at said meeting. Said written request must be submitted to the Chairperson of the Board, the Executive Director or the Foundation's Secretary. The officer receiving the request must promptly give notice to all Members of record entitled to vote. Said notice must state the location, date and time of the meeting, specify the general nature of the business to be transacted and provide that no other business than that set forth in said notice shall be transacted at said meeting. Said notice shall be given at least 20 days and no more than 90 days before the meeting date. The meeting date must be at least 35 days, but no more than 90 days after receipt of the written request for the special meeting. If notice of the special meeting is not provided to the Members within 20 days after the written request is received, the person(s) requesting the meeting may give notice to the Members in a manner consistent with this Section. Voting on any matter discussed at a special meeting shall be by written ballot consistent with the provisions of Section 8 of this Article of the Bylaws.

C. ACTION IN LIEU OF A MEETING

Any action that may be taken at any special meeting of Members may be taken without a meeting if the Foundation distributes, or otherwise makes available, a written ballot to every Member entitled to vote on the matter. Such written ballot shall set forth the proposed action, provide an opportunity to specify approval or disapproval of any proposal, provide a reasonable time within which to return the written ballot to the Foundation and otherwise conform to the requirements of Section 8 of this Article of the Bylaws. Said ballots shall also be accompanied by brief written arguments in favor of and against the proposed action, which arguments may be prepared and submitted by the Board of Directors, any LSB or by 10 or more Members, if they are provided no later than thirty (30) days prior to the date of mailing of said ballot.

Article Three, Members of the Foundation, Section 7: Quorum



For purposes of any election or written ballot, a quorum of the Listener-Sponsor Members shall be ten percent (10%) of those Listener-Sponsor Members entitled to vote on the matter as of the applicable record date. A quorum of the Paid Staff Members shall be one-fourth (1/4) of those Paid Staff Members entitled to vote on the matter, and a quorum of the Volunteer Staff Members shall be one-fourth (1/4) of those Volunteer Staff Members entitled to vote on the matter, as of the applicable record date. A quorum for any action requiring the approval of "the Members", as opposed to a separate vote by each class of Members, shall be 10% of all Members entitled to vote on the matter as of the applicable record date.

Article Three, Members of the Foundation, Section 8: Voting: Voting by Written Ballot

To ensure the opportunity for all Members to participate in the voting process, all voting shall be by written ballot distributed by mail, or otherwise made available, by the Foundation, to each of the Members entitled to vote.

A. ELIGIBILITY TO VOTE

All Members in good-standing on the record date as determined under Section 10 of this Article of these Bylaws shall be entitled to vote by written ballot as to any matter that properly comes before the Members for a vote.

B. DISTRIBUTION OF BALLOTS

The Foundation shall make reasonable efforts to distribute, or otherwise make available, one written ballot to each Member entitled to vote on the matter. Where the Members are required to vote in classes and by station (National Elections for Board and LSB), there shall be three different ballots for each station. Listener-Sponsor Members shall vote for National Officers, Station Representative Directors, and LSB Officers. Paid Staff Members shall vote for National Officers, Paid Staff Representative Director and LSB Paid Staff Representative. Volunteer Staff members at each station shall vote for National Officers, Volunteer Staff Representative Director and LSB Volunteer Staff Representative. The ballots shall be mailed, or notice of the posting of the ballot on the Foundation's website shall be delivered, to Members at their postal address or electronic mailing address of record. All solicitations of votes by written ballot shall: (1) state the number of responses needed to meet the quorum requirement; (2) state, with respect to ballots other than for the election to offices described in these bylaws, the percentage of approvals necessary to pass the measure or measures; (3) specify the time by which the ballot must be received in order to be counted; (4) include instructions for where to return the completed ballot; and (5) provide a reasonable time in which to return the ballot to the Foundation. With the exception of ballots related to the election of Directors, LSB Officers and LSB Staff Representatives, each ballot so distributed shall also: (6) set forth the proposed action; and (7) give the Members an opportunity to specify their approval or disapproval of each proposal. Ballots relating to the election of Directors, LSB Officers and LSB Staff Representatives shall also: (8) set forth the names of the candidates; and (9) give the Member an opportunity to select his/her choice(s) or rank



his/her choices. The Foundation may, in its discretion, provide a secure means of voting by electronic means via the internet, provided however that Members shall still have the option of returning written ballots by mail. Any such internet voting shall have a coded system to identify Members and to prevent Members from casting more than one vote electronically or from voting by both mail and by internet.

C. NUMBER OF VOTES AND APPROVALS REQUIRED

Each Member shall be entitled to cast one vote on each matter submitted to the vote of the Members. Approval by written ballot shall be valid only when: (1) the number of votes cast by ballot within the time specified equals or exceeds the quorum required to authorize the action; and (2) the number of approvals equals or exceeds the percentage of votes required for approval of said action as set forth in these Bylaws. Unless otherwise specifically set forth in these Bylaws, when the Members vote in classes, a vote of a majority of those Listener-Sponsor Members voting in any matter, a vote of a majority of those Paid Staff Members voting in any matter and a vote of a majority of those Volunteer Staff Members voting in any matter, provided that a quorum of votes for each class is obtained, shall be sufficient to approve an action or consent to any matter. Unless otherwise specifically set forth in these Bylaws, when the Members vote collectively as a group, a majority vote of the Members together, provided there is a quorum, shall be sufficient to approve an action or consent to any matter.

D. VALIDITY OF WRITTEN BALLOT

A PIN identification system shall be used, whereby each Member entitled to vote will be assigned a PIN Number that is printed on the ballot. The Foundation is entitled to reject a ballot if the ballot does not bear, or does not bear a valid, PIN Number. The Foundation and any officer or agent thereof who accepts or rejects a ballot in good faith and in accordance with the standards of this Section shall not be liable in damages to the Member for the consequences of the acceptance or rejection of his/her ballot. Action by the Foundation or its agent(s) based on the acceptance or rejection of a ballot under this Section is valid unless a court of competent jurisdiction determines otherwise.

E. ELECTION AND VOTING SUPERVISION

Consistent with the provisions of Article Four of these Bylaws, the Members' elections of Directors, LSB Officers and LSB Staff Representatives shall be supervised by a national elections supervisor and local elections supervisors and all said ballots shall be counted under their supervision at such place or places designated by the national elections supervisor. All other voting by Members shall be supervised by the Board of Directors, or the Board's designated agent, which shall also be responsible for ensuring and monitoring compliance with its voting procedures and processes and for counting ballots consistent with these Bylaws.

Article Three, Members of the Foundation, Section 9: Manner of Notice



Whenever notice to Members is required under these Bylaws, notices shall be submitted, at the Foundation's sole discretion, either personally, by first class, registered or certified mail, by electronic mail or by other means of written communication, charges, pre-paid, and shall be addressed to each Member entitled to vote at the postal address or email address of that Member as it appears on the Foundation's books or at the address given by the Member to the Foundation for purposes of notice.

If no address appears on the Foundation's books and no address has been given, then notice shall be deemed to have been given if notice is broadcast at least twenty-one (21) times on the Foundation radio station with which the Member is affiliated. Such broadcast notice shall be made at least 3 times per day on 7 consecutive days and shall state the web page address where the full notice is posted.

Article Three, Members of the Foundation, Section 10: Record Date

The record date for purposes of determining the Members entitled to receive notice of any meeting, entitled to vote by written ballot or entitled to exercise any other lawful membership action, shall be forty-five (45) days before the date of the special meeting, 45 to 60 days before the day on which the first written ballot is distributed or made available to the Members (based on the reasonable discretion of the National Election Supervisor), or 45 days before the taking of any other action, as applicable.

Article Three, Members of the Foundation, Section 11: Proxies Not Permitted

The voting rights of the Members shall be exercised by the Member personally and may not be exercised by alternates, by proxy or the like.

Article Four, Board of Directors of the Foundation

Article Four, Board of Directors of the Foundation, Section 1: Directors Defined

Directors are those natural persons who have been elected to and are serving on the Foundation's Board of Directors ("Board"). Directors include the National Officers (Chairperson, Vice Chairperson, Secretary, and Treasurer), one Station Representative Director from each station, two (2) Staff Representative Directors, the Affiliates Representative Director and three (3) At-Large Directors.

Article Four, Board of Directors of the Foundation, Section 2: Eligibility



A. ELIGIBILITY FOR CHAIRPERSON, VICE CHAIRPERSON, SECRETARY AND TREASURER OF THE BOARD

Any Member in good standing for two (2) years, except radio station management personnel or Foundation management personnel, may be nominated for the position of Chairperson, Vice Chairperson, Secretary or Treasurer by the signatures of one hundred (100) Members in good standing affiliated with at least three different radio stations.

B. ELIGIBILITY FOR STATION REPRESENTATIVE DIRECTOR

Any Listener-Sponsor Member in good standing for two (2) years, except radio station management personnel or Foundation management personnel, may be nominated for the position of Station Representative Director for the Foundation radio station with which s/he is affiliated by the signatures of fifty (50) Listener-Sponsor Members in good standing who are also affiliated with that radio station.

C. ELIGIBILITY FOR PAID STAFF REPRESENTATIVE DIRECTOR

Any Paid Staff Member in good standing for two (2) years may be nominated for the office of Paid Staff Representative Director by the signatures of ten (10) Paid Staff Members in good standing.

D. ELIGIBILITY FOR VOLUNTEER STAFF REPRESENTATIVE DIRECTOR

Any Volunteer Staff Member in good standing for two (2) years may be nominated for the office of Volunteer Staff Director by the signatures of ten (10) Volunteer Staff Members in good standing.

E. NO HOLDING OF OR CANDIDATE FOR PUBLIC OFFICE

Eligibility requirements for all Directors are subject to the restriction that no person who holds any elected or appointed public office at any level of government, federal, state, or local, or is a candidate for such office shall be eligible for election to the position of any of those positions. A Director shall be deemed to have resigned the position of Director if s/he becomes a candidate for public office or accepts a political appointment during his or her term as a Director. This restriction shall not apply to civil service employment by governmental agencies.

Article Four, Board of Directors of the Foundation, Section 3: Number

A. There shall be a total of fifteen (15) Directors of the Foundation with voting privileges, as follows.

B. The Board shall have four (4) National Officers: Chairperson, Vice Chairperson, Secretary, and Treasurer, elected by the membership nationally.



- C. The Board shall have one (1) Paid Staff Representative Director and one (1) Volunteer Staff Representative Director.
- D. The Board shall have one Station Representative Director for each of the five stations, for a total of five (5) Station Representative Directors.
- E. The Board shall have one (1) Affiliate Director designated by the Association of Affiliates.
- F. There shall be three (3) At-Large Directors as set forth in Section 15 of this Article.
- G. In addition, the Executive Director shall be a non-voting member of the Board.

Article Four, Board of Directors of the Foundation, Section 4: General Powers and Authority

Subject to the provisions of the California Nonprofit Public Benefit Corporation law and any other laws regulating nonprofit corporations, and any limitations in the Articles of Incorporation and these Bylaws relating to action required or permitted to be taken or approved by the Members of the Foundation, the activities and affairs of the Foundation shall be conducted and all corporate powers shall be exercised by or under the direction of the Board.

Article Four, Board of Directors of the Foundation, Section 5: Specific Powers and Duties

Without prejudice to the general power of the Board set forth above in Section 4 of this Article of these Bylaws, and subject to any limitations set forth in these Bylaws, the ongoing duties and powers of the board shall include, but not be limited to:

- (1) Ensuring and facilitating fulfillment of the purposes of the Foundation as set forth in the Articles of Incorporation;
- (2) Ensuring compliance with applicable state and federal laws;
- (3) Ensuring the financial health of the Foundation by adopting and monitoring an annual budget and overseeing an independent annual audit of the Foundation's books and accounts;
- (4) Ensuring regular communication with the Members;
- (5) Assisting with off-air membership recruitment;



- (6) Assisting with major donor fundraising and other fundraising activities;
- (7) Assisting with publicity efforts for the Foundation;
- (8) Appointing, supervising and discharging the Foundation's Executive Director and Chief Financial Officer, prescribing powers and duties for them as are consistent with the law and these Bylaws, and setting salaries and wages;
- (9) Overseeing the conduct, management and control of the Foundation's affairs and activities, including the monitoring of the activities and actions of its radio stations and national staff consistent with applicable law and regulations, the Articles of Incorporation and these Bylaws;
- (10) Meeting at such regular times and places as required by these Bylaws and meeting at such other times as may be necessary in order to carry out the duties of the Board;
- (11) Registering their addresses, telephone numbers, facsimile telephone numbers and email addresses with the Foundation's Secretary. Notices of meetings mailed, transmitted by telecopier or facsimile, or emailed to them at such addresses shall be deemed valid notices thereof.

