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Board of Directors Meeting
March 8-9, 1962

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AMERICAN INSTITUTE of ELECTRICAL ENGINEERS

345 EAST FORTY-SEVENTH STREET, NEW YORK 17, N. Y.

PLAZA 2-6800 (AREA CODE 212)

BOARD OF DIRECTORS Special Meeting March 8-9, 1962 United Engineering Center, New York City

MINUTES

0.0 CALL TO ORDER (3/8/62, 9:00 A.M.)

President Chase called the meeting to order and noted that it was the first Board meeting to be held in the new United Engineering Center Headquarters. For a number of the Board members, it was also the first opportunity to see the new building.

A private telephone line with speakers at both ends was arranged to provide instant communication between the AIEE and IRE Boards meeting concurrently at their respective headquarters.

0.1) Roll Call (9:03)

PRESENT: President - W. H. Chase; Past-Presidents - J. H. Foote, C. H. Linder; Directors - Hendley Blackmon, J. W. Davis, C. T. Hatcher, L. C. Holmes, S. M. Osthaugen, C. T. Pearce, N. F. Rode, E. C. Starr, B. R. Teare, Jr.; Vice-Presidents - C. E. Gaylord (1), T. E. Marburger (2), R. T. Weil, Jr. (3), B. V. Martin (4), W. B. Boast (6), Sim C. Wright (7), C. R. Day (8), J. P. Skillen (10), A. W. Rauth (11), L. J. Weed (12), Walter Criley (13), A. A. Johnson (14), P. G. Wallace (15); Treasurer - W. R. Clark; Department Directors - Bradley Cozzens (GAD), W. F. Denkhau (Publ.), F. L. Lawton (TOD); Technical Vice-Presidents - C. E. Dean (Comm.Div.), E. L. Harder (S&E), J. H. Kinghorn (Power), L. R. Larson (Gen.Appl.Div.), P. K. McElroy (Instru.); Secretariat - N. S. Hibshman, Mary E. Clarke.

By Invitation: Past-President Elgin B. Robertson, Legal Counsel Simon Presant.

ABSENT: Directors - E. I. Green, W. A. Lewis; Vice-Presidents - F.W. Bush (5), H.A. Carlberg (9); Department Director - B. G. A. Skrotzki (PDR); Technical Vice-President - J.F. Deffenbaugh (Ind.).

0.2) Procedure and Program (9:10)

The President announced that the agenda would be synchronized with that of the IRE Board meeting concurrently at 1 East 79th Street and scheduled to come to order at 10:00 A.M.; at which time, by previous agreement, the order of the agenda for consideration of the merger would be as follows: 1) Principles of Consolidation; 2) Merger Agreement; 3) Constitution; 4) Timing of Ballots; 5) Supplement to April Magazines; 6) Tax Situation; 7) Finances; and 8) Resolution of Approval and Implementation. Meanwhile, the Board decided to proceed with AIEE business until the IRE Board reported ready to take up the common agenda. These minutes are written in the order of the agenda as issued rather than in the chronological order of the actual events. Time at which each subject was first taken up is indicated.

1.0 APPROVAL OF MINUTES (9:18)

1.1) VOTED to approve the minutes of the meeting of February 2, 1962, as distributed.

(over)

2.0 PROPOSED MERGER WITH IRE

(10:15, 3/8/62)

2.1) Principles of Consolidation

Ref.: Minutes 2/2/62, 6.7.4, APPENDIX "A"

Draft No. 5 of the Principles of Consolidation, revised to include recommendations from the Eight-Man Committee meeting of 3/7/62, was placed before the Board. Certain general changes applying to TOD and Technical Groups were noted. A resolution for the creation of the Fourteen-Man Committee was separated from the Principles better to provide for clear legal establishment of AIEE as the continuing corporation.

2.1.1) "Suggestions" from the Board Meeting of 2/2/62

The Four-Man Committee reviewed the results of the Eight-Man Committee's consideration of the AIEE Board's suggestions appended to approval of the Principles of Consolidation on February 2, 1962.

(A) More Regions are under consideration; however, it is felt by the Eight-Man Committee that the provision for Districts within the Regions (Principles IVb), set up by the Regions with Executive Committee approval and under general policies to be developed before the process starts, will satisfy the practical requirements of Regional administration. Differences in the financial status of the several Regions poses a special problem in arriving at the desired policy outline.

(B) Technical Divisions have been provided in the Principles of Consolidation both under the Professional Technical Group Committee (Principles VIb, APPENDIX "A") and by implication, under the TOD, since it is to be continued (Principles VIc).

Preference for a single technical operating committee coordinating divisions in which Professional Technical Groups, Professional Groups, and Technical Committees are included was expressed.

Concern for the continuity of the publication channels for transactions papers was satisfied by assurances from the Four-Man Committee that the Bimonthlies will continue in the initial period of the merger.

It was pointed out that the policy calling for the eventual absorption of technical committees into the Professional Technical Groups is consistent with the AIEE concept of the ITG in which it was assumed that the present technical committees would evolve into the Executive Committees of the ITG's.

(C) Democratic procedures in choosing officers and ensuring representation of technical interests was described as available under the proposed organizational structure.

(C1) Petitions as a nominating procedure or for the amendment of the Constitution were discussed. A minimum of 250 for either purpose was said to be satisfactory to IRE. (Later discussion resulted in agreement on one-third per cent of the membership).

Details of the nominating procedure have not been discussed in the Eight-Man Committee.

(D) Publications were by general consensus left for future decision. The present publications of both societies are to continue for the present members of each until a new and economically sound program can be developed.

The AIEE Board interprets Principle XIVd (APPENDIX "A") to include the present AIEE Bimonthlies among the periodicals to be published by IEEE, at least during the transitional stage.

2.1.2) Protecting the Names of the Constituent Corporations

The Board considered and suggested to the IRE Board that the present names of AIEE and IRE be legally preserved and reserved if feasible. The Board,

VOTED to request Legal Counsel to investigate the possibility and feasibility of preserving control of the name of AIEE.

2.1.3) Approval (1:00 P.M., 3/9/62)

The "Principles of Consolidation" was approved by Resolution as recorded in item 2.5.

2.2) Agreement of Merger

APPENDIX "A"

Legal Counsel for each of the constituent corporations prepared and submitted several drafts of this document before it was approved in the form recorded herewith in APPENDIX "A".

2.3) Constitution

APPENDIX "A"

A draft of the Constitution of IEEE based on the first revision of January 2, 1962, was reviewed and revised in conference between the two Boards and approved in substance with the understanding that editorial revisions could be introduced until submission to the membership.

2.3.1) Preamble

A preamble to the Constitution was proposed and accepted by the AIEE Board. It was later withdrawn as unacceptable to the IRE Board.

2.4) Committee to Implement Merger

To initiate and implement the merger, if approved by the memberships of the two Institutes, the Board,

RESOLVED that; if the respective Boards and memberships of the two constituent corporations vote favorably on merger, a 14-man committee, 7 men appointed by the President of AIEE and 7 by the President of IRE, and including all members of the present 8-man committee, will be formed. It will be the duty of this 14-man committee to select and with the approval of the respective Boards employ the General Manager; to act as a Nominating Committee for all new Directors and Officers of the IEEE, to appoint any additional Nominating Committees as it may desire to assist in the nominations required at all other levels, to prepare and recommend to the respective Boards for approval the bylaws including the determination of geographical boundaries of Regions, Sections, and other units for the IEEE in accordance with the constitution and principles of consolidation approved by the two Boards of Directors and the two memberships, and, generally, to prepare for and take all necessary steps to implement the merger of the constituent corporations on January 1, 1963. This committee will go out of existence on January 1, 1963. It shall be the responsibility of the General Manager to reconcile the differences between the practices and policies of the IRE and AIEE with respect to the full-time paid staff.

The Boards of IRE and AIEE shall retain full authority to operate their respective corporations until January 1, 1963, but shall arrange whatever measures are necessary to provide full cooperation with the 14-man committee and to allow the 14-man committee to carry out its assigned functions.

2.5) Approval of Merger Instruments (1:38 P.M., 3/9/62)

After extensive consideration and revision of the Principles, Constitution, and Agreement of Merger, the Board, in concert with the Board of IRE,

VOTED to approve the following resolution:

(over)

WHEREAS, the board of directors of this corporation, by resolution adopted on October 20, 1961, concluded that it would be in the best interests of the members of the corporation if a merger of this corporation and The Institute of Radio Engineers could be consummated on terms satisfactory to the board of directors of the corporation and the membership thereof, and

WHEREAS, pursuant to such resolution adopted by the board on October 20, 1961, a committee of the board of directors of this corporation was appointed, and was authorized to meet with a similar committee to be appointed by the board of directors of The Institute of Radio Engineers to study the feasibility, practicability and form of such merger and to make a report thereon to the boards of the two corporations not later than February 15, 1962, and

WHEREAS, such committee was further authorized and directed to prepare a proposed form of constitution and bylaws for the continuing corporation, and such other documents as might be appropriate in connection with such merger, for submission to the boards of directors of the two corporations, and

WHEREAS, such committee has met and in consultation with the similar committee of The Institute of Radio Engineers has prepared a form of Merger Agreement, a form of "Principles of Consolidation" and a form of Constitution for the continuing corporation, copies of which have been submitted to this Meeting,

NOW, THEREFORE, BE IT RESOLVED:

That the board of directors of this corporation hereby approves the Merger Agreement, the Principles of Consolidation and the Constitution in the form thereof as submitted to this meeting, and the Secretary is hereby directed to append copies thereof to these minutes, and

FURTHER RESOLVED, that the annual meeting of the membership of the corporation be held on or about June _____, 1962, for the purpose of deciding whether to approve the Merger Agreement, Principles of Consolidation and Constitution in the form thereof hereby approved by this board, and

FURTHER RESOLVED, that in the event of the approval by the members of the corporation of the said Merger Agreement, Principles of Consolidation and Constitution, the proper officers of this corporation be and they hereby are authorized and directed to take all such action which they may deem necessary or appropriate to effectuate the Merger Agreement in accordance with its terms.

