

November 23, 2004

Vicki Santa
Station Manager
WMNF
1210 E Martin Luther King Jr. Blvd.
Tampa, FL 33612

Notice of Grievance

Dear Vicki:

On Tuesday, November 16, 2004, WMNF Program Director Randy Wynne informed me, via telephone, that he was suspending me for an indefinite period of time.

Randy said that this suspension was due to a listener complaint about an instance of an inadvertent broadcast of profanity at 5:57AM on Tuesday, November 16, 2004.

Randy arbitrarily suspended me based on a quick perusal of my playlist. He did not listen to the show before passing judgment, nor was I given a hearing in which to defend myself. In fact, Randy informed me of my suspension abruptly during the course of the phone call, as if predetermined.

Since that time, further communication with Randy has revealed that a decision was made based on the entire broadcast of MorningWood on November 16. In fact, he has described my programming decisions as demonstrating "a serious lack of judgment."

Randy claims that "there was a clear intent to shock" listeners and that I was "challenging" the FCC.

Obviously, these charges are much more serious than the original charge regarding a single instance of profanity, yet I was never presented with a proper forum in which to defend myself, nor was my show reviewed properly before this decision was made.

Regrettably, due to these and other questionable actions by WMNF management and or WMNF staff which may come to light, I am forced to file a grievance regarding the handling of this incident.

Prior to follow up communications with Randy, I believed that I was being punished for a common transgression that ordinarily results in little or no punishment. I protest not having been informed as to the full extent of my alleged transgressions.

I maintain that by being informed of the suspension via phone, rather than in writing or in person,

that I was denied information that may have helped in my defense and that miscommunication may have occurred between myself and Randy Wynne.

I submit that I have been denied an opportunity to defend myself and that this arbitrary disciplinary action clearly violates the WMNF disciplinary policy.

I may have violated the WMNF programming guidelines, however I feel that the punishment meted out, as I understand it at this time, is arbitrary and extremely excessive.

The act of placing me under suspension without first reviewing a recording of my show is a gross violation of my rights as a programmer and volunteer.

I reserve the right to add to and or modify the above complaints as I receive more information regarding this unfortunate incident.

I remain hopeful that we can resolve this matter to our mutual satisfaction. Therefore, I propose a remedy, namely that I be reinstated as the host of MorningWood after a reasonable period of suspension.

Sincerely,