Article Four, Board of Directors of the Foundation, Section 6: Additional Powers and Duties of the Officers of the Board

A. CHAIRPERSON OF THE BOARD

The Chairperson of the Board shall, if present, preside at all meetings of the Board of Directors and exercise and perform such other powers and duties as may be from time to time assigned to him/her by the Board or prescribed by these Bylaws.

B. VICE CHAIRPERSON OF THE BOARD

The Vice Chairperson of the Board shall, in the absence of the Chairperson, preside at meetings of the Board of Directors and exercise and perform such other powers and duties as may be from time to time assigned to him/her by the Board or prescribed by these Bylaws.

C. SECRETARY OF THE BOARD

The Secretary shall keep or cause to be kept at the principal executive office, or such other place as the Board may designate, a book of minutes of all meetings and actions of the Board and committees of the Board, with the time and place of holding, whether regular or special, and, if special, how authorized, the notice thereof given, any waivers or consent the names of those present at every Board and



committee meetings, and the proceedings thereof. Minutes of closed meetings shall be maintained but sealed as confidential.

The Secretary shall give, or cause to be given, notice of all meetings of the Board required by the Bylaws or by law to be given, and s/he shall keep the seal of the Foundation, if one be adopted, in safe custody, and shall have such other powers and perform such other duties as may be prescribed by the Board or by the Bylaws.

D. TREASURER OF THE BOARD

The Treasurer shall present and interpret a statement of the conditions of the finances of the Foundation at the regular meetings of the Board. The Treasurer shall also serve as chair of the Finance Committee. The Treasurer shall cooperate with the Chief Financial Officer to fulfill such monetary responsibilities as designated by the Board.

Article Four, Board of Directors of the Foundation, Section 7: Term

The term of all Directors shall be three (3) years. A Director may serve no more than two consecutive full three-year terms, plus part of an additional term if the person becomes a Director after a term has started to fill a vacancy. An elected or appointed Director shall not be eligible for further service as a Director until one (1) year has elapsed after the end of the Director's second consecutive three-year term.

Article Four, Board of Directors of the Foundation, Section 8: Nomination Procedures

Each Member seeking to be a nominee for Director shall submit: (1) the required number of nominating signatures on the form provided by the National Elections Supervisor; (2) a statement of which position the candidate is running for election (Chairperson, Vice Chairperson, Treasurer, Secretary, KFPA Station Representative Director, KFPK Station Representative Director, KPFT Station Representative Director, WBAI Station Representative Director, WPFW Station Representative Director, Paid Staff Representative Director, or Volunteer Staff Representative Director); (3) a written statement of up to 500 words in length by the candidate introducing himself/herself and his/her interest in, or qualifications for, serving in the position, which statement shall be distributed, or otherwise made available, to the Members entitled to vote along with the written ballot; and (4) a statement acknowledging that s/he has read and understood the "Fair Campaign Provisions" set forth in Section 12 of this Article of the Bylaws. The names of up to five (5) of the candidate's nominators may be listed at the end of a candidate's statement. Each candidate also may, but is not required to, for informational purposes indicate his/her gender and racial or ethnic heritage. Each Member can be a nominee for only one position in an election (whether Director or LSB position).



Article Four, Board of Directors of the Foundation, Section 9: Election Procedures

All elections for Officers, Station Representative Directors and Staff Directors shall be by written ballot, provided, however, that the National Elections Supervisor shall also have the option of providing a secure electronic means of voting via the Internet. Members shall vote in classes. Both Listener-Sponsor Members and Staff Members from all five stations shall elect the National Officers. Listener-Sponsor Members shall elect the Station Representative Director for their station; Members may not vote for Station Representative Directors for stations other than the Foundation radio station with which the Member is affiliated. Paid Staff Members from all five stations shall elect the Paid Staff Representative Director. Volunteer Staff Members from all five stations shall elect the Volunteer Staff Representative Director. Election of National Officers, Station Representative Directors, Staff Directors, LSB Officers, and LSB Staff Representatives shall take place during the Foundation's National Election every three years. National Officers, Station Representative Directors, and the Staff Representative Directors shall be elected by the Instant Runoff Voting method. All ballots related to the election of any and all Directors shall be filed with the Foundation Secretary and maintained with the corporate records for a period of three (3) years.

Article Four, Board of Directors of the Foundation, Section 10: Election Supervisors

A. NATIONAL ELECTIONS SUPERVISOR

In March of each National Election year (2023, 2026, 2029, etc.) in which there will be an election of Directors by the Members (hereafter known as Board elections) and of LSB Officers and LSB Staff Representatives (hereafter known as LSB elections), or by a date no less than 90 days before nominations are set to open, whichever is earlier, the Executive Director shall appoint a National Elections Supervisor whose role shall be to oversee and certify the fairness of the Board and LSB elections in each station area and to confirm said elections' compliance with these Bylaws. The National Elections Supervisor shall also oversee the nominations process, the preparation of the ballots and the counting of the ballots and shall prepare a written statement reporting the results of every election for distribution to the Members or posting on the Foundation's and radio station's websites. To be eligible for appointment to the position of the National Elections Supervisor, said person shall not be an employee of the Foundation or any Foundation radio station or a Director of the Foundation or hold any LSB elected office, or a radio station Staff member, Paid or Volunteer. The National Elections Supervisor should be experienced with election procedures and supervision and preferably recommended by an organization experienced in elections procedures and supervision. The national elections supervisor does not have to be a Member of the Foundation. Upon the completion of, and certification of the results for, all of the elections, and distribution of the written statement reporting the results of every election, the National Elections Supervisor's term shall end.

B. LOCAL ELECTION SUPERVISORS



In preparation for Board and LSB elections, the National Elections Supervisor may appoint, subject to approval of the Executive Director, a Local Election Supervisor for each Foundation radio station area. A Local Elections Supervisor may not be an employee of the Foundation or any Foundation radio station, or Director of the Foundation or hold any LSB elected office, or a radio station Staff member, Paid or Volunteer. The Local Elections Supervisors preferably should be experienced with election procedures and supervision. Under the direction and supervision of the National Elections Supervisor, each Local Election Supervisor shall coordinate the Board and LSB elections for the radio station area to which s/he is assigned to ensure a fair election in compliance with the terms of these Bylaws. His/her duties shall include preparing a nomination petition form for use by all potential nominees, reviewing each potential candidate's nomination papers for eligibility and completeness, overseeing the preparation and distribution of the election ballot, closing the election, and counting and assisting with ballot counting, as requested. To assist him/her in the conduct and oversight of the election, each Local Elections Supervisor may appoint a committee of volunteer Members, all of which volunteer Members the local elections supervisor must, in good faith and in his/her sole discretion, believe to be neutral individuals. Said committee shall consist of that number of volunteer Members the local elections supervisor deems necessary. The Local Elections Supervisors do not have to be Members of the Foundation. Upon the completion of, and certification of the results for, the elections s/he supervised, each Local Elections Supervisor's term shall end.

Article Four, Board of Directors of the Foundation, Section 11: Election Time Frame

In a National Election year, the nominations period for all elected positions shall open on June 1 and remain open for thirty (30) days, closing on June 30. The national and local election supervisors shall thereafter prepare the written ballots for each radio station, listing all of the candidates and setting forth all other information required by these Bylaws. Ballots shall be mailed, or otherwise made available, to the Members on August 15 (or the following business day if August 15 is a mail holiday). To be counted a ballot must be received on or before September 30 (the "Election Close Date").

All ballots shall be held sealed until the Election Close Date. If the required quorum of ballots is not received by the Elections Close Date, then the Elections Close Date shall be extended by up to four additional weeks until closed by the National Election Supervisor. The National and Local Elections Supervisors shall have up to 15 days after the Election Close Date to count the ballots and to certify the results to the Board and the Members, which results must be reported by October 15 or, if the Election Close Date was extended, by 15 days after the extended Election Close Date, and shall be posted on the Foundation's and the radio stations' websites. If no quorum of ballots is obtained by the extended date, the national and local elections supervisors shall count the ballots and certify the results to the Board and members, noting which member classes and stations did not meet quorum requirements despite the extension of voting.



If in the year preceding the National Elections, the Pacifica National Board determines by a 2/3 vote of the total number of Directors conducted by email or paper ballot, that the schedule above cannot be executed due to exigent circumstances, they may by November 30 adopt a schedule subject to the constraints herein:

- 1) Avoids where possible conflicts between major fund drives and the period between the close of nominations and the election close date
- 2) Includes a period of not less than 30 days for nomination of candidates;
- 3) Allows no less than 35 days after the mailing of ballots, on or before which completed ballots must be received to be counted ("Election Close Date")
- 4) Provides that all other intervals within the time-line remain as stated in the preceding paragraph, and
- 5) Allows for seating of the new Board positions in December of National Election years as provided for in Section 13 of this Article.

Article Four, Board of Directors of the Foundation, Section 12: Fair Campaign Provisions

No Foundation or radio station management or Staff (Paid or Volunteer) may use or permit the use of radio station air time or other station resources to endorse, campaign or recommend in favor of or against any candidate(s), nor may air time be made available to some candidate(s) but not to others. All candidates for election shall be given equal opportunity for equal air time, which air time shall include time for a statement by the candidate and a question and answer period with call-in listeners. No Foundation or radio station management or Staff (Paid or Volunteer) may give any on-air endorsements to any candidate(s). The Board of Directors may not, nor may any LSB nor any committee of the Board or of an LSB, as a body, endorse any candidate(s). However, an individual Director, LSB Officer or LSB Staff Representative who is a Member in good standing may endorse or nominate candidate(s) in his/her individual capacity. In the event of any violation of these provisions for fair campaigning, the local elections supervisor and the national elections supervisor shall determine, in good faith and at their sole discretion, an appropriate remedy, up to and including disqualification of the candidate(s) and/or suspension from the air of the offending staff person(s) (Paid or Volunteer) for the remainder of the elections period. All candidates and staff members (Paid and Volunteer) shall sign a statement certifying that they have read and understood these fair campaign provisions.

Article Four, Board of Directors of the Foundation, Section 13: Seating

The newly elected and designated National Officers, Station Representative Directors, Staff Representative Directors and Affiliates Representative Director shall be seated at a Special Meeting of



the Board of Directors held in early December of National Election years, when their terms shall commence.

Article Four, Board of Directors of the Foundation, Section 14: Designation of Affiliate Representative Director

The Association of Affiliates shall have the right to designate an Affiliates Representative Director as provided under section 5220(d) of the California Nonprofit Corporation Law. The Association of Affiliates shall notify the Secretary of the Foundation by December 1st of Pacifica National Election Years of the name and contact information of the designated Affiliates Representative Director.

The Association of Affiliates shall be that organization formed on September 25, 2019, which shall consist of member stations which are fee-paying affiliates of the Pacifica Radio Network. The Association shall provide its current mailing address, a current copy of its bylaws, membership list, and its officers and their contact information to the Foundation Secretary annually.

Article Four, Board of Directors of the Foundation, Section 15: Nomination and Election of At-Large Directors

A. NOMINATION

Any member of the Board of Directors may nominate one or more persons to serve as an At-Large Director. Nominations are made at the early December Special Meeting of the Board of Directors after Pacifica National Elections, and should include the nominee's resume listing their areas of expertise that may be of interest to the Board and accomplishments in areas related to the Foundation's mission. Nominations should be sent to the incoming Secretary of the Board.

B. ELECTION

As the second order of business at a Special Meeting in early January after Pacifica National Elections, the Directors present shall elect the At-Large Directors from the nominees, as follows. Each of the Directors may vote, in a single election, for three nominees. The top three vote-getters become the Board's At-Large Directors. The At-Large Director's term shall commence immediately upon his/her election. At-Large Directors must be Pacifica members shortly after their term begins.