3.0 FINANCE COMMITTEE

(9:20 A.M., 3/8/62)

C.T. Hatcher, Chairman

3.1) Group Insurance

APPENDIX "B"

The Chairman of the Finance Committee reported that, as of March 5, 1962, applications had been recorded from AIEE members for the two available group insurance plans as follows:

Major Hospital=Nurse=Surgical Plan	=	1,095
Loss of Time Plan	=	<u>772</u>
Total		1,867

A backlog of applications awaiting processing by the Insurance Company will bring the total to over 2,000 in the opinion of the Administrator. In view of this experience, it was recommended, and the Board,

VOTED to authorize the Administrator of the AIEE Group Insurance Program to offer the remaining two plans, Group Life and High-Limit Accidental Death, by mailings to AIEE members in June 1962 with a Charter Enrollment Period to close October 1, 1962.

(See Minutes 6/23/61, 2.2 for action establishing the Group Insurance Program).

3.2) Exposition

It was reported that the outcome of the 1962 Electrical Engineering Exposition held in conjunction with the Winter General Meeting had been generally satisfactory. Surveys of exhibitors and registrants indicated that it had been successful in achieving its major objectives as an educational supplement to the Winter General Meeting.

At the suggestion of the Reber-Friel Company, Managers of the 1962 Electrical Engineering Exposition, and on recommendation of the Finance Committee, the Board,

VOTED to authorize the Executive Committee to amend the Exposition Contract to provide for the holding of a 1963 Electrical Engineering Exposition in conjunction with the 1963 Winter General Meeting.

3.3) 1961-1962 Budget Outcome

Mr. Hatcher reported that the Finance Committee now anticipates a modest deficit in the budget outcome for the present fiscal year, ending April 31, 1962.

The President announced that as a matter of economy the staff would not attend 1962 District Meetings.

3.4) 1962-1963 Budget

The Finance Committee will hold its Budget meeting May 2, 1962. The Executive Committee will meet to consider the 1962-1963 Budget on May 11, 1962.

4.0 PLANNING AND COORDINATION COMMITTEE

(9:50, 3/8/62)

H. Blackmon, Chairman

4.1) Recruiting Policy

APPENDIX "C"

The Planning and Coordination Committee presented a report prepared by its Subcommittee on a Code on Recruiting at AIEE meetings, headed by Mr. T. M. Linville. The report, as endorsed and recommended by P&CC, was before the Board as a part of the advance agenda.

It was MOVED and SECONDED that the report be approved and made a part of the AIEE announced policy.

Discussion centered around the problem of enforcement and the identification of those recruiting practices considered permissible and suitable for authorization. The P&CC position is that a published statement of policy in general terms, emphasizing the practices disapproved, would be most helpful. The only presently identifiable authorized activity is that of the ESPS.

An amendment was suggested to revise the policy statement page 4 APPENDIX "C" article II as follows:

- a) "Organized recruiting at conventions and expositions of AIEE, not authorized in writing by AIEE itself is strongly disapproved." (Add "in writing").
- b) Delete the third paragraph beginning "Authorization by AIEE ...".

Time available for discussion having run out, the Board,

VOTED to table the motion for approval.

5.0 GENERAL ADMINISTRATION DEPARTMENT

(9:35, 3/8/62)

B. Cozzens, Director

5.1) EE DIGEST

Mr. Cozzens expressed the desire of the GAD to make known its interest in the continued support of the EE DIGEST in fiscal 1962-1963 and importance of its inclusion in the program of the consolidated society, in case merger is consummated.

(over)

5.2) Admission of EIC Members

The GAD announced its intention to offer Bylaw amendments providing for the admission of members of the Engineering Institute of Canada without entrance fee or references.

5.3) Associate Student Members

The GAD will advocate the establishment of Branches and the acceptance of Student Members at two-year colleges and technical institutes.

6.0 PROFESSIONAL DEVELOPMENT AND RECOGNITION DEPARTMENT (9:40, 3/8/62)

6.1) On recommendation of the Board of Examiners and the PDR Department, the Board,

VOTED to confer the grade of Fellow on the following Members for the reasons cited:

Adler, Hans Anton, Senior Staff Engineer, System Planning Department, Commonwealth Edison Co.,
72 West Adams Street, Chicago 90, Illinois.

"For contributions to insulation research and the application
of probability mathematics to power system problems."

Hastings, Charles E., President and Chief Engineer, Hastings-Raydist, Inc., Newcomb Avenue,
Hampton, Virginia.

"For development of radar equipment for rapid
measurement of distances with great accuracy."

Hoadley, George Burnham, Professor of Electrical Engineering and Head of Electrical Engineering
Department, North Carolina State College, Raleigh, North Carolina.

"For contributions in the field of electrical
engineering education."

LePage, Wilbur Reed, Chairman, Department of Electrical Engineering, Syracuse University,
Syracuse 10, New York.

"For contributions to electrical engineering education."

Reardon, Kenneth Norman, Manager, Electrical Engineering Department, West Penn Power Company,
Cabin Hill Drive, Greensburg, Pennsylvania.

"For contributions to the development of power system
relaying and control systems."

Zaborsky, John, Professor, Electrical Engineering Department, Washington University,
St. Louis 30, Missouri.

"For teaching and research in the field of automatic control."

7.0 PUBLICATIONS DEPARTMENT (9:42, 3/8/62) W. K. Denkhaus, Director7.1) Engineering Information Service

Mr. Denkhaus reported that AIEE is supporting and participating in the EJC Program for Indexing and Retrieval of Engineering Information described to the Board by Mr. R. K. Honaman at the meeting of February 2, 1962. (See Minutes 6.8).

7.2) IEEE Publications

The Publications Department is giving consideration to a publication program for the proposed consolidated society as evidenced by the Director's letter of _____ to the members of the AIEE Four-Man Committee and Board.

7.3) New Editor of ELECTRICAL ENGINEERING

Mr. Denkhaus announced the appointment of Ronald K. Jurgen as Editor of ELECTRICAL ENGINEERING.

8.0 TECHNICAL OPERATIONS DEPARTMENT

(9:45, 3/8/62)

F. L. Lawton, Director

8.1) Mr. Lawton reported that in the opinion of TOD the District Representatives had proved so effective that consideration should be given to including their function in the Regional operations of the proposed consolidated society.

8.2) The translation and publication in English of a Russian technical journal in the field of power and automation as an activity of the AIEE Power Division is now in process of arrangement.

9.0 ADJOURNMENT

(2:05 P.M., 3/9/62)

N. S. Hibshman
Secretary

ELECTRICAL ENGINEERING, Part II, April 1962

SPECIAL MERGER SUPPLEMENT

Preview of Proposals for Merger of AIEE and IRE

as

Approved by the Boards of Directors on March 9, 1962

and

Recommended for Approval by the Voting Members of AIEE

at the

1962 ANNUAL MEETING, 2:00 P.M., June 18, 1962, in Denver, Colorado

Proxy Forms will be Mailed to Voting Members May 4, 1962

C O N T E N T S

* Documents to be approved by the Members of AIEE

Boards and Merger Committees	page 2
President's Message	page 3
* Agreement of Merger	page 4
* Constitution for IEEE (Exhibit A)	page 6
* Principles of Consolidation (Exhibit B)	page 9
Resolutions of Approval by the Boards of AIEE and IRE	page 12

References: See "Electrical Engineering",
December 1961, pages 907-912
March 1962, pages 222-223



MERGER TIME TABLE

April 5-10, 1962	Members to Receive Preview Supplement
May 5-10, 1962	Voting Members to Receive Proxy Forms
June 11, 1962, 5:00 P.M.	Mailed Proxy Votes due at Headquarters
June 18, 1962, 2:00 P.M.	Annual Meeting, Denver, Colorado
January 1, 1963	IEEE Established, if approved

BOARDS AND COMMITTEES
* Member of Executive Committee

<u>AIEE</u>	<u>Terms Expire</u> <u>July 31</u>	<u>IRE</u>	<u>Terms Expire</u> <u>January</u>
President		President	
* W. H. Chase	1962	* P. E. Haggerty	1963
Past-Presidents		Past-Presidents	
* C. H. Linder	1963	* L. V. Berkner	1964
* J. H. Foote	1962	* R. L. McFarlan	1963
Directors-at-Large		Directors-at-Large	
* Hendley Blackmon	1963	E. F. Carter	1964
J. W. Davis	1965	A. N. Goldsmith	1963
E. I. Green	1963	* D. E. Noble	1963
* C. T. Hatcher	1964	W. G. Shepherd	1963
L. C. Holmes	1965	G. Sinclair	1963
W. A. Lewis	1962	G. K. Teal	1965
S. M. Osthagen	1963	L. C. Van Atta	1964
C. T. Pearce	1964	G. A. Wootton	1965
N. F. Rode	1962		
E. C. Starr	1962		
* B. R. Teare, Jr.	1964		
District Vice-Presidents		Regional Directors	
(# 1) C. E. Gaylord	1962	(# 1) F. K. Willenbrock	1964
(# 2) T. E. Marburger	1963	(# 2) A. B. Giordano	1963
(# 3) R. T. Weil, Jr.	1962	(# 3) M. R. Briggs	1964
(# 4) B. V. Martin	1963	(# 4) A. B. Bereskin	1963
(# 5) F. W. Bush	1962	(# 5) W. B. Bruene	1964
(# 6) W. B. Boast	1963	(# 6) M. W. Bullock	1963
(# 7) Sim C. Wright	1962	(# 7) D. K. Reynolds	1964
(# 8) C. R. Day	1963	(# 8) B. R. Tupper	1963
(# 9) H. A. Carlberg	1962		
(#10) J. P. Skillen	1963		
(#11) A. W. Rauth	1962		
(#12) L. J. Weed	1963		
(#13) Walter Criley	1962		
(#14) A. A. Johnson	1963		
(#15) P. G. Wallace	1962		
Department Directors		Vice-Presidents	
* Bradley Cozzens (GAD)	1963	A. M. Angot	1963
* W. F. Denkhaus (Publ.)	1963	* T. A. Hunter	1963
* F. L. Lawton (TOD)	1962	* Ernst Weber	1963
* B. G. A. Skrotzki (PDR)	1962		
Technical Vice-Presidents		Secretary	
(Com.Div.) C. E. Dean	1963	* Haraden Pratt	1963
(Ind.Div.) J. F. Deffenbaugh	1962		
(S&E Div.) E. L. Harder	1962	Treasurer	
(Pr. Div.) J. H. Kinghorn	1963	* S. L. Bailey	1963
(Gen.App.Div.) L. R. Larson	1963		
(Instru.Div.) P. K. McElroy	1962	Editor	
Treasurer		* T. F. Jones	1963
* W. R. Clark	1962		

