

**South Central Bell***FCC Staff Exhibit 48*

P. O. Box 771
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W. R. CARTER
Vice President

May 20, 1970

As you know, our Company has for many years maintained the position of not knowingly employing a parent of an illegitimate child. We have never applied this practice in order to discriminate with regard to either sex or race. The philosophy supporting our position has been discussed on other occasions and need not be reviewed at this time.

After careful consideration, we believe that it is now timely to permit a certain amount of judgment to be exercised in this area by our Employment Offices. There are many factors which enter into the decision to offer employment to an applicant, and we believe that there are some applicants who would be viewed by our contemporary culture as being socially quite acceptable despite the fact that he or she is the parent of an illegitimate child.

We would suggest that you discuss this matter with your General Personnel Manager and that your area begin to consider such candidates. In as much as our previous position has not been stated formally in our employment practices, we do not believe it necessary for the Company or any area to formally state a change in emphasis of this position. We believe it appropriate that this factor be viewed merely as one of many that must be considered in deciding whether or not to offer employment with our Company.

Sincerely,

To: Vice President (Louisiana)
Vice President and General Managers
cc: President's Staff