Article Four, Board of Directors of the Foundation, Section 16: Removal of Directors

Consistent with applicable law, any Director shall be removed from the position of Director, and cease to be a Director upon the occurrence of any of the following:



(A) said Director's death or resignation;

(B) upon the occurrence of a disqualifying act, e.g. candidacy, election or appointment to a political office;

(C) failure of a Director to attend three consecutive Board meetings, which absences have not been excused by a majority vote of the Directors present and voting at the meetings in question;

(D) failure to maintain membership in good standing;

(E) upon the fair and reasonable determination by a 2/3 vote of all the Directors on the Board (excluding the Director in question) after a review of the facts that said Director has exhibited conduct that is adverse to the best interests of the Foundation. In the event of a removal proceeding pursuant to this Section, the Director shall be afforded reasonable and appropriate due process according to the circumstances, including notice and an opportunity to be heard. Removal of a Director hereunder shall also constitute removal of said Director from any position as a Foundation Officer and from any positions on a committee that s/he held by nature of his/her role as a Director. Notice of a meeting to remove a Director must be given at least 30 days in advance of said meeting.

Article Four, Board of Directors of the Foundation, Section 17: Filling Vacancies on the Board

If a Director's seat becomes vacant for any reason, the Board shall appoint a qualified replacement for the remainder of the three-year term, except that if the vacancy is for an At-Large Director, the Board may choose to leave that position vacant for the rest of the term. If the Affiliate Director's seat becomes vacant for any reason, the Association of Affiliates may designate a replacement.

Article Four, Board of Directors of the Foundation, Section 18: Compensation

Directors shall serve without compensation except that they shall be allowed reasonable advancement or reimbursement of expenses incurred in the performance of their regular duties.

Article Four, Board of Directors of the Foundation, Section 19: Restriction Regarding Interested Directors

Notwithstanding any other provision of these Bylaws, not more than forty-nine percent (49%) of the persons serving on the Board may be interested persons. For purposes of this Section, "interested person" means either: (1) Any person who currently is being or has been compensated by the



Foundation for services rendered within the previous 12 months, whether as a full-time or part-time officer, employee, independent contractor, or otherwise, or (2) any brother, sister, ancestor, descendant, spouse, domestic partner, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, or father-in-law of any such person.

Article Five, Meetings of the Board of Directors

Article Five, Meetings of the Board of Directors, Section 1: Time and Place of Meetings

The in-person "Annual Meeting" of the Board of Directors shall take place in late January each year, or at such other times and places as agreed by a majority vote of the Board of Directors. The Board shall meet in person one to four times each calendar year as agreed by a majority vote of the Board of Directors. The one to four in-person regular Board meetings shall rotate through the five Foundation radio station areas so that meetings do not take place twice in the same radio station area until a meeting has been held in all other station areas.

Article Five, Meetings of the Board of Directors, Section 2: Special Meetings

Special meetings of the Board of Directors may be called by the Chairperson of the Board, any two Officers of the Foundation, or by any three Directors.

Article Five, Meetings of the Board of Directors, Section 3: Telephonic Meetings

The Board may hold regular and special meetings by telephone conference, video screen communication or other communications equipment, provided, however, that telephone appearance at meetings scheduled as "in-person" meetings is not permitted. Participation in a telephonic meeting under this Section shall constitute presence at the meeting if all of the following apply:

- A. Each Director participating in the meeting can communicate concurrently with all other Directors.
- B. Each Director is provided the means of participating in all matters for the Board, including the capacity to propose, or to interpose an objection to, a specific action to be taken by the Foundation.
- C. The Board has a means of verifying that the person participating at the meeting is a Director and that all votes cast during said meeting are cast only by Directors.



Article Five, Meetings of the Board of Directors, Section 4: Notice

Notice of every regular meeting of the Board of Directors, stating the time and place of said meeting, and the purposes thereof, shall be sent to each Director by first class mail, facsimile or email, according to the preference each Director specifies in writing to the Foundation's Secretary, at least thirty (30) days before any such meeting. Special meetings shall require only seven (7) days advance notice, but shall also require telephonic notice by leaving a message at the telephone number given to the Foundation's Secretary for such notice by each Director, and shall include the specific purposes of the meeting. No additional business not stated in the notice shall be conducted at a special meeting. Notice of all meetings shall be placed on the Foundation's website. On-air announcements of Board and Committee meetings shall meet the notice requirements of the Corporation for Public Broadcasting, for such meetings. All meetings shall also be posted on-line with a link from the home page of each station's web site pointing to the meeting information.

Notice of a meeting hereunder will be deemed waived by a Director who affirmatively agrees to attend a meeting or to waive this advance notice requirement, signs a waiver of notice or a written consent to hold the meeting, or who attends the meeting without protesting prior to the meeting or upon commencement of the meeting to the lack of notice to that Director.

Article Five, Meetings of the Board of Directors, Section 5: Quorum and Approval

A quorum at any meeting of the Board of Directors shall consist of a majority of the then serving Directors. If after a quorum has been established at a meeting of the Directors some Directors leave the meeting and there is no longer a quorum present, those Directors remaining may continue to take action so long as a resolution receives at least that number of affirmative votes as would constitute a majority of a quorum. (E.g., if the quorum is 8 Directors, and a majority of a quorum is 5 Directors, then so long as 5 Directors remain present and vote in the affirmative the resolution shall be adopted.) Except as otherwise expressly provided herein, the approval of a majority of the Board present and voting shall be required for any action of the Board.

In the event quorum is not achieved, roll shall be taken to establish quorum or lack thereof and minutes shall be produced to reflect the roll call vote. Those present may also schedule the next meeting.

Article Five, Meetings of the Board of Directors, Section 6: Proxies

All action taken by Directors shall be taken by the elected Director personally. The powers of members of the Board may not be exercised by alternates, by proxy or the like.



Article Five, Meetings of the Board of Directors, Section 7: Open Meetings

All meetings of the Board of Directors and its committees shall be open to the Members and to the public, with the exception of those meetings dedicated to or predominantly regarding personnel, proprietary information, litigation and other matters requiring confidential advice of counsel involving commercial or financial information obtained on a privileged or confidential basis, or relating to a purchase of property or the use or engagement of services whenever the premature exposure of said purchase or sale, in the Board's sole opinion may compromise the legitimate business interest of the Foundation. In the event that all or a portion of a meeting is closed, the Board shall indicate in its notice of said meeting that the meeting or a part of it shall be closed. In addition, within a reasonable period after the closed meeting, the Foundation's Secretary shall post on the Foundation's website a general statement of the basis on which all or part of said meeting was closed.

No person shall be required, as a condition for attendance at any public meeting or to publicly comment, to register his/her name or to provide any other information. With the exception of telephone meetings, all public meetings of the Board and its committees shall include public comment periods. Public comment periods at Board meetings shall be not less than one hour, and at committee meetings, not less than one-half hour.

The Board shall make reasonable efforts to broadcast or webcast all its public meetings, and committee meetings, whether such meetings are in-person or telephonic.

Article Five, Meetings of the Board of Directors, Section 8: Action by Unanimous Written Consent

Any action that the Board is required or permitted to take may be taken without a meeting if all Directors consent in writing to the action; provided, however, that the consent of any Director who has a material financial interest in a transaction to which the Foundation is a party and who is an "interested director" as defined in California Corporations Code Section 5233 (as it may be amended from time to time) shall not be required for approval of said transaction. Such action by written consent shall have the same force and effect as any other validly approved action of the Board. All such consents shall be filed with minutes of the proceedings of the Board.

Article Five, Meetings of the Board of Directors, Section 9: Accessibility

All public Board meetings shall be held in spaces fully accessible as defined in the Americans with Disabilities Act and any other applicable state and federal laws. Properly closed sessions may be held otherwise unless this would preclude access for any individual entitled to attend.



Article Six, Local Station Boards (LSBs)

Article Six, Local Station Boards, Section 1: Local Station Boards

There shall be a standing committee for each Foundation radio station which shall be known as the Local Station Board ("LSB"), which shall function as a Community Advisory Board, consistent with the rules of the Corporation for Public Broadcasting. Because of those rules, each LSB's structure and composition, including the number of members, their terms, and method of appointment and removal, is established by the Board of Directors, which is the governing body for all stations. Further, the LSBs must not exercise any control over the daily management or operation of the stations. The powers, duties and responsibilities of the LSBs shall be those set forth in these Bylaws and such other powers, duties and responsibilities as the Board of Directors may from time to time delegate to them.

Article Six, Local Station Boards, Section 2: Composition of Local Station Boards

Each LSB shall consist of the five LSB Officers (Chairperson, Vice Chairperson, Secretary, Community Outreach Coordinator, and Membership/Fundraising Coordinator), and two Staff Representatives, (one LSB Paid Staff Representative and one LSB Volunteer Staff Representative), and three to six other LSB Members appointed by the LSB officers. Once the LSB officers have determined the number of LSB members, each LSB officer may vote, in a single election for that number of nominees. The top vote-getters become the LSB Members.

In addition, an "associate station," if any, as that term is defined in Section 12 of this Article, may appoint one representative to the LSB of the radio station with which it is associated. Associate Station Representatives shall be voting members of the LSB,. No LSB shall have more than a total of three (3) Associate Station Representatives (and no more than one (1) from any one associate station) at any given time. If the Associate Station Representative joins the LSB mid-term, they shall serve until the end of the 3-year term. The term of office of an Associate Station Representative shall be three years, with a maximum of two full consecutive three-year terms of service on an LSB, plus part of an additional term if the person became an Associate Station Representative mid-term.

Article Six, Local Station Boards, Section 3: Specific Powers and Duties

Each LSB, acting as a standing committee of one of the Foundation's radio stations, shall have the following powers, duties and responsibilities related to its specific radio station, under the direction and supervision of the Foundation's Board of Directors:

A. To work with station management to ensure that station programming fulfills the purposes of the Foundation and is responsive to the diverse needs of the listeners (demographic) and communities (geographic) served by the station,.



- B. To conduct surveys on a regular basis to solicit the views, needs and concerns of the community, using a survey developed by the Executive Director for use at all stations.
- C. To assist in station fund-raising activities, including off-air membership recruitment for the station.
- D. To actively reach out to underrepresented communities to help the station serve a diversity of all races, creeds, colors and nations, classes, genders and sexual orientations, and ages and to help build collaborative relations with organizations working for similar purposes.
- E. To perform community needs assessments.
- F. To assist with publicity efforts for the station.

Article Six, Local Station Boards, Section 4: Term of LSB Officers and LSB Staff Representatives

The term of all LSB Officers and LSB Staff Representatives shall be three (3) years. An LSB Officer or LSB Staff Representative may serve no more than two consecutive full three-year terms plus part of an additional term if the person becomes an LSB Officer or LSB Staff Representative after the term has started to fill a vacancy.

Article Six, Local Station Boards, Section 5: Eligibility and Nomination of LSB Officers and LSB Staff Representatives

A. ELIGIBILITY FOR LSB OFFICER POSITIONS

Any Listener-Sponsor Member in good standing, except radio station management personnel or Foundation management personnel, may be nominated for the position of LSB Chairperson, LSB Vice Chairperson, LSB Secretary, LSB Community Outreach Coordinator, or LSB Membership/Fundraising Coordinator (the “LSB Officers”) for the Foundation radio station with which s/he is affiliated by the signatures of fifteen (15) Listener-Sponsor Member in good standing who are also affiliated with that radio station, provided, however, that no person who holds any elected or appointed public office at any level of government, federal, state, or local, or is a candidate for such office shall be eligible for election to one of the LSB Officers. An LSB Officer shall be deemed to have resigned their LSB Officer position if s/he becomes a candidate for public office or accepts a political appointment during his or her term on the LSB. This restriction shall not apply to civil service employment by governmental agencies.

B. ELIGIBILITY FOR LSB STAFF REPRESENTATIVE POSITIONS



Any Paid Staff Member in good standing may be nominated for the office of LSB Paid Staff Representative by the signatures of five (5) Staff Members in good standing who are also affiliated with that radio station, and any volunteer staff member in good standing may be nominated for the office of LSB Volunteer Staff Representative by the signatures of five (5) staff members in good standing who are also affiliated with that radio station, provided, however, that no person who holds any elected or appointed public office at any level of government, federal, state, or local, or is a candidate for such office shall be eligible for election to the position of LSB Staff Representative. An LSB Staff Representative shall be deemed to have resigned the position of LSB Staff Representative if s/he becomes a candidate for public office or accepts a political appointment during his or her term as an LSB Staff Representative. This restriction shall not apply to civil service employment by governmental agencies.