Joint AIEE-IRE Consolidation Committee

<u>AIEE</u>	<u>IRE</u>
Warren H. Chase	L. V. Berkner
C. H. Linder	P. E. Haggerty
Elgin B. Robertson	R. L. McFarlan
B. R. Teare, Jr.	Haraden Pratt

Two-Man Study Committees

<u>Assets, Resources and Finances</u>	
J. Harold Moore	Stuart Bailey
H. I. Romnes	

<u>Dues and Revenue Sources</u>
W. R. Clark

<u>Editorial Policy and Publications</u>	
M. D. Hooven	Ferdinand Hamburger

<u>Extra Society Relationships</u>	
T. M. Linville	R. L. McFarlan

<u>Geographical Areas, Regions</u>	
A. A. Johnson	J. D. Ryder

<u>Honors and Awards</u>	
W. R. Harris	G. S. Brown

Two-Man Study Committees, Cont'd

<u>AIEE</u>	<u>IRE</u>
International Activities	
H. S. Osborne	R. L. McFarlan

<u>Meetings</u>	
C. T. Hatcher	W. G. Shepherd

<u>Merging of Professional Groups & Technical Committees</u>	
Hendley Blackmon	Ernst Weber

<u>Relations to Standardization</u>	
C. G. Veinott	Ernst Weber

Merging of Sections: Finances, Geographical Boundaries,

<u>Sectional Publications</u>	
Walter Scholz	G. K. Teal

<u>Personnel, Staff</u>	
C. F. Savage	D. G. Fink

<u>Student Branches</u>	
R. T. Weil, Jr.	J. D. Ryder



AMERICAN INSTITUTE of ELECTRICAL ENGINEERS

345 EAST FORTY-SEVENTH STREET, NEW YORK 17, N. Y.

PLAZA 2-6800 (AREA CODE 212)

March 13, 1962

BOARDS APPROVE MERGER

VOTING MAY 5 - JUNE 18

IEEE SCHEDULED FOR JANUARY 1, 1963

To the Members of AIEE

Gentlemen:

The question of merger with IRE is now up to you.

The Boards of Directors of AIEE and IRE have agreed unanimously upon and recommended for your approval the three basic merger documents included in this pamphlet. They are:

- 1) The Agreement of Merger setting forth the terms and conditions under which the present two corporations are legally to be brought together.
- 2) The Constitution of the continuing corporation to be known as the Institute of Electrical and Electronic Engineers (IEEE).
- 3) The Principles of Consolidation describing the form of organization and the policies to be followed in establishing the IEEE and to be written into its Bylaws.

This brochure is intended to give you a preview of the questions on which you will be asked to vote at or before the 1962 Annual Meeting, June 18. It was rushed into print immediately after the action of the Boards for mailing with this April issue of ELECTRICAL ENGINEERING. These documents are still subject to editorial clarification and correction, but not to change in the substance. This, then, is what you will be asked to vote on when you receive your official notice and proxy form the first week of May.

You, therefore, have two full months to think it over, talk it over, and make up your mind. There is still time to raise questions and get answers through your Section, District, and Institute Officers. Your Section Officers will receive regular news releases from the AIEE Public Relations Committee for announcement at meetings or publication locally.

Your Board of Directors voted unanimously to approve these merger documents and to recommend that you do likewise when you get the opportunity. The time-table is this:

April 5-10, 1962

May 5-10, 1962

June 11, 1962, 5:00 P.M.

June 18, 1962, 2:00 P.M.

January 1, 1963

Come to the 1962 Annual Meeting in Denver and vote in person. The 1962 Summer General Meeting is going to be a great one. But if you can't be there in person, send in your vote by proxy.

I hope you vote "yes" on the merger, but most of all, I hope you vote. If we do, or if we don't, approve merger, I hope it is a clear cut decision in which every member of AIEE takes part.

Cordially yours,

W. H. Chase

W. H. Chase
President

P.S.: Let's try not to get confused. This merger vote is entirely separate from the election of AIEE officers on which you will also be invited to vote. If the merger is approved, these officers will serve only from August 1, 1962 to December 31, 1962 when AIEE becomes IEEE.

AGREEMENT OF MERGER
(Approved by the Boards of Directors
of AIEE and IRE March 9, 1962)

This Agreement entered into this _____ day of _____, 1962, between the AMERICAN INSTITUTE OF ELECTRICAL ENGINEERS, INC. (hereinafter sometimes referred to as "AIEE") having its principal office at 345 East 47th Street, New York City, and THE INSTITUTE OF RADIO ENGINEERS, INC. (hereinafter sometimes referred to as "IRE") having its principal office at 1 East 79th Street, New York City, both corporations duly organized under the Membership Corporations Law of the State of New York and both of said parties being hereinafter sometimes jointly referred to as the "constituent corporations",

WITNESSETH, THAT

AIEE was incorporated on the 16th day of March 1896, under the Membership Corporations Law of the State of New York for the purpose of promoting the arts and sciences connected with the production and utilization of electricity and reading and discussion of professional papers, and the circulation by means of publications among its members and associates of the information thus obtained; and since its incorporation has continuously maintained its principal offices in New York City, New York.

IRE was incorporated on the 23rd day of August, 1913, under the Membership Corporations Law of the State of New York and its purposes are scientific, literary, and educational, and its aims to advance the art and science of radio, to publish works of literature, science and art for such purpose, to do all and every act necessary, suitable and proper for the accomplishment of any of the purposes or the attainment of any of the objects or for the furtherance of any of the powers hereinbefore set forth, either alone or in association with other corporations, firms or individuals, and to do every other act or acts, thing or things, incidental or appurtenant to or growing out of or connected with the aforesaid science and art, or powers or any part or parts thereof.

WHEREAS, the boards of directors of the two institutes, after due deliberation, have resolved that it is desirable and in the best interests of said corporations and the respective members thereof that said corporations shall be merged under and pursuant to the laws of the State of New York, and that the interests of the constituent corporations and the public interest would not be adversely affected by the merger of said corporations; and

WHEREAS, it is the intention of the parties that the purposes and activities of the constituent corporations shall be continued by means of the merger, with such changes as may from time to time be deemed advisable by the members and by the board of directors of the continuing corporation, to the end that from the enlarged activities and services of the continuing corporation the members and the public may derive greater benefits and the general welfare be advanced.

NOW, THEREFORE, in consideration of the premises and of the mutual covenants and agreements and terms hereinafter set forth, and for the purposes of prescribing the terms and conditions of the merger and setting forth the mode of carrying the same into effect, the parties hereto do hereby covenant and agree as follows:

1. This Agreement shall be submitted for approval to the members of each of the constituent corporations entitled to vote, at separate meetings thereof, to be duly held prior to October 1, 1962, upon due notice; that as promptly as may be practicable after due approval of this Agreement by the members of each of the constituent corporations and their authorization for the officers and directors thereof to make, execute and file a Certificate of Consolidation effecting the merger substantially in the form hereinafter set forth the parties hereto shall take appropriate action and proceedings to effect such merger; they shall jointly apply to the Supreme Court of the State of New York for an order approving this Agreement and authorizing the filing of the Certificate of Consolidation effecting the merger; and following the making of such an order, and obtaining such other consents and approvals as may be necessary, shall

duly file the Certificate of Consolidation effecting the merger in the office of the Secretary of State of the State of New York; and that simultaneously, or as nearly thereafter as practicable, the name of said continuing corporation shall be changed to "INSTITUTE OF ELECTRICAL AND ELECTRONIC ENGINEERS, Inc."

2. The Certificate of Consolidation effecting the merger shall be in the form prescribed by Section 50 of the Membership Corporations Law and, in addition to the formal and other provisions required by said section, by governmental departments, agencies, or officials, and by the court, said certificate shall include clauses reading substantially as follows:

I. The name of the continuing corporation is
AMERICAN INSTITUTE OF ELECTRICAL ENGINEERS

II. The territory in which its operations are to be conducted is the entire world; the IEEE shall have its principal offices in the State of New York, from which it shall carry out its general administrative functions in accordance with the New York Membership Corporations Law. Its publications activities are to be principally in the United States, as well as its largest membership meetings.

III. The principal office of the corporation is to be located in the City, County and State of New York.

IV. The number of directors shall be not less than nine (9) nor more than fifty (50).

V. The consolidated corporation is to be one of the constituent corporations and not a new corporation.

VI. The terms and conditions of the consolidation are as follows:

(a) The purposes and objects of such consolidated corporation are:

(1) To engage in scientific, literary and educational activities, directed toward the advancement of the theory and practice of electrical engineering, electronics, radio, the allied branches of engineering and the related arts and sciences. Means of accomplishing these ends shall be the holding of meetings for the reading and discussion of scientific and technical papers, the publication and circulation of works of literature, science and art pertaining thereto and any other activities necessary, suitable and proper for the fulfillment of these objectives.

(2) To organize and form regions, districts, sections, subsections, professional technical groups, professional technical group chapters, student branches and other groups of members, and to provide for specifications and operating rules for any such groups.

(3) To receive, acquire, hold, and maintain any property, real or personal, without limitation as to amount or value, for any of the continuing corporation's objects, by way of bequest, devise, gift, grant, purchase, or lease, to invest and reinvest the same, to control the income therefrom, and to expend or otherwise dispose of all or any portion of its funds and property, including the income, interest, or principal, subject, however, to any directions or limitations placed upon the same by donors or testators.

(4) To do any and all things necessary or proper in connection with or incidental to any of the foregoing.

(b) The continuing corporation shall be operated exclusively for scientific, literary and educational purposes.

(c) No substantial part of the activities of the continuing corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation or participating in, or intervening in, any political campaign on behalf of any candidate for public office.

