

WEFT Programming Committee
Disciplinary Notice

To: _____

You were notified of your alleged violation of WEFT programming policy (listed below) in a notice delivered to you on _____ (see copy attached). This notice invited you to the Programming Committee's meeting on _____, during which the circumstances of this alleged violation was reviewed.

Violation: _____

Date and Time of Violation: _____

After reviewing the circumstances of the alleged violation, the WEFT Programming Committee has found you responsible for the violation and voted to impose disciplinary action as indicated below:

Disciplinary Action:

Formal Warning:

A record of this violation will be kept on file by the Programming Committee, however no other formal action will result from this particular violation. Any further violation may result in a Formal Citation or the loss of your airshifter privileges and your program according to the Programming Committee's Disciplinary Policy.

Formal Citation:

A record of this violation will be kept on file by the Programming Committee. Further,

This is your *first* Formal Citation

No further action will result from this particular violation. However, any further violation resulting in a second Formal Citation will result in Program Review, which may result in the loss of your airshifter privileges and program according to the Programming Committee's Disciplinary Policy.

This is your *second* Formal Citation

The Programming Committee has reviewed the status of your program based upon your past performance in complying with WEFT policy and has made the following decision:

Stay in Obedance:

You are permitted to retain your current airshifter privileges and your program. Any further disciplinary action will result in your immediate removal from air and the loss of your airshifter privileges.

Removal from air:

You are being removed from being on air in any capacity at WEFT. You lose all rights to your program, may not appear on air in any fashion, including, but not limited to, hosting a program, being a guest on a program or substituting a program. If you wish to regain your airshifter privileges, please consult the Programming Committee's Disciplinary Policy (attached to this Notice).

WEFT Programming Policy exists in order to protect WEFT, its airshifters, associates, members and listeners. All violations of Programming Policy must be treated seriously. Repeated violations of programming policy greatly inhibit the operations of WEFT and can place the station in serious legal or financial risk. The Programming Committee does not take this risk lightly, nor do we impose disciplinary action capriciously or without considerable deliberations. Therefore, the Programming Committee stands firmly behind this action.

If you believe that the Programming Committee has not made this action in a manner consistent with WEFT policy or has insufficiently reviewed any violations, you have the right to appeal this decision to the Human Resources Committee. To do this, contact the chair of the Programming Committee.

Signature of WEFT Programming Chair: _____ Date: _____