C. NOMINATION FOR LSB OFFICERS AND LSB STAFF REPRESENTATIVES

Each Member seeking to be a nominee shall submit: (1) the required number of nominating signatures on the form provided by the election supervisor; (2) a statement of which position the candidate is running for election (for Listener-Sponsor Members: LSB Chairperson, LSB Vice Chairperson, LSB Secretary, LSB Community Outreach Coordinator, or LSB Membership/Fundraising Coordinator; for staff members: LSB Paid Staff Representative, or LSB Volunteer Staff Representative); (3) a written statement of up to 500 words in length by the candidate introducing himself/herself and his/her interest in, or qualifications for, serving in the position, which statement shall be distributed, or otherwise made available, to the Members entitled to vote along with the written ballot; and (4) a statement acknowledging that s/he has read and understood the "Fair Campaign Provisions" set forth in Article Four, section 12 of the Bylaws. The names of up to five (5) of the candidate's nominators may be listed at the end of a candidate's statement. Each candidate also may, but is not required to, for informational purposes indicate his/her gender and racial or ethnic heritage. Each member can be a nominee for only one position in an election (whether Director or LSB position).

Article Six, Local Station Boards, Section 6: Election of LSB Officers and LSB Staff Representatives

Elections for LSB Officers and LSB Staff Representatives shall occur as part of the Pacifica National Elections held every three years, pursuant to the provisions of Section 8(A-E) of Article Three of these Bylaws.

Members shall vote in classes for the LSB Officer and LSB Staff Representative Elections. Listener-Sponsor Members from each station shall elect the LSB Officers. Paid Staff Members from each station shall elect the LSB Paid Staff Representative. Volunteer Staff Members from each station shall elect the LSB Volunteer Staff Representative.



Article Six, Local Station Boards, Section 7: Removal of LSB Officers, LSB Staff Representatives and Appointed LSB Members

Any LSB Officer, LSB Staff Representative or appointed LSB Member (hereafter referred to as “any LSB position) shall be removed from the LSB and cease to hold an LSB position upon the occurrence of any of the following:

- (A) Said person’s death or resignation;
- (B) Upon the occurrence of a disqualifying act, e.g. the appointment or election to a public office;
- (C) Failure of a person holding any LSB position to attend three consecutive LSB meetings, which absences have not been excused by a majority vote of the LSB members present at the meetings in question;
- (D) upon the fair and reasonable determination, by a 2/3 vote of the LSB at a meeting on said issue, after a review of the facts; that, in its sole discretion, said holder of an LSB position has exhibited conduct that is adverse to the best interests of the Foundation or the radio station.

In the event of a removal proceeding pursuant to this Section, the person holding the LSB position must be afforded reasonable and appropriate due process according to the circumstances, including notice and an opportunity to be heard at the meeting. Notice of a meeting to remove a person holding an LSB position must be given in writing at least thirty (30) days in advance. A person removed from an LSB position pursuant to this Section shall not be eligible for reelection as an LSB Officer or LSB Staff Representative or appointment as an LSB member for a period of three (3) years.

Article Six, Local Station Boards, Section 8: Filling of Vacancies

If an LSB Officer or LSB Staff Representative position becomes vacant mid-term, the LSB shall appoint a replacement for the remainder of the three-year term.

Article Six, Local Station Boards, Section 9: Compensation

LSB Officers, LSB Staff Representatives and LSB Members shall serve without compensation except that they shall be allowed reasonable advancement or reimbursement of expenses incurred in the performance of their regular duties.

Article Six, Local Station Boards, Section 10: Meetings

A. FREQUENCY

Each LSB shall meet as often as required to accomplish its duties, but not less than every other month.



B. TIME AND PLACE

The LSB shall establish, by majority vote, the time and place of each meeting, provided, however that no meeting shall occur sooner than ten (10) days from the date of the vote scheduling said meeting without the unanimous agreement of all the LSB officers that a shorter period is required to address urgent matters and, in the event of less than 10 days notice, notice shall be given by telephone message to all LSB members at least 24 hours before the meeting. There shall be a meeting of the LSB in December of Pacifica National Election years to seat newly elected LSB officers and LSB Staff Representatives. Meetings shall be held within the local radio station area in facilities of sufficient size to accommodate Members affiliated with that radio station and the public, preferably in the station.

C. MEMBERS & PUBLIC PARTICIPATION

LSB meetings shall be open to the public and to all Members. Each meeting shall include a public comment period of not less than thirty (30) minutes. No person shall be required, as a condition for attendance at any public meeting or to publicly comment, to register his/her name or to provide any other information.

D. NOTICE

The public and all Members shall be notified of each LSB meeting. On-air announcements of meetings of the Local Station Boards and their committees shall meet the notice requirements of the Corporation for Public Broadcasting for such meetings. All meetings shall also be posted on-line with a link from the home page of each station's web site pointing to the meeting information. Whenever feasible, notice shall also be posted on the station's website at least 7 days prior to the date of each meeting.

E. RECORDKEEPING AND RULEMAKING

Meetings and actions of the LSB shall be governed by the provisions of these Bylaws. A book of Minutes of all meetings and actions of the LSB shall be kept and shall be filed with the records of the LSB, which book shall include the time and place of each meeting, the notice given, how authorized, the names of those present, and a summary of the proceedings. A copy of all Minutes and actions of the LSB shall also be forwarded to the Foundation's Secretary for maintenance pursuant to Section 1(A) of Article Eleven of these Bylaws. Each LSB may adopt additional rules for the governance of its LSB so long as the rules are not inconsistent with these Bylaws.

Article Six, Local Station Boards, Section 11: Quorum and Approval

A quorum at any meeting of an LSB shall be at a majority of the then-serving LSB members. Associate Station Representatives shall not be counted for purposes of establishing a quorum for matters on



which they are not entitled to vote. Except as otherwise expressly provided in these Bylaws, the approval of a majority of the LSB members present and voting shall be required for any action of said LSB. In the event that the vote on any motion results in a tie, the motion shall not pass.

In the event quorum is not achieved, roll shall be taken to establish quorum or lack thereof and minutes shall be produced to reflect the roll call vote. Those present may also schedule the next meeting.

Article Six, Local Station Boards, Section 12: Associate Stations

A. A Foundation radio station may choose to associate with any geographically contiguous community radio station for the purpose of re-broadcasting no less than seventy-five percent (75%) of that Foundation radio station's programming. The terms of said association shall be memorialized in a written agreement between the Foundation radio station and the community radio station, which agreement must first be approved by the Board of Directors to be effective. Such a community radio station must produce some local programming, operate under a mission statement compatible with that of the Foundation and have a democratically elected station board. Such a community radio station will be referred to as an "associate station", which station is different from an "affiliate station" as referenced in Section 14 of Article Four of these Bylaws.

B. Associate Station Representatives sitting on LSBs are subject to removal by either their own station boards according to their own respective terms of accountability and appropriateness or by the majority vote of all the LSB (excluding the vote of the associate station representative in question). The LSB must notify the associate station board at least 30 days prior to any vote to remove its representative about any difficulties or concerns regarding its Associate Station Representative in order to provide said associate radio station the opportunity to consult with its representative about the LSB's concerns and/or to designate a replacement representative.

Article Six, Local Station Boards, Section 13: Proxies Not Permitted

All actions taken by LSB members shall be taken personally. The powers of LSB Officers, LSB Staff Representatives, LSB Members and Associate Station Representatives may not be exercised by alternates, by proxy or the like.

Article Six, Local Station Boards, Section 14: Local Station Board Advisory Committees

A. An LSB may, by resolution, designate one or more advisory committees, to serve at the pleasure, direction, and supervision of the LSB. Any such advisory committee shall include, at least, two (2) LSB members. Members affiliated with that radio station shall be eligible for appointment to a



committee. Station Advisory Committee members shall not be considered agents of the Foundation or the radio station and shall not have the authority to bind the Foundation or the radio station with which it is affiliated.

B. Meetings and actions of local station advisory committees shall be governed by the provisions of Section 10 of this Article of these Bylaws with such changes as are necessary in said provisions to substitute the committee(s) and its members for the LSB and its members, except that the time of regular meetings of committees may be determined by resolution of the LSB as well as a vote of the committee and that the committees shall not be required to meet in December or January unless they otherwise agree, or the LSB resolves that it should do so, and provided that notice of committee meetings shall be deemed adequate if announced at LSB meetings and, when feasible, posted on the station's web page. Special meetings of committees may also be called by resolution of the LSB or the committee. The LSB may adopt additional rules for government of any committee that are not inconsistent with the provisions of these Bylaws.

C. The general duty of advisory committees shall be to advise the LSB on the issues for which the committee was created. Advisory committees shall have only those duties and powers set forth by resolution of the LSB, which powers shall not include the power to: (1) approve any action which, under the California Nonprofit Public Benefit Corporation Law or any other laws dealing with nonprofit corporations or these Bylaws, requires the approval of the Members, Directors, or the LSB; (2) fill vacancies on the Board, LSB or on any committee; (3) amend or repeal these Bylaws or adopt new bylaws; (4) amend or repeal any resolution of the Board or the LSB; (5) create any other committees of the Board or LSB; (6) approve or execute any contract or transaction; or (7) incur any indebtedness, or borrow money, on behalf of the Foundation or any LSB.

Article Seven, Committees of the Board of Directors

Article Seven, Committees of the Board of Directors, Section 1: Committees of the Board

The Board of Directors may, by resolution, designate one or more committees, to serve at the pleasure of the Board. Any such committee shall have only such authority as provided by resolution of the Board and no committee may without full Board review and approval:

A. Approve any action which, under the California Nonprofit Public Benefit Corporation Law or any other laws dealing with nonprofit corporations or these Bylaws, also requires the approval of the Members;



- B. Fill vacancies on the Board or in any committee (except that LSB Officers and LSB Staff Representatives may fill vacancies on the board for their local station area);
- C. Fix compensation for Directors for serving on the Board or on any committee;
- D. Amend or repeal these Bylaws or adopt new bylaws;
- E. Amend or repeal any resolution of the Board;
- F. Create any other committees of the Board or appoint members of the committees to the Board;
- G. Approve or execute any contract or transaction to which the Foundation is a party; or
- H. Incur any indebtedness, or borrow money, on behalf of the Foundation.

Article Seven, Committees of the Board of Directors, Section 2: Composition of Board Committees

Except as otherwise provided in these Bylaws, all committees shall include the Station Representative Director from each Foundation radio station or his/her designee from their radio station membership unless such Director chooses not to be on a committee or designate someone else for the committee, provided, however, that the inclusion of non-Directors on a committee shall not be allowed where the Board by a majority vote determines that the privileged, sensitive or confidential nature of the matters to be addressed by said committee preclude the inclusion of non-Directors as committee members in order for said committee to effectively and efficiently perform its duties.

The officers of the Board may join committees but not chair them, except that the Treasurer of the Board is the Chairperson of the Finance Committee. All other Directors may join committees and be allowed to chair.

A Chair of a Committee of the Board may invite non-members with expertise needed by the Committee to join the Committee.

Article Seven, Committees of the Board of Directors, Section 3: Standing Committees

The Board of Directors shall also have the following standing committees:

- (A) a Governance Committee, which shall regularly review the Foundation's bylaws and policies for governance of Board activities;



(B) a Finance Committee, which shall review and recommend the annual budget for board approval and shall monitor and report Foundation financial activities at least quarterly and shall include as members the Chief Financial Officer, the Treasurer, the Affiliate Representative Director or his/her designee, and a Director or his/her designee from each radio station area with a basic understanding of Pacifica's finances as described in the annual audit. The Treasurer of the Board shall be the chair of the Finance Committee. The Foundation's Chief Financial Officer shall be an employee of the Foundation and shall not be the Board Treasurer. The Board Treasurer shall not sign documents on behalf of the Foundation requiring the signature of the Chief Financial Officer nor represent him/herself to have any authority to bind the Foundation; and

(C) an Audit Committee, which shall oversee the annual audit of the Foundation's books, with limitations on Audit Committee membership as follows: The Audit Committee may include persons who are not members of the Board of Directors. No staff member, whether paid or volunteer, may be on the Audit Committee. Members of the Finance Committee may be on the Audit Committee, but may not be the Chair of the Audit Committee or constitute a majority of Audit Committee members.