(d) In the event of the dissolution of the continuing corporation, the board of directors shall dispose of its net assets, in trust, however, to further the purposes expressed herein, or for one or more exempt purposes, and subject to

the order of a Justice of the Supreme Court.

(e) In furtherance and not in limitation of the powers conferred by statute, the board of directors, if the constitution or by-laws so provide, may designate one or more committees which, to the extent provided in the constitution or by-laws of the continuing corporation, or by resolution or resolutions of the board of directors, shall have and may exercise the powers of the board in the management of the business and affairs of the continuing corporation that may be delegated to such committee or committees, such committee or committees to have such name or names as may be stated in the constitution or by-laws, or as may be determined from time to time by resolution or resolutions of the board of directors.

(f) The continuing corporation may in its constitution and by-laws confer powers and authorities upon its board of directors in addition to the powers and authorities expressly conferred by the statutes of the State of New York or by this certificate. All powers of the continuing corporation, insofar as the same may be lawfully vested in the board of directors, are hereby conferred upon the board of directors of the continuing corporation.

(g) Members, delegates and directors of the continuing corporation shall have the power to hold their respective meetings within or without the State of New York; the continuing corporation shall have the power to maintain offices and keep the books of the continuing corporation within or without the State of New York, at such place or places as may from time to time be designated by the board of directors.

(h) No officer, director or member of the continuing corporation shall receive or be lawfully entitled to receive any part of the net earnings thereof or any pecuniary profit from the operations thereof, except such reasonable compensation for services in effecting one or more of its purposes as the board of directors may determine.

(i) Each director of the continuing corporation shall be indemnified by said corporation against reasonable expenses actually and necessarily incurred by him in connection with the defense of any action, suit, or proceeding in which he is made a party by reason of his being or having been a director of the corporation, except in relation to matters as to which he shall be adjudged in such action, suit, or proceeding to be liable for wilful negligence, misfeasance, or misconduct in the performance of his duties as director; such right of indemnification shall not be deemed exclusive of any other right to which he may be entitled under any by-law, agreement, vote or otherwise.

(j) Nothing contained in this certificate shall authorize or empower the corporation to perform or engage in any acts or practices prohibited by Section 340 of the General Business Law or other anti-monopoly statute of this state.

(k) Upon filing of the Certificate of Consolidation in the Office of the Secretary of State, each member of the constituent corporations shall have the highest grade of membership in the continuing corporation as was, upon such filing, held by him in either of the constituent corporations; and each member of the constituent corporations then entitled to vote therein shall possess the power to vote in the continuing corporation for the election of directors and for all other purposes conferred upon voting members by the laws of the State of New York, this Certificate of Consolidation and the constitution and by-laws; and years of service in either of the constituent corporations in any membership grade shall transfer as years of service in the continuing corporation.

(l) Except as provided in subdivision (m) of this Paragraph VI, upon the filing of the Certificate of Consolidation in the Office of the Secretary of State, the separate existence of the constituent corporations shall cease and the merger shall be effective, as provided in Section 53 of the Membership Corporations Law.

(m) Except as provided by Section 12 of the Personal Property Law or Section 113 of the Real Property Law, a devise, bequest, gift or grant contained in the Will of a person dying domiciled in the State of New York, or in any other instrument executed under the laws of said State, taking effect after such merger, to or for either of the constituent corporations, shall inure to the benefit of the continuing corporation; and so far as it is necessary for that purpose, or for the purpose of a like result with respect to a devise, bequest, gift, or grant governed by the law of any other jurisdiction, the existence of each constituent corporation shall be deemed to continue in and through the continuing corporation.

(n) Upon the filing of the Certificate of Consolidation in the Office of the Secretary of State, all rights, privileges, and interests of each of the constituent corporations, all the property, real, personal, and mixed, and all the debts due on whatever account to either of them, and other things in action belonging to either of them, shall be deemed to be transferred to and vested in the continuing corporation without further act and deed, and all claims, demands, property, and every other interest, whether vested or contingent, shall be as effectually the property of the continuing corporation as they were of the constituent corporations, and the title to all real estate, taken by deed or otherwise under the laws of the State of New York vested in either of the constituent corporations, shall not be deemed to revert or be in any way impaired by reason of the merger but shall be vested in the continuing corporation.

(o) Upon the filing of the Certificate of Consolidation in the Office of the Secretary of State, the continuing corporation shall be deemed to have assumed and shall be liable for all the liabilities and obligations of the constituent corporations, in the same manner as if such continuing corporation had itself incurred such liabilities or obligations.

(p) Until the date of filing of said Certificate of Consolidation in the Office of the Secretary of State, the directors of the constituent corporations are hereby vested with the power and discretion, by a two-thirds vote of the directors of each of the constituent corporations, present at a meeting, to make editorial changes and changes in language and form of the Certificate of Consolidation, subject however, to the proviso that no such change shall alter the substance of the foregoing.

3. The boards of directors of the constituent corporations shall, by joint action, nominate a slate of 25 directors for the continuing corporation and from such slate shall nominate candidates for the following offices: President, and one Vice-President.

Such slate of directors and officers shall then be submitted to the memberships of the constituent corporations for approval by each of the memberships. If the memberships of both constituent corporations vote to elect such slate, the directors and officers so elected shall serve until the next (1964) annual assembly of the continuing corporation. The Board of Directors so elected shall have power to elect a Secretary, Treasurer, Editor and such other officers as in its judgment it shall deem advisable to serve during the period until the next annual assembly of the continuing corporation. If the membership of either corporation (or both corporations) votes to reject such slate of directors and officers, the Boards of Directors of the constituent corporations by joint action may nominate an alternate slate of directors and officers for resubmission to the memberships of the constituent corporations for election by each.

In the event the two boards of directors of the constituent corporations do not nominate such alternative slate by November 1, 1962, or in the event that such alternative slate is thereafter rejected by the membership of either or both of the constituent corporations, this agreement shall be automatically terminated except for the provisions of Paragraph 8 hereof.

4. This Agreement may be terminated at the option of the Board of IRE unless prior to the merger AIEE has obtained the agreement of United Engineering Trustees, Inc. (hereinafter referred to as "UET"), in form satisfactory to counsel for IRE, to the effect that the continuing corporation shall have no obligation to UET, or its members, in respect of leasing and/or occupying space in the UET building at 345 East 47th Street, New York City other than to occupy the amount of space in such building presently occupied by AIEE.

5. This agreement shall be terminated unless prior to the merger AIEE shall have duly amended its constitution so as to conform in substance to the form of constitution attached hereto as Exhibit A.

6. The assets and liabilities of the constituent corporations shall be taken upon the books of the continuing corporation as at the close of business on the effective date of the merger, at the amounts at which they shall on said date be carried on the respective books of the constituent corporations.

7. Prior to the effective date of the consolidation neither of the constituent corporations shall authorize, approve, or enter into any transaction or transactions other than in the ordinary course of business, except with the consent and approval of the boards of directors of both constituent corporations.

8. If at any time either of the constituent corporations or the continuing corporation shall determine or be advised that any further resolutions, assignments, assurances in law, or other things are necessary or desirable to vest in the continuing corporation according to the terms of this Agreement the right, title, and interest to any property of the constituent corporations, each of the constituent corporations, and the proper officers and directors thereof, shall and will execute and deliver any and all such proper resolutions, assignments, assurances in law, or things necessary or desirable to vest title to such property in the continuing corporation, and otherwise carry out the purposes and intent of this Agreement.

9. This Agreement may be terminated and abandoned at any time prior to the filing of the Certificate of Consolidation if (a) the boards of directors of both the constituent corporations agree to such termination; or (b) in the judgment of the board of directors of either of the constituent corporations any material litigation shall be pending or threatened against or affecting either of the constituent corporations which renders it inadvisable to proceed with the merger; or (c) if this Agreement of Merger is not duly approved by the members of the constituent corporations on or prior to October 1, 1962; or (d) if the board of directors of either of the constituent corporations shall conclude that it is inadvisable to comply with any modifications of this Agreement required by the court in which the application for an order approving the merger shall be filed; or (e) if the board of directors of either of the constituent corporations shall conclude that all the terms and conditions of this Agreement or the Principles of Consolidation attached hereto as Exhibit B have not been complied with by the other constituent corporation. In the event of any such termination and abandonment of this Agreement, except for the provisions of Paragraph 8 hereof, this Agreement shall be void and of no further force and effect, and neither of the constituent corporations, nor any of their respective directors, officers, members, agents, or employees, shall have any further liability therefor.

10. This agreement shall be terminated unless, prior to the submission thereof to the members of each of the constituent corporations, a projected budget of income and expenses for the years 1963, 1964, and 1965 shall have been prepared and submitted to and approved by the Executive Committees of each of the constituent corporations.

11. Upon the filing of the Certificate of Consolidation, or as soon thereafter as may be practicable, the consolidated corporation shall pay all fees and expenses incident to the preparation of this Agreement, the carrying of the same into effect, and accomplishing the merger provided for herein. In the event that the merger shall not become effective for any reason, each of the constituent corporations shall pay the fees and expenses of their respective counsel, but all other expenses incidental to the preparation for the merger shall be divided between and equally borne by the constituent corporations.

IN WITNESS WHEREOF, the AMERICAN INSTITUTE OF ELECTRICAL ENGINEERS, and THE INSTITUTE OF RADIO ENGINEERS, INCORPORATED, have caused this Agreement to be signed in their respective corporate names and to be subscribed by their respective presidents, and their respective corporate seals to be affixed and attested by their respective secretaries.

AMERICAN INSTITUTE OF ELECTRICAL ENGINEERS

By _____
President

Attest:

Secretary

THE INSTITUTE OF RADIO ENGINEERS, INCORPORATED

By _____
President

Attest:

Secretary

EXHIBIT "A" to the Agreement of Merger

INSTITUTE OF ELECTRICAL AND ELECTRONIC ENGINEERS
(Incorporated)

CONSTITUTION
Revision #4
March 9, 1962

ARTICLE I

Name, Purpose and Territory

Sec. 1. The name of this society is the Institute of Electrical and Electronic Engineers, hereinafter called the IEEE.