If the Board decides to establish a Coordinating Committee to coordinate Board activities between meetings, it may do so, provided however that the Coordinating Committee shall not be considered an "executive committee" and shall not exercise any powers of the Board without Board approval. The Board shall decide on the composition and size of the Coordinating Committee.

Article Seven, Committees of the Board of Directors, Section 4: Committees of Inclusion

In addition, there shall be established, in each of the Foundation's radio station areas, standing committees of the Board to monitor the under-representation of communities in their respective radio station areas. These "Committees of Inclusion" shall include one Director and three LSB members from each radio station area who shall be elected by their respective LSBs, and such additional individuals as those four shall choose by majority vote. The Committees of Inclusion will monitor both station programming and staffing. They will also monitor the diversity of election candidates and work to improve the diversity of election candidates at the local and national level. These Committees of Inclusion shall monitor diversity participation in consultation with the general manager, local committees and the Board, the status of which will be published and maintained in each respective radio station area. Communities deemed to be under-represented by the Committees of Inclusion will be identified and the extent of their under-representation shall be communicated to the Board, the respective LSBs and any local outreach committees. Station managers will be expected to consider these communities in their future decisions about staffing, programming, and candidate outreach, subject to any applicable state and federal laws and regulations. All station managers and Committees of Inclusion will report to the Board and their respective LSBs quarterly on the status of diversity within their radio station areas. The Board shall query and monitor radio station areas with identified under-represented communities and any plans for addressing these under-represented communities' increased participation. Where necessary with due notice, the Board will suggest and/or direct



managers and committees to implement specific measures to improve the status of under-represented communities in their respective radio station areas. The Board will assist and encourage station managers and Committees of Inclusion in finding new ways to improve recruitment efforts in their respective radio station areas.

Article Seven, Committees of the Board of Directors, Section 5: Meetings and Actions of Committees

Meetings and actions of committees shall be governed by, and held and taken in accordance with, the provisions of Article Five of these Bylaws with such changes in the context of those sections as are necessary to substitute the committee and its members for the Board and its members, except that the time of regular meetings of committees may be determined by resolution of the Board as well as the committee. Special meetings of committees may be called by resolution of the Board or by the committee Chair or by any two committee members and notice of special meetings of committees shall also be given to all alternate committee members, who shall have the right to attend all meetings of the committee. Any committee member shall have the right to place a matter on the agenda for discussion by the committee. The Board may adopt additional rules for the operation of any committee that are not inconsistent with the provisions of these Bylaws.

Article Eight, Officers of the Foundation

Article Eight, Officers of the Foundation, Section 1: Designation of Officers

The officers of the Foundation shall be a Chairperson, a Vice Chairperson, an Executive Director, a Secretary, a Treasurer and a Chief Financial Officer. Any number of offices may be held by the same person, except that neither the Secretary nor the Chief Financial Officer shall serve concurrently as the Chairperson of the Board or the Executive Director. With the exception of the Chairperson, the Vice Chairperson, the Secretary and the Treasurer, no officer is required to be a Director. The Executive Director is a non-voting member of the Board of Directors.

Article Eight, Officers of the Foundation, Section 2: Election and Appointment of Officers

The Chairperson, Vice Chairperson, Secretary and Treasurer shall be elected by the membership according to Article Four. The Executive Director and Chief Financial Officer shall be appointed by the Board of Directors and serve at the pleasure of the Board (subject to the rights under any contract of employment).



Article Eight, Officers of the Foundation, Section 3: Executive Director

- A. The President of the Foundation shall be referred to as the "Executive Director." The Executive Director shall be the general manager, chief executive officer and chief administrator of the Foundation. S/he shall be selected, supervised and discharged by the Board.
- B. Subject to the control of the Board, the Executive Director shall have general supervision, direction and control of the business and the officers of the Foundation and the primary responsibility for implementing the directives, decisions and policies of the Foundation and the Board pertaining to administration, personnel, programming, financing and public relations. The Executive Director shall generally promote, coordinate and supervise the mission of the Foundation and shall have such powers and perform such duties as may be delegated or assigned to him/her by the Board.
- C. The Executive Director shall hire, supervise and regularly evaluate the station General Managers. The Executive Director may initiate the process to fire a General Manager as well as to effectuate it following standard human resources procedures.
- D. The Executive Director shall develop the community survey to be used by the LSBs.

Article Eight, Officers of the Foundation, Section 4: Chief Financial Officer

- A. The Chief Financial Officer shall keep and maintain, or cause to be kept and maintained, adequate and correct books and records of accounts of the properties and business transactions of the Foundation, including accounts of its assets, liabilities, receipts, disbursements, gains, losses, capital, and retained earnings. The books of account shall be open at all reasonable times to inspection by any Director upon demand.
- B. The Chief Financial Officer shall cause to be deposited all moneys and other valuables in the name and to the credit of the Foundation with such depositories as may be designated by the Board. S/he shall cause the funds of the Foundation to be disbursed as s/he may be properly directed from time to time, shall render to the Executive Director and the Board an account of all of his/her transactions as Chief Financial Officer and of the financial condition of the Foundation whenever requested, and shall have other such powers and perform such other duties as may be prescribed by the Board or the Bylaws.

Article Nine, General Provisions



Article Nine, General Provisions, Section 1: Membership Not Transferable

One's position as a Member, Director or Officer of the Foundation shall not be transferable and may not be assigned or inherited.

Article Nine, General Provisions, Section 2: Effect of Termination of Membership or Position: No Claims or Refunds

Except as specifically set forth herein, no withdrawn or terminated Members, Directors or Officers (nor their heirs or personal representatives) shall have any claim whatsoever upon the assets of the Foundation, or any claim whatsoever arising out of said membership or the holding of any office or position in the Foundation. Furthermore, no Member, Directors or Officers shall be entitled to the return of any monies contributed to the Foundation or any Foundation radio station.

Article Ten, Indemnification of Directors, Officers, Employees and Other Agents

Article Ten, Indemnification of Directors, Officers, Employees and Other Agents, Section 1: Non-Liability of Directors & Officers

Directors and Officers shall not be personally liable for the debts, liabilities, or other obligations of the Foundation and private property of such individuals shall be exempt from Foundation debts or liabilities, subject to the applicable provisions of California's Corporation Code, unless said debts, liabilities or other obligations are the direct result of intentional misconduct by a Director or Officer. The personal liability of Directors and Officers shall be eliminated to the fullest extent permitted by California law.

Article Ten, Indemnification of Directors, Officers, Employees and Other Agents, Section 2: Definitions: Agents, Proceedings and Expenses

For the purposes of this Article Ten, "agent" means any person who is or was a Director, Officer, employee or agent of this Foundation; "proceeding" means any threatened, pending or completed action or proceeding, whether civil, criminal, administrative, or investigative; and "expenses" includes, without limitation, attorneys' fees and any expenses of establishing a right to indemnification under Section 3 or Section 4 of this Article.



**Article Ten, Indemnification of Directors, Officers, Employees and Other Agents,
Section 3: Actions Other Than by the Foundation**

Subject to the provisions of Section 5238 of the California Corporations Code (as amended from time to time), the Foundation shall indemnify any person who was or is a party, or is threatened to be made a party, to any proceeding (other than an action by or in the right of this Foundation to procure a judgment in its favor, an action brought under Section 5233 of the California Corporations Code or an action brought by the Attorney General or a person granted relator status for any breach of duty relating to assets held in charitable trust) by reason of the fact that such person is or was an agent of the Foundation, against expenses, judgments, fines, settlements and other amounts actually and reasonably incurred in connection with such proceeding, if that person acted in good faith and in a manner that person reasonably believed to be in the best interests of this Foundation, and, in the case of a criminal proceeding, had no reasonable cause to believe his or her conduct was unlawful. The termination of any proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent shall not, of itself, create a presumption that the person did not act in good faith and in a manner which the person reasonably believed to be in the best interests of this Foundation or that the person had reasonable cause to believe that his or her conduct was unlawful.

**Article Ten, Indemnification of Directors, Officers, Employees and Other Agents,
Section 4: Actions by the Foundation**

Subject to the provisions of Section 5238 of the California Corporations Code (as amended from time to time), the Foundation shall indemnify any person who was or is a party, or is threatened to be made a party, to any proceeding (other than an action by or in the right of this Foundation to procure a judgment in its favor, an action brought under Section 5233 of the California Corporations Code or an action brought by the Attorney General or a person granted relator status for any breach of duty relating to assets held in charitable trust) by reason of the fact that such person is or was an agent of the Foundation, against expenses, judgments, fines, settlements and other amounts actually and reasonably incurred in connection with such proceeding, if that person acted in good faith and in a manner that person reasonably believed to be in the best interests of this Foundation, and, in the case of a criminal proceeding, had no reasonable cause to believe his or her conduct was unlawful. The termination of any proceeding by judgment, order, settlement, conviction, or upon a plea of nolo contendere or its equivalent shall not, of itself, create a presumption that the person did not act in good faith and in a manner which the person reasonably believed to be in the best interests of this Foundation or that the person had reasonable cause to believe that his or her conduct was unlawful.

A. In respect of any claim, issue or matter as to which that person shall have been adjudged to be liable to this Foundation in the performance of that person's duty to this Foundation, unless and only to the extent that the court in which that action was brought shall determine upon application that, in view of all the circumstances of the case, that person is fairly and reasonably entitled to be indemnified for the expenses which the court shall determine; or



B. Of amounts paid in settling or otherwise disposing of a threatened or pending action, with or without court approval, if said settlement or disposition was not first approved by the Board.

**Article Ten, Indemnification of Directors, Officers, Employees and Other Agents,
Section 5: Successful Defense by Agent**

To the extent that an agent of this Foundation has been successful on the merits in defense of any proceedings referred to in Section 3 or Section 4 of this Article, or in defense of any claim, issue, or matter therein, the agent shall be indemnified against expenses actually and reasonably incurred by the agent in connection therewith.

**Article Ten, Indemnification of Directors, Officers, Employees and Other Agents,
Section 6: Required Approval**

Except as provided in Section 5 of this Article, any indemnification under this Article shall be made by this Foundation only if authorized upon a determination that indemnification of the agent in the specific case is proper because the agent has met the applicable standard of conduct set forth in Section 3 or Section 4 of this Article, by:

- A. A majority vote of a quorum of the Board who are not parties to the proceeding; or
- B. The court in which the proceeding is or was pending, upon application made by this Foundation or the agent or the attorney or other person rendering services in connection with the defense, whether or not such application by the agent, attorney, or other person is opposed by this Foundation.

**Article Ten, Indemnification of Directors, Officers, Employees and Other Agents, Section
7: Advance of Expenses**

Subject to the provisions of Section 5238 of the California Corporations Code (as amended from time to time), expenses incurred in defending any proceeding may be advanced by this Foundation before the final disposition of the proceeding upon receipt of an undertaking by or on behalf of the agent to repay the amount of the advance unless it shall be ultimately determined that the agent is entitled to be indemnified as authorized in this Article.

**Article Ten, Indemnification of Directors, Officers, Employees and Other Agents,
Section 8: Other Contractual Rights**



Nothing contained in this Article Ten shall affect any right to indemnification to which persons other than Directors and Officers of this Foundation or any subsidiary hereof may be entitled by contract or otherwise.

Article Ten, Indemnification of Directors, Officers, Employees and Other Agents, Section 9: Limitations

No indemnification shall be made hereunder, except as provided in Section 5 and Section 6(B) of this Article, or as otherwise required by law, in any circumstance where it appears:

A. That it would be inconsistent with a provision of the Articles of Incorporation, the Bylaws, or an agreement in effect at the time of the accrual of the alleged cause of action asserted in the proceeding in which the expenses were incurred or other amounts were paid which prohibits or otherwise limits indemnification; or

B. That it would be inconsistent with any condition expressly imposed by a court in approving a settlement.

Article Ten, Indemnification of Directors, Officers, Employees and Other Agents, Section 10: Insurance

The Foundation may, upon a determination by the Board, purchase and maintain insurance on behalf of any agent of the Foundation against any liability which might be asserted against or incurred by the agent in such capacity, or which might arise out of the agent's status as such, whether or not this Foundation would have the power to indemnify the agent against that liability under the provision of this Article.