Sec. 2. Its purposes are scientific, literary and educational, directed toward the advancement of the theory and practice of electrical engineering, electronics, radio, allied branches of engineering or the related arts and sciences. Means to these ends are the holding of meetings for the reading and discussion of professional papers, the publication and circulation of works of literature, science and art pertaining thereto and any other activities necessary, suitable and proper for the fulfillment of these objectives.

Sec. 3. The character of its scope is non-national, and the territory in which its operations are to be conducted is the entire world. The IEEE shall have its principal offices in the state of New York from which it shall carry out its general administrative functions in accordance with the New York Membership Corporations Law. Its publications activities, as well as its largest membership meetings, are to be principally in the United States.

ARTICLE II

Bylaws

Sec. 1. Bylaws shall be established as hereinafter set forth, for the purposes of governing the operations and administration of the IEEE. The term "Bylaws" as used in this Constitution refers only to IEEE Bylaws.

Sec. 2. Proposed Bylaw changes and reasons therefor shall be mailed to all IEEE Directors at least twenty days before the stipulated meeting of the Board of Directors at which the vote shall be taken. Two-thirds of all votes cast at that meeting shall be required to approve any new Bylaw, amendment or revocation.

ARTICLE III

Membership

Sec. 1. The grades of membership of the IEEE, the member qualifications, privileges and the requirements for admission, transfer and severance pertaining to each grade shall be specified in the Bylaws.

Sec. 2. The term "member" when printed without an initial capital, where used in this Constitution, includes all grades of membership.

Sec. 3. The term "voting member" as used in this Constitution means those members of Member grade or above as defined in the Bylaws.

ARTICLE IV

Dues and Fees

Sec. 1. Dues and fees shall be specified in the Bylaws.

Sec. 2. Under exceptional circumstances, the payment of dues and fees may be deferred or waived in whole or in part by the Board of Directors.

ARTICLE V

Groups of Members

Sec. 1. The Board of Directors may authorize the establishment of groups of members for promoting the objectives and interests of the IEEE. The Board of Directors may terminate the existence of any such group. The Bylaws shall provide for specifications and operating rules for any groups that may be established.

ARTICLE VI

Annual Assembly

Sec. 1. An Annual Assembly composed of Delegates elected by the voting members shall receive reports and perform such functions as required by law or specified in the Bylaws.

Sec. 2. The Annual Assembly shall meet during January of each year. The President of the IEEE shall preside. The Annual Assembly may be held elsewhere than in the State of New York. The manner of giving notice of such meeting shall be specified in the Bylaws.

Sec. 3. All of the Delegates shall be of full age and shall be IEEE members of the grades specified in the Bylaws.

ARTICLE VII

Board of Directors

Sec. 1. A Board of Directors shall be the governing body of the IEEE and shall consist of Directors elected by the voting members, Directors elected by the Annual Assembly, the President and the two surviving Past-Presidents most recently retired from that office. The President of the IEEE shall preside.

Sec. 2. The number of Directors elected by the voting members together with the number of Directors elected by the Annual Assembly shall be not less than nine nor more than fifty. The number of Directors elected by the voting members shall not be less than sixty per cent of the total number of Directors.

Sec. 3. All of the Directors shall be of full age, shall be IEEE members of the grades specified in the Bylaws and at least one shall be a citizen of the United States and a resident of the State of New York.

Sec. 4. There shall be an annual meeting of the Board of Directors during January of each year following the Annual Assembly. This annual meeting may be held elsewhere than in the State of New York.

Sec. 5. Additional meetings and provision for special meetings of the Board of Directors and the manner of giving notice of annual, additional and special meetings shall be specified in the Bylaws.

Sec. 6. The Board of Directors may designate or appoint one or more committees which shall have such powers of the Board as the Board may confer upon them from time to time.

ARTICLE VIII

President

Sec. 1. The President shall be elected by the voting members, by virtue of which election he shall also be a Delegate-at-Large and a Director-at-Large.

ARTICLE IX

Delegates and Directors

Sec. 1. The voting members of the IEEE shall elect Delegates-at-Large who shall also by virtue of such election be Directors-at-Large. The number and method of election of Delegates-at-Large and Directors-at-Large shall be specified in the Bylaws.

Sec. 2. The territory of the IEEE shall be divided, at the discretion of the Board of Directors, into geographical areas known as Regions, which shall be specified in the Bylaws. The voting members of each Region shall elect a Delegate to the Annual Assembly designated as its Regional Delegate who shall also by virtue of such election be a Director designated as its Regional Director. The method of election of Regional Directors shall be specified in the Bylaws. The Board of Directors shall, in the event that it establishes a Region of general scope comprising an area including those parts of the entire world not within theretofore established Regions, select one of their number to be the Regional Director thereof. The manner of selecting the Regional Director thereof shall be specified in the Bylaws.

Sec. 3. The number of Directors-at-Large elected by the voting members shall not be less than the number of Regional Directors. For this purpose the Directors elected by the Annual Assembly shall be considered as Directors-at-Large.

Sec. 4. The term of each Delegate elected by the voting members shall run concurrently with the term of his office as Director and shall be not less than two nor more than five years, except that the term of office of the President as a Delegate-at-Large and Director-at-Large shall be three years, and such terms of office of such Delegates and Directors shall begin with the first Annual Assembly after their election and acceptance.

Sec. 5. The terms of office of Directors elected by the Annual Assembly shall be specified in the Bylaws.

Sec. 6. If the Directors shall not be elected on the day designated by law or fixed in the Bylaws, the corporation shall not for that reason be dissolved; but every Director shall continue to hold his office and discharge his duties until his successor has been elected.

ARTICLE X

Corporate Officers

Sec. 1. The Corporate Officers of the IEEE shall be the President, one or more Vice-Presidents as specified in the Bylaws, the Secretary, the Treasurer and the Editor.

Sec. 2. The Bylaws shall specify those Corporate Officers, other than the President, if any, to be elected by the voting members and those to be elected by the Annual Assembly.

Those elected by the voting members, by virtue of such election, shall also be Delegates-at-Large and Directors-at-Large. Those elected by the Annual Assembly, by virtue of such election, shall also be Directors. Other Corporate Officers shall be appointed by the Board of Directors.

Sec. 3. The terms of office for all Corporate Officers shall be one year and shall begin with the annual meeting of the Board of Directors and shall terminate at the beginning of the following annual meeting of the Board of Directors or at such subsequent time as their successors are elected and accept, except that the terms of office of the President and any Vice-Presidents elected by the voting members shall begin with the first Annual Assembly after their election and terminate when their successors take office.

Sec. 4. No Corporate Officer or Director shall receive, directly or indirectly, any salary, traveling expenses, compensation, or emolument from the IEEE either as such Officer or Director or in any other capacity, unless authorized by the Bylaws or by the concurring vote of two-thirds of all the Directors present at a regularly constituted meeting.

Sec. 5. No Corporate Officer or Director shall be interested, directly or indirectly, in any contract relating to the operations of the IEEE, nor in any contract for furnishing supplies thereto, unless authorized by the Bylaws or by the concurring vote of two-thirds of the Directors present at a regularly constituted meeting.

ARTICLE XI Vacancies

Sec. 1. The existence of a vacancy in the Board of Directors or among the Corporate Officers shall be determined by the Board of Directors or in accordance with the Bylaws.

Sec. 2. The Board of Directors shall fill a vacancy occurring in the Board of Directors or among the Corporate Officers for a period not to exceed the unexpired term of the office becoming vacant, provided that, if a vacancy shall occur in the office of a Regional Director, then the Region that elected such Director shall have the right to elect a Director to serve the remainder of such term. If such Region shall fail to elect a Director within sixty days after notice of such vacancy, as may be provided in the Bylaws, then the same may be filled by the Board of Directors.

ARTICLE XII Nominations and Elections

Sec. 1. The Board of Directors shall submit to all voting members, on or before July first of each year, a list of nominees for Delegates, Directors, the President and such Officers as may be specified in the Bylaws to be elected by the voting members for the coming term. This list is to be in accordance with the Bylaws. Submission may be by notice in an IEEE publication which goes to all voting members.

Sec. 2. The method of nominating Delegates, Directors, and other officers shall be specified in the Bylaws.

Sec. 3. Nomination by petition may be made by letter to the Board of Directors setting forth the name of the proposed candidate and the office for which the candidate is desired to be nominated, provided such letter is received at the general offices of the IEEE no later than twelve o'clock noon on the Friday prior to August fifteenth. Such petition shall be signed by at least one-third per cent of the total number of voting members as listed in the official membership records of the IEEE at the end of the previous year, but in no case shall the number be less than one hundred.

Sec. 4. On or before September first, the Board of Directors shall submit to all voting members as of August fifteenth, a ballot listing all nominees to be voted upon by the voting members, in accordance with the Bylaws.

ARTICLE XIII Management

Sec. 1. The President shall be the principal Officer of the IEEE and shall preside at the Annual Assembly, all meetings of the Board of Directors and at meetings of any other bodies as may be specified in the Bylaws, at which he may be present. He shall be an ex-officio member of every committee. He may visit groups of IEEE members as he is able and promote the objectives of the IEEE.

Sec. 2. A Vice-President shall assume the duties of the President in the absence or incapacity of the President, as specified in the Bylaws. Duties of Vice-Presidents and the order of priority regarding assumption of presidential duties shall be specified in the Bylaws.

In the event of the absence or incapacity of both the President and all of the Vice-Presidents, the Board of Directors shall elect a chairman from its membership who shall perform the presidential duties during such absence or incapacity of the President and all of the Vice-Presidents. The tenure of such temporary chairman shall be at the discretion of the Board of Directors provided, however, that said temporary chairman shall not serve longer than the unexpired term of the incumbent President.

Sec. 3. The Secretary, under the direction of the Board of Directors, shall have general supervision of the keeping of records of meetings, activities, membership and any other records required by law. Also, he shall be responsible for arrangements for all meetings of the Board of Directors, the Annual Assembly and all other principal meetings of the IEEE.

Sec. 4. The Treasurer, under the direction of the Board of Directors, shall have general supervision of the fiscal affairs of the IEEE and shall be responsible for the keeping of records thereof.