Article Ten, Indemnification of Directors, Officers, Employees and Other Agents, Section 11: Fiduciaries of Corporate Employee Benefit Plan

This Article does not apply to any proceeding against any trustee, investment manager, or other fiduciary of an employee benefit plan in that person's capacity as such, even though that person may also be an agent of this Foundation as defined in Section 1 of this Article. Nothing contained in this Article shall limit any right to indemnification to which such a trustee, investment manager, or other fiduciary may be entitled by contract or otherwise, which shall be enforceable to the extent permitted by applicable law.



Article Ten, Indemnification of Directors, Officers, Employees and Other Agents, Section 12: Amendment to California Law

In the event that California Law regarding indemnification of directors, officers, employees and other agents of this Foundation, as in effect at the time of adoption of these Bylaws, is subsequently amended to in any way increase the scope of permissible indemnification beyond that set forth herein, the indemnification authorized by this Article Ten shall be deemed to be coextensive with the maximum afforded by the California Law as so amended.

Article Eleven, Corporate Records, Report and Seal

Article Eleven, Corporate Records, Report and Seal, Section 1: Maintenance of Corporate Records

The Foundation shall keep at its principal office in the State of California:

A. MINUTES

Minutes of all meetings of the Board of Directors, LSBs, of committees of the Board and LSBs and, if held, of Members, indicating the time and place of the holding of such meetings, whether regular or special, how called, the notice given, and the names of those present and the proceedings thereof; as well as all waivers of notice and consents to holding of Board or LSB meetings, notices and statements regarding closed meetings, approval of board minutes and written consents to Board action without a meeting. Minutes of closed meetings must be put under seal.

B. BOOKS AND RECORDS

Adequate and correct books and records of account.

C. MEMBERSHIP RECORD

A record of its Members indicating their names, addresses, class of membership, the radio station s/he is affiliated with and the termination date of any membership.

D. ARTICLES AND BYLAW

A copy of the Foundation's Articles of Incorporation and Bylaws, as amended from time to time, which shall be open to inspection by the Members of the Foundation at all reasonable times during office hours or available upon written request.



E. TAX RECORDS

A copy of the Foundation's annual information return on IRS Form 990 for each of the preceding 3 years and a copy of the Foundation's approved application for recognition of exemption.

Article Eleven, Corporate Records, Report and Seal, Section 2: Corporate Seal

The Board may adopt, use, and, at will, alter, a corporate seal. Such seal shall be kept at the principal office of the Foundation. Failure to affix the seal to corporate instruments, however, shall not affect the validity of any such instrument.

Article Eleven, Corporate Records, Report and Seal, Section 3: Directors: Inspection Rights

Every Director, or his or her designated agent, shall have the absolute right at any reasonable time to inspect and copy all of the Foundation's books, records and documents of every kind and to inspect the physical properties of the Foundation.

Article Eleven, Corporate Records, Report and Seal, Section 4: Members: Inspection Rights

Members of the Foundation shall have the following inspection rights, but only for a purpose reasonably related to such person's interests as a Member of the Foundation, and subject to the Foundation's right to provide a reasonable alternative method for achieving the Member's articulated purpose:

A. To inspect and copy the record of all Members' names, addresses and voting rights, at reasonable times, upon five (5) business days' prior written demand on the Foundation, which demand shall state the purpose for which the inspection rights are requested. Where the Foundation reasonably believes that the information will be used for an improper purpose, or where the Foundation provides a reasonable alternative to achieve the Member's articulated purpose, the Foundation may deny the Member access to its membership list and information;

B. To inspect at any reasonable time the books, records, or minutes of proceedings of the Members or of the Board or committees of the Board, upon written demand on the Foundation by the Member, for a purpose reasonably related to such person's interests as a Member, provided, however, that said Member will not be permitted to review sealed Minutes from closed meetings; and



C. To inspect and review copies of reports filed by the Foundation with the Attorney General consistent with Section 6324 of the California Corporations Code.

Article Eleven, Corporate Records, Report and Seal, Section 5: Right to Copy and Make Extracts

Any inspection under the provisions of this Article may be made in person or by agent or attorney and the right to inspection includes the right to copy and make extracts.

Article Eleven, Corporate Records, Report and Seal, Section 6: Corporate Financial Records and Report

The Foundation shall cause an annual report to be prepared and furnished to the Board not later than one hundred and twenty (120) days after the close of the Foundation's fiscal year and, upon payment of reasonable copying costs by the Member, to any Member who requests it in writing, which report shall contain the following information in appropriate detail:

- A. The assets and liabilities, including the trust funds, of the Foundation as of the end of the fiscal year;
- B. The principal changes in assets and liabilities, including trust funds, during the fiscal year;
- C. The revenue or receipts of the Foundation, both unrestricted and restricted to particular purposes, for the fiscal year; and
- D. The expenses or disbursements of the Foundation, for both general and restricted purposes, during the fiscal year.

The annual report shall be accompanied by any report thereon of independent accountants, or, if there is no such report, the certificate of an authorized officer of the Foundation that such statement(s) were prepared without audit from the books and records of the Foundation.

Article Eleven, Corporate Records, Report and Seal, Section 7: Annual Statement of Specific Transactions

The Foundation must furnish a statement to its Members and Directors by posting it at each of its radio stations and posting it on the Foundation's website and, at the Foundation's discretion, by otherwise delivering it to them within one hundred and twenty (120) days after the close of its fiscal year. Said statement shall briefly describe:



A. The amount and circumstances of any indemnifications or advances aggregating more than ten thousand dollars (\$10,000) paid during the fiscal year to any Officer or Director of the Foundation pursuant to Section 5238 of the California Corporations Code, provided that no such report need be made if the indemnification or advance was approved in advance by the Members;

B. Any transaction involving fifty thousand dollars (\$50,000) to which the Foundation was a party during the previous fiscal year in which a Director or Officer had a direct or indirect material financial interest or which was one of a number of transactions involving the same Director or Officer and which transactions in the aggregate involved more than \$50,000. Said statement shall briefly indicate the names of the interested persons involved in such transactions, stating each person's relationship to the Foundation, the nature of such person's interest in the transaction and, where practical, the amount of such interest, provided that in the case of a transaction with a partnership of which such person is a partner, only the interest of the partnership need be stated.

Article Eleven, Corporate Records, Report and Seal, Section 8: Annual Reports to Third Parties

A. The Foundation shall file with the California Secretary of State a biannual statement containing the names and addresses of its Executive Director, Secretary and Chief Financial Officer, the street address of its principal California office, and a designation of an agent for the service of process, which statement must be provided on the appropriate Secretary of State form.

B. In addition to providing a copy of the Foundation's annual report set forth in Section 6 of this Article and the annual statement in Section 7 of this Article, the Foundation shall also annually file with the Attorney General a Registration/Renewal Fee Report within four months and 15 days after the end of the Foundation's fiscal year.

Article Eleven, Corporate Records, Report and Seal, Section 9: Exempt Activities

Notwithstanding any other provision of these Bylaws, no Member, trustee, Officer, employee, Director or representative of this Foundation shall take any action or carry on any activity by or on behalf of the Foundation not permitted to be taken or carried on by an organization exempt under section 501(c)(3) of the Internal Revenue Code and its regulations as they now exist or as they may hereafter be amended, or by an organization, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code and regulations as they now exist or as they may hereafter be amended.



Article Twelve, Conflicts of Interest

Article Twelve, Conflicts of Interest, Section 1: Definitions

A "CONFLICT OF INTEREST" is any circumstance described in Section 2 of this Article, or such substantially similar circumstances.

An "INTERESTED PERSON" is any person serving as a Director, Officer, associate station representative, employee, or member of a committee of the Board or LSB.

A "FAMILY MEMBER" is a brother, sister, ancestor, descendant, spouse, domestic partner, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, or father-in-law of an Interested Person

A "FINANCIAL INTEREST" in an entity is a direct or indirect financial interest, which, in view of all the circumstances, would, or reasonably could, affect an Interested Person's or Family Member's judgment with respect to transactions to which the entity is a party.

Article Twelve, Conflicts of Interest, Section 2: Conflict of Interest Defined

A Conflict of Interest exists where the financial or business interests of an Interested Person are or may be inconsistent with the best interests of the Foundation. The following circumstances shall be deemed to create a Conflict of Interest:

- A. A contract or transaction between the Foundation (or a Foundation radio station) and an interested Person or Family Member.
- B. A contract or transaction between the Foundation (or a Foundation radio station) and an entity in which an Interested Person or Family Member has a Financial Interest or with which such Person has a relationship, for example as a director, officer, trustee, partner, or guardian
- C. A compensation arrangement between any entity or individual with which the Foundation (or a Foundation radio station) has a contract or transaction and an Interested Person or Family Member.
- D. A compensation arrangement between any entity or individual with which the Foundation (or a Foundation radio station) has a contract or transaction and an entity in which an Interested Party or Family Member has a Financial Interest.
- E. An Interested Person competing with the Foundation in the rendering of services or in any other contract or transaction with a third party.
- F. An Interested Person accepting gifts, entertainment or other favors from any individual or entity that:



(1) does or is seeking to do business with, or is a competitor of, the Foundation (or a Foundation radio station); or (2) has received, is receiving or is seeking to receive a loan or grant, or to secure other financial commitments from the Foundation (or a Foundation radio station), in both cases under circumstances where it might be reasonably inferred that such action was intended to influence or would likely influence the Interested Person in the performance of his or her duties.

Article Twelve, Conflicts of Interest, Section 3: Disclosures, Findings and Approval Procedures

An Interested Person must disclose in writing all material facts related to an actual or potential Conflict of Interest to the Board and/or the members of a committee considering a proposed contract or transaction to which the Conflict of Interest relates. If a contract or transaction is not being considered by the Board or a committee, the required disclosure must be made to the Board Chairperson. Until a Conflict of Interest has been voted upon by the Board in accordance with this Section 3, an Interested Person shall refrain from any action that might affect the Foundation's participation, or that of any of its radio stations, in any contract or transaction affected by a Conflict of Interest.

After disclosure of the Conflict of Interest and all material facts, and after the Interested Person responds to any questions that the Board may have regarding the Conflict of Interest, the Board shall discuss the matter, outside the Interested Party's presence, and vote on the contract or transaction in question. If the Interested Person is a Director, s/he may not vote on the contract or transaction to which the Conflict of Interest relates, but may be counted in determining the presence of a quorum for purposes of the vote.

After disclosure of the Conflict of Interest and all material facts, and after the Interested Person responds to any questions that the Board may have regarding the Conflict of Interest, the Board shall discuss the matter, outside the Interested Party's presence, and vote on the contract or transaction in question. If the Interested Person is a Director, s/he may not vote on the contract or transaction to which the Conflict of Interest relates, but may be counted in determining the presence of a quorum for purposes of the vote.

The Board shall determine by a majority vote of the disinterested Directors whether a Conflict of Interest exists and, if so, whether it is in the Foundation's (or a Foundation radio station's) best interest to nonetheless enter into the contract or transaction. If appropriate, the Board Chairperson may appoint a disinterested person or committee to investigate alternatives to a proposed contract or transaction. In order to approve the contract or transaction, the Board must in good faith after reasonable investigation make the following determinations:

(A) that the contract or transaction is for the benefit of the Foundation; and



(B) that the contract or transaction is fair and reasonable; and

(C) that the Foundation is not likely to obtain a more advantageous arrangement with reasonable effort under the circumstances.

The minutes of the Board or committee meeting shall reflect: (D) that the Conflict of Interest was disclosed; (E) the Board or committee's decision regarding the Conflict of Interest, including a statement that the Interested Person was not present during the final discussion and vote; and (F) that the Interested Person abstained from voting.

Article Twelve, Conflicts of Interest, Section 4: Violations of the Conflicts of Interest Procedures

If the Board or committee believes that an Interested Person has failed to disclose an actual or potential Conflict of Interest, it shall inform the Interested Person of the basis for such belief and afford the Interested Person an opportunity to explain the alleged failure to disclose.

If, after hearing the response of the Interested Person and making any further investigation, the Board reasonably believes is warranted in the circumstances, the Board determines that the Interested Person has in fact failed to disclose an actual or potential Conflict of Interest, it shall take that action it, in its sole discretion, believes to be appropriate in light of the circumstances.