Sec. 5. The Editor, under the direction of the Board of Directors, shall have general supervision and conduct of IEEE publication policies.

Sec. 6. All funds received by the IEEE shall be deposited in a depository approved by the Board of Directors in an account requiring the signatures of at least two of the Corporate Officers for withdrawal, who shall be bonded. The Board of Directors shall designate those Corporate Officers authorized to execute such withdrawals.

Sec. 7. The number of Directors required to constitute a quorum shall be stated in the Bylaws but shall not be less than one-third of the total number of Directors.

Sec. 8. The number of Delegates required to constitute a quorum at the Annual Assembly shall be stated in the Bylaws but shall not be less than one-third of the total number of Delegates or, if one-third be nine or more, not less than nine.

Sec. 9. The chairman of the Board of Directors shall have no vote on the Board unless the votes of the other Directors present are equally divided.

Sec. 10. The chairman of the Annual Assembly shall have no vote on the Assembly unless the votes of the other Delegates present are equally divided.

Sec. 11. The fiscal year of the IEEE shall be defined in the Bylaws.

ARTICLE XIV Amendments

Sec. 1. Amendments to this Constitution shall be made by ballot of the voting members. They may be proposed by the Board of Directors or by petition. A resolution adopted by vote of at least two-thirds of those present at a regularly constituted meeting of the Board of Directors is necessary to place a proposed amendment on the ballot. A petition must be signed by at least one-third per cent of the total

number of voting members as listed in the official membership records of the IEEE at the end of the previous year, but in no case shall the number be less than one hundred. A copy of such proposed amendment or amendments, if lawful, shall be mailed with a ballot to each voting member at least sixty days before the date designated for counting the ballots. Balloting shall be in accordance with the Bylaws.

Sec. 2. A vote of at least two-thirds of all ballots cast, provided the total number of those voting is not less than twenty percent of the total number of voting members in favor of an amendment is necessary for adoption.

Sec. 3. Amendments to this Constitution shall take effect thirty days after adoption, but if by amendment Officers and Officers-Elect are changed in status or the number of Directors is reduced, each officer and each Director shall continue to serve until his term expires.

EXHIBIT "B" to the Agreement of Merger

INSTITUTE OF ELECTRICAL AND ELECTRONIC ENGINEERS (Incorporated)

PRINCIPLES OF CONSOLIDATION

(Approved by the Boards of Directors
of AIEE and IRE March 9, 1962)

PREAMBLE

To promote the aims and purposes of the AIEE and the IRE, to improve the quality of the technical and scientific functions performed by these societies, and to increase the benefits accruing to the general public from their operations, these membership organizations have undertaken studies directed towards consolidation into a single society. The general form and organization of this proposed consolidation are stated in the following "Principles of Consolidation."

I. The 78-year old corporate entity of the AIEE will be retained and the corporate entity of IRE will be merged into AIEE, with a new name for the continuing society, the Institute of Electrical and Electronic Engineers.

II. a. The grades of IEEE membership shall be:

- (1) Honorary Member
- (2) Fellow
- (3) Senior Member
- (4) Member
- (5) Associate
- (6) Student

b. Qualifications, rights and privileges of membership to be as they are now for equivalent grades in our two societies. Present members of either Society to have the grade of membership in the IEEE equivalent to the highest grade of membership they hold in either of the present societies, i.e., IRE Senior Members become Senior Members of the IEEE, IRE Members become Members of the IEEE, etc. AIEE Members become Senior Members of the IEEE, AIEE Associate Members become Members of the IEEE, etc.

c. Years of service in either AIEE or IRE in any membership grade shall transfer as equivalent years of service in the IEEE.

d. Since the IEEE will be a considerably larger society than either the AIEE or the IRE, it ought, after a relatively limited period of time, to be able to perform the same functions now performed by both AIEE and IRE with at least as high a level of effectiveness as at present and since both IRE and AIEE have managed to remain financially sound with their present dues structures, the IEEE will establish a dues structure for each grade of membership based upon the lower of the two rates charged by

either of the present societies for that grade of membership. In general, this means that the entrance fees for all membership grades shall be \$3.00 except that there shall be no entrance fee for the Student grade, and the annual dues shall be \$10.00 for the first three years of IEEE membership in any grade other than Student, and \$15.00 for each succeeding year. The annual dues for Student grade shall be \$5.00.

III. It is intended that the IEEE will include the following member groups:

a. Geographical

- (1) Regions
- (2) Districts
- (3) Sections
- (4) Professional Technical Group Chapters
- (5) Student Branches

b. Fields of Interest

- (1) Professional Technical Groups
- (2) Technical Committees

IV. a. Since the scientific, literary and educational purposes of the IEEE are not limited by national boundaries, the IEEE shall be of international scope, or more specifically, a non-national organization. The IEEE shall have its principal offices in the state of New York from which it shall carry out its general administrative functions in accordance with the New York Membership Corporation Law. Its publications activities are to be principally in the United States, as well as its largest membership meetings. Because the preponderance of the membership of the IEEE is in North America, North America initially shall be divided into seven regions. Areas not otherwise specified shall be designated Region 8. Each Region shall be represented on the Board of Directors of the IEEE by a Director. Provision shall be made for additional Regions as the growth of the Society may require. Each Region shall have a Regional Committee headed by the Regional Director as Chairman.

b. Regions may upon their initiative and with the approval of the Executive Committee subdivide into two or more Districts. Where Districts exist, each shall have a District Committee headed by a District Chairman who shall be a voting member of the Regional Committee.

V. Every existing Section and Subsection of IRE or AIEE shall become in its entirety an equivalent Section or Subsection of the IEEE upon the merger. When, as a result, two Sections or Subsections exist in the same city or geographic area, the members of such Sections or Subsections shall have the following courses of action open to them:

a. Sections may begin consolidation immediately upon the merger. Subsections may also begin immediate consolidation with concurrence of parent Sections.

b. Sections may continue as separate entities until the date set for installation of new Section officers and committees and consolidate into a single Section at that time. If so, Subsections must follow the same procedure, or, with concurrence of parent Section, that in V.c. below.

c. Although under most circumstances it will be to the advantage of the membership of these dual Sections or Subsections to proceed toward consolidation into a single unit promptly, there will be circumstances which may make it desirable for such dual Sections or Subsections to retain separate identities or to proceed toward consolidation more slowly. Such Sections or Subsections, where they so desire, may continue as dual Sections or Subsections with the provision, however, that each must then maintain a Voting Member on the other Section's or Subsection's Executive Committee.

d. Each Section shall be responsible for conducting its activities (including responsibility for all funds in the Section's custody) within the Constitution and Bylaws of the IEEE and any other rules which may be externally imposed and by law affect the membership and activities of the IEEE, all as detailed in the Section Manual. On dissolution of any Section any remaining funds revert to the IEEE.

e. One of the Standing Committees of the IEEE shall be the Sections Committee. Its Chairman shall be the Vice-President of the IEEE elected by the membership.

VI. a. A Professional Technical Group consists of a voluntary association of IEEE members (and nonmembers called "Affiliates") who are interested in seeing that their field or branch of scientific or technical endeavor is adequately covered by the IEEE's activities. While latitude is allowed as to a new Group's scope, the Group must be formed around some subject of mutual interest to its members. The subject may be broadly functional, such as science, engineering, management, education, industry, or manufacturing; or some narrowly restricted to some branch of research, design, materials, processes, measurement or production of components, assemblies, or systems; or the subject may fall in a "field of use" category, such as communication, electron optics, marine and aerial guidance, recording and reproduction, and so on. The Group system permits of the formation of the equivalent of a "society within a society" for those who feel that their specialized interests will thereby be more adequately cared for, and places in their hands the machinery, experience, and publication channels of IEEE, making unnecessary the formation of a separate society. The Group system also permits the development of IEEE as an integrated technical society with a wide variety of interests. The desirability of forming a Professional Technical Group might first arise from a new technical or scientific development and the initial steps of organization are then taken up by some enthusiastic individual. In ordinary course, he would talk the matter over or communicate with one or more colleagues and would consider the field of interest of the prospective Group which he has in mind in relation to those which have already been organized. Experience has shown that the problems of scope can be resolved at a meeting of this individual and his colleagues called to delineate the field of interest.

b. Every present Professional Group of the IRE or Technical Group of the AIEE shall upon the establishment of the IEEE become a Professional Technical Group of the IEEE. Under the guidance of the Professional Technical Group Committee where such IEEE Professional Technical Groups call for overlapping areas of interest they may consolidate or otherwise redefine areas of interest to maximize service to their membership. The relatively large number of Professional Technical Groups likely to result in the immediate future (35 to 40) may, to provide better coordination among groups and more responsive services to their members, make it desirable for the Professional Technical Group Committee to organize a Professional Technical Group Executive Committee. The Chairman of the Professional Technical Group Committee would automatically become Chairman of the Professional Technical Group Executive Committee. Professional Technical Groups with similar interests would then be grouped into Divisions, each headed by a Sub-Chairman, and each a member of the Professional Technical Group Executive Committee. A few possible Divisions are: Communications; Power and Industry; Controls, Computers and Instrumentation; Energy and Materials; Education and Management.

c. One of the Standing Committees of the IEEE shall be the Professional Technical Group Committee. Its Chairman shall be a Vice-President of the Society and a member of both the Board of Directors and the Executive Committee of IEEE. The Professional Technical Group Committee shall coordinate the activities of all Professional Technical Groups.

d. A Professional Technical Group Chapter may be established in a Section to function in the manner of a Committee of a Section.

e. Such Professional Group Chapters of the IRE or Technical Group Chapters of the AIEE as exist at the time of establishment of the IEEE shall become Professional Technical Group Chapters of the IEEE.

f. The complete Technical Operating Department committee structure of the AIEE and the complete Technical Committee structure of the IRE initially shall be continued in the IEEE. This entire structure taken over from both present societies shall fall under the cognizance of a standing committee of the IEEE to be known as the Technical Operating Committee of the IEEE. The Chairman of the Technical Operating Committee must be a member of the Board of Directors and of the Executive Committee (not a Regional Director).

(1) Where parallel Professional Technical Groups of IEEE and Technical Committees of the previous AIEE structure exist, these groups and committees, together with the Technical Operating Committee and the Professional Technical Group Committee, may consider combining any or all functions.

(2) Where a Professional Technical Group covering the appropriate technical area does not exist, the Professional Technical Group Committee of IEEE may take steps in collaboration with the Technical Operating Committee, and with the approval of the Executive Committee, to encourage and aid in the establishment of new Professional Technical Groups, or to work with existing Professional Technical Groups to broaden their technical area of interest.

(3) In general, it will be the responsibility of the Technical Operating Committee of the IEEE to coordinate the complete structure of Technical Committees inherited from AIEE and IRE, recommending to the Executive Committee of IEEE redefinition of scope and/or consolidation where appropriate.

(4) The policy of the IEEE shall be that where-ever possible, Professional Technical Groups shall replace the Technical Committees in all functions except standardization.

g. The Standing Committees of IEEE shall be as follows:

Awards	International
Board of Examiners	Nominations and Appointments
Editorial Board	Professional Technical Groups
Education	Student Branches
Fellow	Sections
Finance	Technical Operating
History	Tellers

VII. All present AIEE or IRE Student Branches or Student Associate Branches whether existing singly or as joint AIEE/IRE Branches shall become Student Branches or Student Associate Branches of the IEEE. Wherever this results in two Branches, whether separate or joint in one geographical locality, the members may either (a) proceed toward immediate consolidation or (b) continue their separate or joint existence until their regular time for election of new officers and establishment of new committees at which time they shall consolidate into a single IEEE Branch.

VIII. The activities of all committees and subcommittees, intersociety representatives, etc. of each the IRE and AIEE active at the time of merger and not otherwise discussed in these Principles of Consolidation shall continue in existence as equivalent activities of the IEEE performing the duties previously assigned under the cognizance of the Executive Committee until specifically instructed by the Executive Committee on a change in their status or function.

IX. a. Since Legal Counsel to both the AIEE and the IRE have established that under New York State Membership Corporation Law an Annual Assembly composed of Delegates selected by the voting members is permitted, the IEEE shall have an Annual Assembly consisting of 10 Delegates-at-Large elected by the voting members and 7 Regional Delegates elected by the members residing in Regions 1 through 7 respectively, making a total of 17. The 10 Delegates-at-Large shall comprise the President, the Senior Past-President, the Junior Past-President, the Vice-President elected by the voting members, and 6 additional Delegates-at-Large. All Delegates, whether Delegates-at-Large or Regional, shall be elected Directors by virtue of their election as Delegates and shall serve terms as Directors concurrent with their

terms of Delegates.

b. The Annual Assembly of the IEEE shall meet in January each year and elect one Director for Region 8 and 7 additional Directors for the required term of office of one year. Four of these Directors shall also be elected Corporate Officers, respectively designated as a Vice-President (who shall become Chairman of the Professional Technical Groups Committee), the Secretary, the Treasurer, and the Editor.

X. The IEEE shall have as small a Board of Directors as practicable, meeting approximately four times each year and dealing in matters of policy and fundamental procedure only. Initially, it shall consist of 10 Directors-at-large, comprised of a President having a term of office as Director of 3 years, the two surviving Past-Presidents most recently retired from that office, a Vice-President having a term of office as Director of one year, 6 Directors, 2 being elected each year for terms of office of 3 years, so that the terms of 2 of the 6 Directors shall expire each year, 8 Regional Directors having terms of office of 2 years with staggered terms, and additional Directors elected by the Annual Assembly having terms of office of one year, making a total of 25.

XI. a. The Board of Directors, consistent with its responsibilities to manage the corporation, shall appoint a small Executive Committee composed of Directors and Officers meeting approximately ten times per year and to which the Board may delegate particular responsibilities from time to time including the selection and supervision of the General Manager and his secretariat as well as the over-all management of the IEEE acting through the General Manager on a month-to-month basis.

b. The Executive Committee shall be responsible for the study of and recommendation to the Board of Directors of policy and fundamental procedure, but shall not be a policy-making body which function shall be reserved to the Board of Directors. All actions of the Executive Committee shall be subject to the approval of the Board of Directors.

c. It shall consist of 9 members comprising the President, the Vice-President elected by the voting members, the Vice-President elected by the Annual Assembly, the Junior Past-President, the Treasurer, the Secretary, the Editor, and 2 other Directors.

XII. The detailed affairs of the IEEE shall be managed by a full-time paid secretariat headed by a General Manager selected and supervised by the Executive Committee. The secretariat shall be divided into departments corresponding to the departments of the IEEE each headed by an appropriately titled department head. The Executive Committee of the IEEE will require and allow the secretariat headed by the General Manager to manage the affairs of the Society within the framework of the policy and fundamental procedures established by the Board of Directors.

XIII. Each Director and Officer of the IRE, and each Director and Officer of the AIEE, will, if both boards and memberships vote favorably on merger, submit his resignation to his respective constituent corporation, each such resignation to become effective January 1, 1963, if the merger is then consummated.

XIV. a. The IEEE shall, during the transition period of one year, and in any case for no longer than two years, continue to publish in substantially their present form ELECTRICAL ENGINEERING and the PROCEEDINGS OF THE IRE, except that both publications shall contain a common section on Institute news, abstracts, and other information of interest to the general membership.

b. For the same period of time (which period will be set by the Board of Directors and is not to exceed two years), individuals who were members of the AIEE at the time of merger will receive only ELECTRICAL ENGINEERING, and similarly individuals who were members of the IRE at the time of merger will receive only the PROCEEDINGS. Members who belong to both societies at the time of merger, and new members of the IEEE, will receive one of these two publications of their choice. Any member may subscribe to the alternative publication.

c. Immediately upon merger, an Editorial Committee will be appointed by the Board of Directors to undertake a comprehensive and intensive study of publication policy and procedures of the IEEE, with the objective of satisfying the needs for publications both of high technical quality, and of broad general interest. It is expected that this study will be completed within one year.

d. The IEEE shall also publish periodicals produced by the various Professional Technical Groups named TRANSACTIONS on _____, where specialized technical papers shall be published. In accordance with Principle VI.f., IEEE shall also publish periodicals sponsored by the Technical Committees taken over from the AIEE TOD, until such functions have been fully absorbed by appropriate Professional Technical Groups.

e. The IEEE shall publish a periodical containing both technical material and news items of interest to students.

f. The IEEE may publish an Annual Directory containing lists of its members, lists of manufacturers, supplies and products.

g. The IEEE may issue such other special publications as Convention and Conference Records, Cumulative Indices, Standards, etc. when warranted.

XV. a. There shall be held annually in New York City, probably in the early spring, a general meeting of the society in conjunction with a show to be designated as the IEEE International Convention and Electrical and Electronic Engineering Show.

b. Another General Meeting of the IEEE shall be held annually, probably during the month of June, in conjunction with one of the Regional meetings or special technical conferences. This General Meeting shall primarily be devoted to organization matters of the Sections, Districts, Regions, and Standing Committees.

c. Regional meetings shall be held on the approval of the Executive Committee for the presentation of technical papers.

d. Special technical conferences shall be held with the approval of the Executive Committee. These conferences shall be for the presentation of technical papers on a particular phase of the Society's technical activities.

XVI. Under the direction of the IEEE Awards Committee, the honors and awards structure of both the AIEE and the IRE shall be preserved in the IEEE. During the transition year, where the cognizant committees of either the AIEE or the IRE have determined on the prospective recipients of honors and awards for either of the two individual societies and these recommendations have met the approval of the Board of Directors of the respective society, then the IEEE will honor such a recommendation and issue the honor or award to the designated recipient as an IEEE honor or award.

**RESOLUTION APPROVING PRINCIPLES OF
CONSOLIDATION, MERGER AGREEMENT,
AND CONSTITUTION FOR THE ESTABLISHMENT OF IEEE**

Adopted by unanimous vote of the
Board of Directors of AIEE March 9, 1963

Similar resolution adopted by the Board of Directors of IRE

WHEREAS, the board of directors of this corporation, by resolution adopted on October 20, 1961, concluded that it would be in the best interests of this corporation and its members if a merger of this corporation and The Institute of Radio Engineers could be consummated on terms satisfactory to the board of directors of the corporation and the membership thereof, and

WHEREAS, pursuant to such resolution adopted by the board on October 20, 1961, a committee of the board of directors of this corporation was appointed, and was authorized to meet with a similar committee to be appointed by the board of directors of The Institute of Radio Engineers to study the feasibility, practicability and form of such merger and to make a report thereon to the boards of the two corporations not later than February 15, 1962, and

WHEREAS, such committee was further authorized and directed to prepare a proposed form of constitution and by-laws for the continuing corporation, and such other documents as might be appropriate in connection with such merger, for submission to the boards of directors of the two corporations, and

WHEREAS, such committee has met and in consultation with the similar committee of The Institute of Radio Engineers has prepared a form of Merger Agreement, a form of "Principles of Consolidation" and a form of Constitution for the continuing corporation, copies of which have been submitted to this meeting,

NOW, THEREFORE, BE IT RESOLVED:

That the board of directors of this corporation hereby approves the Merger Agreement, the Principles of Consolidation and the Constitution in the form thereof as submitted to this meeting, and the Secretary is hereby directed to append copies thereof to these minutes, and

FURTHER RESOLVED, that at the annual meeting of the membership of the corporation to be held on June 18, 1962, the said membership decides whether to approve the Merger Agreement, Principles of Consolidation and Constitution in the form thereof hereby approved by this board, and

FURTHER RESOLVED, that in the event of the approval by the members of the corporation of the said Merger Agreement, Principles of Consolidation and Constitution, the proper officers of this corporation be and they hereby are authorized and directed to take all such action which they may deem necessary or appropriate to effectuate the Merger Agreement in accordance with its terms.