Article Thirteen, Voluntary Dissolution and Prohibition Against Sharing Foundation Profits and Assets

Article Thirteen, Voluntary Dissolution and Prohibition Against Sharing Foundation Profits and Assets, Section 1: Method

In addition to the provisions of California Corporations Code §6610(b), the Members of the Foundation may elect to voluntarily dissolve the Foundation in the following manner:

A. A petition for the voluntary dissolution must be signed by ten (10%) percent of the Members of the Foundation and submitted to the Foundation's Secretary. Within 45 days of the Board's receipt of said petition, a vote of the Board on said petition for voluntary dissolution shall be held.

B. If a majority of all Directors of the Board vote in favor of voluntary dissolution, then the matter shall be submitted to a vote of the Members (within 45 days after the Board's vote) via a ballot prepared and distributed in accordance with the terms of Section 8(A-D) of Article Three of these Bylaws. An action



for voluntary dissolution shall be deemed approved upon the majority vote of the Members voting, provided that a quorum is met.

C. If the Directors of the Board vote against, or fail to approve, voluntary dissolution, then the matter shall be submitted to a vote of the Members (within 45 days after the Board's vote) via a ballot prepared and distributed in accordance with the terms of Section 8(A-D) of Article Three of these Bylaws. An action for dissolution under this Section 1(C) shall be deemed approved upon the majority vote of all the Members.

D. The Attorney General must be notified in the event of the commencement of a voluntary dissolution of the Foundation.

Article Thirteen, Voluntary Dissolution and Prohibition Against Sharing Foundation Profits and Assets, Section 2: Disposition of Assets

Upon the dissolution of the Foundation, the Board shall, after paying or making provisions for payment of all known debts and liabilities of the Foundation, dispose of the assets in a manner consistent with the Foundation's mission as set forth in its Articles of Incorporation and/or to such organization(s) as shall at the time appear devoted to the same mission as this Foundation, subject to the approval of the Attorney General.

Article Thirteen, Voluntary Dissolution and Prohibition Against Sharing Foundation Profits and Assets, Section 3: No Benefit Shall Inure to Any Member, Director, Officer or Employee of the Corporation

No Member, Director, Officer, employee, or other person connected with the Foundation, or any private individual, shall receive at any time any of the net earnings or pecuniary profit from the operations of the Foundation, provided, however, that this provision shall not prevent payment to any such person of reasonable compensation for services performed for the Foundation in effecting any of its public or charitable purposes, provided that such compensation is otherwise permitted by these Bylaws or is fixed by resolution or approval of the Board. No person(s) shall be entitled to share in the distribution of, and shall not receive, any of the corporate assets on dissolution of the Foundation. All Members of the Foundation shall be deemed to have expressly consented and agreed that on such dissolution or winding up of the affairs of the Foundation, whether voluntarily or involuntarily, the assets of the Foundation, after all debts have been satisfied, shall be distributed as required by the Articles of Incorporation, Bylaws and/or California law and not otherwise.



Article Fourteen, Voting Methods

Article Fourteen, Voting Methods, Section 1: Voting Methods

Unless otherwise expressly provided in these Bylaws, all elections by the Members, Directors, and LSBs, shall be conducted by the Single Transferable Voting method where there is more than one seat or position to be filled, and by the Instant Runoff Voting Method where there is only one seat or position to be filled. In any phase of evaluating IRV results, in the event of a tie, the next tier of choices are evaluated until the tie is resolved (if tied on first place votes, add up the 2nd choice votes, and so on. If this does not resolve the tie, the winner will be selected by lot (flipping a coin or other agreed upon method of chance.)

A. SINGLE TRANSFERABLE VOTING METHOD

The following manner of single transferable voting shall be used in order to achieve proportional representation:

1. Each ballot shall list all candidates for the position and give each voter the option of voting for one candidate or of ranking the candidates in order of preference.
2. Vote counting shall start with a tabulation of each voter's first, or only, choice vote.
3. A threshold number of votes a candidate needs to be elected shall then be established ("Threshold"). The Threshold shall be that number which is equal to the integer part of: the total number of valid ballots cast divided by the sum of one plus the number of seats to be filled, plus one {integer part of [total number of valid ballots cast/(1 + the number of seats to be filled)] + 1}.
4. Those candidates receiving the Threshold number of votes, or more, shall be declared elected. Votes acquired by a candidate in excess of the Threshold shall be deemed that candidate's "surplus."
5. If no candidates, or an insufficient number of candidates, obtain a winning number of votes to be elected, then in order to fill those remaining seat(s), votes shall be transferred as follows:
 - a. Transfer of surplus votes shall commence with the candidate having the largest surplus. A portion of that candidate's surplus votes shall be transferred to the next candidate choice of those voters who elected him/her. The portion of the surplus distributable to the next candidate choice shall be that amount determined by dividing the transferring candidate's surplus amount by the total number of votes received by that candidate. (For example, if the candidate received 1000 votes and the threshold was 900 votes, then s/he had a surplus of 100 votes. Therefore 0.10 (100/1000) of a vote from each of those 1,000 ballots is transferred to those voters' next choices.) Votes may not be transferred to candidates who have already been elected (nor may votes be transferred to candidates who have been eliminated as set forth below.) When a voter's next choice is not eligible for receipt of transferred votes, that portion of a vote shall be transferred to that voter's next indicated choice unless all choices on that ballot have



been exhausted. If all choices on that ballot have been exhausted, that portion of a vote shall be transferred to a special "exhausted vote" tally. After the transfer of all that candidate's surplus votes, a tally shall be taken.

b. If said tally does not result in a sufficient number of winning candidates to fill the remaining seats and if the previous transfer of surplus votes creates a new surplus, then surplus votes of the candidate then having the largest surplus shall be transferred to those voters' next choices, consistent with subsection (a) above, until all said candidate's surplus has been transferred or all declared choices on a ballot have been exhausted.

c. After each distribution of a candidate's surplus, a tally shall be taken to determine the winning candidate(s). This process of distributing surplus votes shall continue until all open seats are filled, until all surplus votes have been transferred or until ballot choices have been exhausted.

d. If, after all surplus votes have been distributed in the manner described above, there remain unfilled seats, the candidate with the least number of votes shall be eliminated and his/her votes at their current value shall be transferred to those voters' next choice candidates who have not been previously declared elected or eliminated. The order in which candidates are eliminated shall be recorded as their ranking (highest rank given to the last eliminated, lowest rank given to the first eliminated). If there is a tie as to the candidate with the least number of votes, the candidate to be first eliminated shall be decided by drawing straws. Once all of that eliminated candidate's votes have been transferred, a new tally shall be taken to determine new winning candidates, if any. If there are no new winning candidates, then the candidate remaining with the least number of votes shall be eliminated and his/her votes at their current value shall be transferred, as above, until there are one or more new winning candidates. The new winning candidate(s) surplus votes shall then be distributed as in (a) through (c) above.

e. If, at any point when eliminating candidates under point (d) above, it can be determined that the elimination of more than one candidate is mathematically inevitable, then all such candidates may be eliminated at the same time. Elimination of multiple candidates is mathematically inevitable when:

i. The number of unelected candidates remaining after the elimination is equal to or greater than the number of unfilled seats; and

ii. The total of all votes allocated to the candidates in question is less than the total number of votes of the candidate with the next higher vote count.

f. This process of distributing surplus votes of winning candidates and eliminating losing candidates, as described in (b) through (e) above, shall be repeated until all seats have been filled, or until the number of unfilled seats equals the number of continuing candidates. In the latter case, all remaining continuing candidates are declared elected.

B. INSTANT RUNOFF VOTING METHOD

For purposes of these Bylaws, the method for Instant Runoff Voting shall be as follows:



1. Each voter shall have one vote.
2. Each ballot shall list all candidates for the position, on which ballot the voter shall rank the candidates in order of preference (with 1 representing the voter's first choice, 2 representing the voter's second choice and so on).
3. Vote counting shall start with a tabulation of all first choices among the voters. If any candidate receives a majority of the first choice votes, that candidate is declared the winner.
4. If no candidate achieves a majority, the "last place candidate" (defined as the candidate receiving the least number of first choice votes) is eliminated. In the case of a tie for last place, the first to be eliminated will be decided by lot. The votes of the voters who ranked the eliminated candidate as their first choice are redistributed to said voters' next-choice candidate(s) as indicated on their ballots. Any votes where there is no second choice indicated on the ballot go to an "exhausted vote" tally.
5. After this redistribution, the votes are tabulated again. If no candidate receives a majority of the non-exhausted votes, then the last place candidate after this vote is eliminated and the votes of those voters who ranked him/her as their highest choice among continuing candidates are redistributed to each of said voter's next-choice candidate, or to the "exhausted vote" tally if no further choices remain on the ballot. Another tabulation is then done.
6. This process of successively eliminating last place candidates, redistributing votes and tabulating continues until only one candidate remains or a candidate gains more than 50% of the non-exhausted votes.

Article Fifteen, Parliamentary Procedure

The rules contained in Robert's Rules of Order Newly Revised, as amended from time to time, shall govern the Foundation in all cases where they are applicable and in which they are not inconsistent with these Bylaws or any special rules of order which the Foundation may adopt.

Article Sixteen, Amendment of the Bylaws and the Articles of Incorporation

Article Sixteen, Amendment of the Bylaws and the Articles of Incorporation, Section 1: Amendment of Bylaws



A. PROPOSING AMENDMENTS TO THE BYLAWS

Amendments may be proposed by:

- (1) six (6) Directors; or
- (2) a petition signed by at least one percent (1%) of all Members, which petition to be considered "proposed" must be delivered to the Foundation's Secretary.

All bylaws proposals shall be submitted no later than April 15 of each year, unless any state or federal statute or regulation conflicts with the Foundation's Articles of Incorporation or provisions in these bylaws, and the April 15 deadline is detrimental to the Foundation in the form of, but not limited to, fines and penalties. In this situation only, the April 15 deadline may be waived.

B. VOTING AND APPROVAL

(1) The Notice Date shall be May 1st in the year the proposed bylaws were submitted. On the Notice Date, the proposed amendment(s) to the Bylaws shall be posted on the Foundation's website and the Foundation's radio stations shall broadcast an announcement three times a day – twice between 6:00 AM and 11:00 PM and once between 11:00 PM and 6:00 AM for a period of 30 days (the "Notice Period") regarding the existence of the proposed amendment(s) on the Foundation's website for review and the upcoming vote by the Board regarding said amendment(s). The Board meeting to vote on these amendments shall occur between June 1 and June 15 of the year the proposed bylaws were submitted. The results of said voting by the Board on the proposed amendment(s) shall be reported within 7 days of the Board meeting to vote on these amendments.

If the bylaws proposals were not subject to a bylaws submission deadline as described in Section A above, then the Notice Date shall be two weeks after the bylaws were submitted, and the Notice Period shall be 30 days as described in B (1) above, and the Board meeting to vote on these bylaws amendments shall immediately follow the Notice Period.

(2) In order for new Bylaws to be adopted, or these Bylaws amended or repealed and subject to Section 1(B) (3) below:

- (i) except as provided in Section 1(B) (3) below, the proposed amendment(s) must be approved by the majority of all Directors on the Board; or
- (ii) in the case of amendment(s) proposed by Member petition pursuant to Section 1(A)(2) above, said proposed amendment(s) must first be presented to the Board for approval as set forth in Section 1(B)(1) above. If any proposed amendment is approved by the Board, then, unless membership approval is required under Section 1(B) (3) below, the amendment shall be adopted. If any proposed amendment is not approved by the Board, then it shall be submitted to the Members for approval and shall be adopted if approved by the Members as set forth in Section 1(B) (4-6)



below. Voting shall be completed by December 31 of the year in which the amendments are proposed.

(3) The Members shall vote on any proposed amendment approved by the Board, even if said amendment was not proposed by Member petition, if said amendment would do any of the following:

- (i) increase or extend the terms of Directors, LSB Officers or LSB Staff Representatives;
- (ii) increase the quorum for Members' meetings or Members' actions;
- (iii) change proxy rights;
- (iv) authorize cumulative voting or a change in the voting method or manner of counting ballots;
or
- (v) materially and adversely affect a Member's rights as to voting or transfer.