**RESOLUTION PROVIDING FOR A 14-MAN COMMITTEE
TO IMPLEMENT MERGER**

Approved by the Boards of Directors of AIEE and IRE
on March 9, 1962

Resolved that; if the respective Boards and memberships of the two constituent corporations vote favorably on merger, a 14-man committee, 7 men appointed by the President of AIEE and 7 by the President of IRE, and including all members of the present 8-man committee, will be formed. It will be the duty of this 14-man committee to select and with the approval of the respective Boards employ the General Manager; to act as a Nominating Committee for all new Directors and Officers of the IEEE, to appoint any additional Nominating Committees as it may desire to assist in the nominations required at all other levels, to prepare and recommend to the respective Boards for approval the bylaws including the determination of geographical boundaries of Regions, Sections, and other units for the IEEE in accordance with the constitution and principles of consolidation approved by the two Boards of Directors and the two memberships, and, generally, to prepare for and take all necessary steps to implement the merger of the constituent corporations on January 1, 1963. This committee will go out of existence on January 1, 1963. It shall be the responsibility of the General Manager to reconcile the differences between the practices and policies of the IRE and AIEE with respect to the full-time paid staff.

The Boards of IRE and AIEE shall retain full authority to operate their respective corporations until January 1, 1963, but shall arrange whatever measures are necessary to provide full cooperation with the 14-man committee and to allow the 14-man committee to carry out its assigned functions.



PROGRESS REPORT

March 5, 1962

To : Board of Directors of American Institute of Electrical Engineers
From: The Administrator
Re : Approved Insurance Program

1. Loss of Time and Major Hospital-Nurse-Surgical Plans

At the end of the Charter Enrollment Period, of approximately four months, the following applications had been received for the first two plans:

Major Hospital-Nurse-Surgical Plan 1,095

Loss of Time Plan - - - - - 772

T o t a l - - - 1,867

This figure, unfortunately, is not complete, since in the last few days of the Charter Enrollment Period, which was extended to March 1st, applications were received in such number that there is still a backlog in the insurance company's Issuance Department.

We are pleased to report that the initial reception of the Program, in proportion to the number of members in the Institute, exceeds any other Program that we have administered. It is to be noted that the ratio of Loss of Time applications to Major Hospital applications is about $1\frac{1}{2}$ to 2. This is a very healthy situation, since the Loss of Time Plan is a stabilizing factor for the Major Hospital Plan, which is subject to the spiral inflation of institutional medical care.

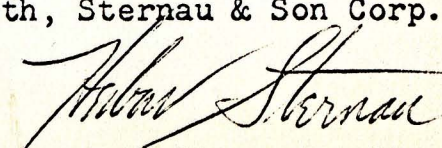
While more than sufficient applications have been received to insure a healthy Program, there are not enough applications to accept applications without regard to medical history.

2. Question of when the Group Life and High-Limit Accidental Death Plans shall be presented to the membership

We have received numerous inquiries from members asking when the Group Life Plan will be made available. However, it would be advisable to let a few months pass without additional mailings. We suggest, therefore, that a brochure containing information about the two additional plans be mailed in June. Again, there will be three mailings during a four month Charter Enrollment Period which will close October 1st. After that date, all four Plans will be incorporated in one brochure (as we are now doing for the Civil Engineers) and mailed every three months.

Respectfully submitted

Smith, Sternau & Son Corp.

By 
Herbert Sternau

AIEE
PLANNING AND COORDINATION COMMITTEE
REPORT OF SUBCOMMITTEE ON
CODE ON RECRUITING AT AIEE MEETINGS
JANUARY 22, 1962

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ASSIGNMENT

The Subcommittee was requested to draft a "Code on Recruiting at AIEE Meetings" to alleviate the problem of recruiting encountered by some of the engineering societies at some of their large conventions.

(over)

PROBLEM

The excessive turnover of engineering personnel has reached proportions that may prove to be detrimental to the contribution made by the engineers and scientists of the country. Associated with this turnover, high pressure, organized recruiting similarly has reached excessive proportions at some conventions and shows. A belief that these excesses are disrupting to some extent the basic purposes of these conventions, i.e., to present information and to hold discussions on engineering subjects, has prompted suggestions to officers of major engineering societies that excessive recruiting at meetings be banned.

On the other hand, employment and placement services for engineers conducted in a manner which compliments and raises the stature of the profession, are valuable. Moreover, engineers and employers meet and talk with one another and inevitably such meetings will include "job talk".

What, then, should AIEE do to avoid excesses at its conventions and expositions which are disturbing, distracting, and not in keeping with the professional stature of the convention or the Institute?

OBSERVATIONS OF THE SUBCOMMITTEE

1. While AIEE has not had a serious problem, it does not escape the problem completely; there is a need to cope with it.
2. Fortunately, one or two instances of excessive recruiting have been cleared up and so far we have been able to stop open recruiting when it has occurred.
3. Employment agencies, conducting services for engineers in keeping with the standards of the profession, are valuable.
4. Recruiting practices at engineering conventions, if conducted at all, should be elevated and conducted under arrangements controlled by the host society as, for instance, is done by the ACS and AIP.
5. Something more is needed than a policy or action which will mainly get organized recruiting "off the premises."
6. Casual, informal "job-talk" is inevitable; organized recruiting, particularly "public" recruiting, detracts from the purpose of the meeting and should be restricted.
7. A policy is needed to discourage organized and high pressure practices both on and off the premises. Off-premises recruiting, as mentioned here, is that which is done coincident to a convention.
8. Possibly, recruiting services could be taken over by AIEE, or an AIEE agent, and operated under controls; thereby, recruiting at conventions by other agencies and excessive practices could be discouraged.
9. Conceivably ESPS could be the official AIEE agent to provide services for registration, information, and interviews at AIEE conventions. This would require greater organization, personnel, and financial resources than has been contemplated for ESPS heretofore. Furthermore, ESPS should not be organized to do the job for AIEE alone. It should be employed similarly by other societies. Should this be done, ESPS might become the foremost and largest of any engineering employment agency.
10. Selection of one of the national commercial employment agencies as the official AIEE agent, operating under practices specified by AIEE, does not appear to be a practical solution, because of problems associated with the selection of one among a number of competing agencies.

11. EJC, for the societies jointly, should look into rendering employment services or otherwise should determine means to snuff out excesses or to control convention recruiting.
12. A certain amount of informal recruiting is probably inevitable at conventions no matter what governing conditions are prescribed.
13. Schemes, such as employment headquarters, off-premises, may help to alleviate some of the more commercialized and unprofessional aspects of recruiting at conventions but may not avoid the basic objections.
14. Among the objectionable features of recruiting at engineering conventions are the following:
 - a. Advertisements and posters aimed at conventioners saying to all that interviews will be held in such and such a room rented temporarily by an employer.
 - b. Distribution of leaflets or cards for the same purpose.
 - c. Previous mail announcements for recruiting purposes (of the "will see you there" type).
 - d. Any public recruiting activity that tends to divert attention from the business of the convention.
 - e. Any form of high pressure tactics such as excessive hospitality, entertainment, etc.
 - f. Bulletin board notices of recruiting rooms, job openings, etc.
 - g. Recruiting trips by company representatives to the convention.
 - h. Booths at expositions or conventions offering recruiting literature and services.
 - i. Companies supporting the activities of employment agencies, or employing an agent, when it detracts from a meeting.

CONCLUSIONS AND RECOMMENDATIONS

The following policy statement is offered for approval by P&CC and for adoption by the Board of Directors:

Organized recruiting at Conventions and Expositions of the AIEE, not authorized by AIEE itself, is strongly disapproved. This Policy shall be broadly and publicly announced to members, companies, employment agencies, etc. Infractions of this Policy will be given immediate attention and action by an Institute or Convention officer, or officers, toward causing it to cease.

Authorization by AIEE for any special recruiting arrangements connected with a convention must be obtained in writing in advance.

Each convention or exposition program should carry a box notice saying that organized recruiting not authorized by AIEE is contrary to AIEE interests and policy. It should state what recruiting, if any, is authorized.

Members should regard it as a responsibility to call the attention of officers to infractions.

This Policy shall be stated fully and implemented by official publication of the AIEE Code on Recruiting at Conventions and Expositions as follows:

(over)

AIEE POLICY ON RECRUITING AT CONVENTIONS AND EXPOSITIONS

I. - NEED FOR POLICY

Organized, high pressure, recruiting of engineering personnel at national and regional conventions and expositions of engineering societies can, in some instances, grow to such proportions as to impair the continued success of these meetings. Moreover, the excessive turnover of engineering personnel, encouraged appreciably by this type of recruiting, has in some areas reached proportions that may prove to be detrimental to the contribution made by the engineers and scientists of the Country. Furthermore, such recruiting detracts from the professional stature and standards of the engineering profession. On the other hand, employment and placement services for engineers, conducted in a manner which raises the stature of the Profession, are valuable.

II. - STATEMENT OF POLICY

Organized recruiting at conventions and expositions of the American Institute of Electrical Engineers, not authorized by AIEE itself, is strongly disapproved.

Infractions of this policy will be given immediate attention and action by an Institute or Convention officer, or officers, toward causing it to cease.

Authorization by AIEE for any organized recruiting arrangements connected with a convention must be obtained in writing in advance.

Each convention or exposition program should carry a box notice that organized recruiting, not authorized by AIEE, is contrary to AIEE interests and policy. When authorized by AIEE, the notice shall provide appropriate announcement of the facts and shall mention conformance with this Code.

Members should regard it as a responsibility to report infractions immediately to Society or Convention officers.

III. - GENERAL PROVISIONS

Among objectionable practices which are strongly disapproved are the following (officers of AIEE, or of its convention or exposition, will act to stop them should they occur):

- a. Display of advertisements and posters aimed at conventioners saying to all that interviews will be held in such and such a room, on or off site (rented temporarily by an employer or agency).
- b. Distribution of leaflets or cards for the same purpose.
- c. Use of mail announcements prior to a convention (of the "will see you there" type).
- d. Conduct of any public recruiting activity that tends to divert attention from the business of the convention.
- e. Use of any form of high pressure tactics such as excessive hospitality, entertainment, etc.
- f. Display of bulletin board or card notices of on or off site recruiting rooms, job openings, etc.
- g. Use of booths offering recruiting literature or services.

IV. - RESPONSIBILITIES OF EMPLOYERS AND AGENCIES

Responsibilities of employers are to:

Avoid the objectionable features of organized convention recruiting.

In case employment services are conducted with the written approval of AIEE, to observe the terms under which the approval is granted.