In the event that a proposed amendment would do any one of the above-mentioned things, it shall not be adopted unless also approved by the Members; provided however, that such adoption, amendment or repeal also requires approval by the members of a class if such action would materially and adversely affect the rights of that class as to voting or transfer in a manner different than such action affects another class.

(4) If the bylaws proposals were submitted in a National Election year (2023, 2026, 2029, etc.) and a vote of the Members is required hereunder for the approval of any proposed amendment, then the bylaws vote will be consolidated with the National Election ballot, pursuant to the provisions of Sections 8(A-D) of Article Three of these Bylaws, to vote on the proposed amendments.

(5) If the bylaws proposals were submitted in other than a National Election year and a vote of the Members is required hereunder for the approval of any proposed amendment, the written ballots shall be distributed, or otherwise made available to the Members on August 15 pursuant to the provisions of Sections 8(A-D) of Article Three of these Bylaws, to vote on the proposed amendments.

(6) If the bylaws proposals were not subject to a bylaws submission deadline as described in Section A above and a vote of the Members is required hereunder for the approval of any proposed amendment, the written ballots shall be distributed no later than 30 days following the Board meeting at which the vote on the bylaws was taken, pursuant to the provisions of Sections 8(A-D) of Article Three of these Bylaws, to vote on the proposed amendments.

(7) To be approved, a proposed amendment must receive the approval of the Members by a majority vote, provided that a quorum must be established by written ballot. If the proposed amendment would impact one class of Members differently from another class, the Members shall vote in classes and the majority vote of the Members of each class shall be required to approve the amendment, provided that a quorum of each class must be established by written ballot. The results of said amendment ballot shall be reported within 15 days of the date the ballots must be returned to be counted and shall be posted on the Foundation's website.



(8) Notwithstanding any of the provisions of this Section 1(B), these bylaws may not be amended or repealed if said amendment or repeal would: (i) violate any state or federal statute or regulation; (ii) conflict with the Foundation's Articles of Incorporation; or (iii) create conflicting provisions in these bylaws.

Article Sixteen, Amendment of the Bylaws and the Articles of Incorporation, Section 2: Amendment of Articles of Incorporation

A. PROPOSING AMENDMENTS TO THE ARTICLES OF INCORPORATION

Amendments to the Articles of Incorporation may be proposed by:

- (1) 6 Directors; or
- (2) by a petition signed by 2% of all Members, which petition to be considered "proposed" shall be delivered to the Foundation's Secretary.

All amendments to the Articles shall be submitted no later than April 15 of each year.

B. APPROVING AMENDMENTS

(1) The Notice Date shall be May 1 of the year the amendment of the articles is proposed. The Foundation's radio stations shall broadcast an announcement twice a day for a period of 30 days (the "Notice Period") regarding the existence of the proposed amendment(s) on the Foundation's website for review and the upcoming vote by the Board regarding said amendment(s). The Board meeting to vote on these amendments shall occur between June 1 and June 15 of the year the proposed amendments to the articles were submitted. The results of said voting by the Board on the proposed amendment(s) shall be reported within 7 days of the Board meeting to vote on these amendments.

(2) In order for an amendment to the Articles proposed pursuant to Section 2(A) of this Article, above, to be approved or adopted:

(i) the proposed amendment(s) must be approved by: (a) the 2/3 vote of all Directors; and (b) the 2/3 vote of the Members, provided a quorum of the Members has been established by written ballot; OR

(ii) in the case of an amendment(s) proposed by Member petition pursuant to Section 2(A) (2) above, said amendment may be adopted in the absence of an affirmative vote by the Board if said proposed amendment(s) is approved by a 3/4 vote of the Members, provided a quorum of the Members has been established by written ballot.

(3) If the proposed amendments to the articles were submitted in a National Election year (2023, 2026, 2029, etc.), then the vote on the amendments to the articles will be consolidated with the National Election ballot, pursuant to the provisions of Sections 8(A-D) of Article Three of these Bylaws, to vote on the proposed amendments.



(4) If the proposed amendments to the articles were submitted in other than a National Election year, written ballots shall be distributed on August 15, or otherwise made available to the Members, pursuant to the provisions of Sections 8(A-D) of Article Three of these Bylaws, to vote on the proposed amendment(s).

(5) The results of said amendment ballot shall be reported within 15 days of the date the ballots must be returned to be counted and shall be posted on the Foundation's website.

(6) Notwithstanding any of the provisions of this Section 2(B), these Articles may not be amended or repealed if said amendment would (i) violate any state or federal statute or regulation; or (ii) conflict with other provisions of the Articles.

Article Seventeen: Savings Clause

In the event that any provision of these Bylaws is or becomes illegal, unenforceable or invalid in whole or in part for any reason, the Board of Directors shall have the right to amend said provision, pursuant to Sections 1A and 1B of Article Sixteen of these Bylaws and in a time-frame shorter than that set forth in Article Sixteen, to bring said provision in conformity with applicable law.



Part 2

Provisos Relating to the 2021-2023 Transition Period: Out-Going Board, Transition Directors, and Transition Local Station Boards

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Proviso One: Current Directors and the expiration of their terms

The term of the current (out-going) Board of Directors shall end on the date of the first meeting of the Transition Board of Directors as stated in Proviso Three.

Proviso Two: Designating the Transition Board of Directors and Transition Local Station Boards

Article P2-1, Transition Board of Directors

Article P2-1, Transition Board of Directors, Section 1: Appointment of the Transition Board of Directors

A. APPOINTMENT OF THE TRANSITION NATIONAL OFFICERS

By approval of the New Day Bylaws by the Members, the following individuals are designated to serve in the noted Board position as National Officers of the Transition Board, responsible for leading the Board of Directors and the Foundation through the transition period:

Transition Chair: Sharon Kyle, Publisher and Co-Founder of the *LA Progressive*, KPFK member

Transition Vice Chair: Jan Goodman, current member of the Board of Directors, KPFK member

Transition Treasurer: Lynden Foley, current member of the Board of Directors, KPFT member

Transition Secretary: Akio Tanaka, current KPFA LSB Member and former Secretary of the Board of Directors

B. APPOINTMENT OF TRANSITION STATION REPRESENTATIVE DIRECTORS

One Transition Station Representative Director shall be chosen by each station's Local Station Board between the approval of these new Bylaws and the first meeting of the Transition Board noted in Proviso Three. The Directors chosen by the LSBs do not need to be members of their LSBs but may be any Listener-Sponsor Member in good standing for the previous two (2) years, except radio station management personnel or Foundation management personnel may not fill the Station Representative Director positions.



C. APPOINTMENT OF TRANSITION STAFF REPRESENTATIVE DIRECTORS

The Executive Director shall designate a National Election Supervisor to conduct the elections for one (1) Transition Paid Staff Representative Director and one (1) Volunteer Staff Representative Director (for all stations combined, not for each station). Each candidate must be a staff member in good standing for two (2) years. Candidates may self-nominate by submitting a candidate statement of 500 words or less within two weeks (14 days) of the approval of these new Bylaws, and such candidate statements shall be made available along with the ballots. Write-Ins will also be allowed. The elections for each of these two positions will be by Instant Runoff Voting.

The Transition Paid Staff Representative Director for the Board shall be elected by the Paid Staff Members of all of Pacifica, and the Transition Volunteer Staff Representative Director for the Board shall be elected by the Volunteer Staff Members of all of Pacifica as soon as feasible, no later than 60 days after approval of these new Bylaws.

The persons elected to the Transition Paid and Volunteer Staff Director positions shall be considered as Board members as soon as their elections are announced by the National Election Supervisor and do not need to wait until a Board meeting (so they may be included in Board emails and other matters before the next Board meeting).

D. DESIGNATION OF TRANSITION AFFILIATE DIRECTOR

The Transition Affiliates Director shall be designated by the Association of Affiliates no later than two days before the first meeting of the Transition Board. This designation shall be made known to the incoming Secretary of the Board at that time.

E. APPOINTMENT OF TRANSITION AT-LARGE DIRECTORS

Nominations for the three (3) At-Large Director positions shall be submitted to the Transition National Officers by the first meeting of the Transition Board as in Proviso Three. Nominations should include the nominees' resumes listing their areas of expertise that may be of interest to the Transition Board along with their accomplishments in areas related to the Foundation's mission. The Transition At-Large Directors shall be elected by the rest of the Board at the first meeting that includes the Transition Staff Directors. Each of the Directors may vote, in a single election, for three nominees. The top three vote-getters become the Board's Transition At-Large Directors. The Transition At-Large Directors' term shall commence immediately upon their election. At-Large Directors must be Pacifica members shortly after their term begins.

F. VOTING MEMBERS OF THE TRANSITION BOARD, EXECUTIVE DIRECTOR ROLE



Transition National Officers, Station Representative Directors, Staff Representative Directors, Affiliates Representative Director, and At-Large Directors shall be voting members of the Transition Board of Directors.

The executive director is a non-voting member of the Transition Board of Directors.

Article P2-1, Transition Board of Directors, Section 2: Term

The term of the Transition Board of Directors shall begin at the first meeting of the Transition Board of Directors as stated in Proviso Three, except for the Transition Staff Representative Directors as per section P2-1,C above.

The term of the Transition Board of Directors shall be approximately three (3) years. The Transition Board will serve the Foundation until replaced by the first Board of Directors elected in the National Election during the final year of their transition term.

Article P2-1, Transition Board of Directors, Section 3: Filling Vacancies

If a Transition Director's seat becomes vacant for any reason, the Transition Board shall appoint a qualified replacement for the remainder of the term, except that if vacancy is for an At-Large Director, the Transition Board may choose to leave that position vacant for the rest of the transition term. If the Affiliate Director seat becomes vacant for any reason, the Association of Affiliates may designate a replacement.

Article P2-1, Transition Board of Directors, Section 4: Other Aspects of Transition Board

Other aspects of the Transition Board that are not specified in these Provisos shall be the same as for the permanent (not Transition) Board in accordance with the revised Bylaws.

Article P2-2, Transition Local Station Boards

Article P2-2, Transition Local Station Boards, Section 1: Yearly Progression of the Transition LSBs

Delegates elected in the 2018 elections will serve out the remainder of their term (until December 2021) as LSB members of the Transition LSBs. The LSB officers elected in December 2020 shall continue as Transition LSB Officers, except that the position of LSB Treasurer no longer exists under the new Bylaws or as part of the Transition LSBs.



The terms of the Delegates elected in the 2019 elections shall be extended until the end of the transition period. After the 2018 Delegates' terms have ended, the remaining LSB members shall elect the Transition LSB Chair, Transition LSB Vice Chair and Transition LSB Secretary to serve until the end of the transition period.

Vacancies on the LSBs shall no longer be automatically filled by candidates from the last Delegates elections who were not elected. If needed, the Transition LSB Officers may appoint additional LSB Members to bring up the size of the Transition LSB to between 9 and 12 total members.

Article P2-2, Transition Local Station Boards, Section 2: Transition Station Representative Director

Each station's Transition Station Representative Director may attend the LSB meetings as a non-voting guest.

Article P2-2, Transition Local Station Boards, Section 3: Term

The term of the Transition LSB shall begin at the first meeting of the Transition LSB as stated in Proviso Three.

The term of the Transition LSB shall be the same as for the Transition Board of Directors. The Transition LSBs will serve until replaced by the first LSBs elected in the National Election held during the final year of the transition term.

Article P2-2, Transition Local Station Boards, Section 4: Current Community Advisory Boards

Current Community Advisory Boards shall become subcommittees of the Transition LSBs and serve through the end of the transition period.

Article P2-2, Transition Local Station Boards, Section 5: Other Aspects of Transition LSBs

Other aspects of the Transition Local Station Boards that are not specified in these Provisos shall be the same as for the permanent (not Transition) Local Station Boards in accordance with the revised Bylaws.



Proviso Three: Transition Board meetings and miscellaneous transition matters

The first meeting of the Transition Board of Directors shall be between 10 and 15 days after the approval of these Bylaws.

The first meeting of the Transition Local Station Boards shall be no later than nine (9) days after the approval of these bylaws to choose their Transition Station Representative Directors.

Other details concerning meetings of the Transition Board of Directors and Transition LSBs shall be the same as for meeting requirements in the new Bylaws.

