

2022 ANNUAL EEO PUBLIC FILE REPORT
The Raven Radio Foundation

Station: KCAW(FM)
 Community of License: Sitka, Alaska
 Reporting Period: October 1st, 2021 to September 30th, 2022
 No. of Full-time Employees: 6
 Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

<p><i>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions:</i></p> <ul style="list-style-type: none"> • Development Director attends Regional Development Conference. 1/27/22 • General Manager and Operations Director attend NAB. 4/20 – 4/26/22 • News Staff attend Journalism Week training at Alaska Press Club. Week of 4/30/22 • General Manager attends Alaska Broadcasters’ Assn sessions. Week of 5/9/22 • Volunteer Coordinator attends NFCB Conference. Week of 6/27/22 • Raven Radio has in house podcasting class 7/1/22 • Volunteer Coordinator attends SEARHC training on diversity. 8/10/22 	<p><i>Provided training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.</i></p> <ul style="list-style-type: none"> • Raven Radio presents to Pacific High School Life Skills Class. 3/4/22 • Raven Radio presents to SAIL (Southeast Alaska Independent Living) and helps them produce spots. 3/15/22 • Raven Radio conducts two podcasting classes at Sitka High School. 9/14/22
<p><i>Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities: KCAW listed the opening for its open positions with the following outlets:</i></p> <ul style="list-style-type: none"> • kcaw.org • coastalaska.org • Alaska Job Center • Sitka Tribe of Alaska • Alaska Native Brotherhood • Alaska Broadcasters Assn • Handshake 	<p><i>Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies)</i></p> <ul style="list-style-type: none"> • Participating in Alaska Jobs community, a partnership with the Alaska Department of Labor • Participation in Handshake: a platform that reaches university students/graduates in the US • Attended Sitka HS Job fair to talk about radio careers. 3/23/22

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hiree
12/6/2021	Volunteer Coordinator	KCAW Homepage
01/3/2022 Moved to fulltime from Apprentice. Started as part time apprentice 10/13/21	Operations Director	KCAW Homepage
3/15/2022	Development Director	

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of persons Interviewed during the Reporting Period: 5

Recruitment Sources Referring Interviewees during Reporting Period for Volunteer Coordinator Number of persons interviewed, 1	Number of Persons Interviewed that the Source Referred
Internal Posting	1
KCAW/CoastAlaska website	0
Alaska Job Center/Sitka Job Service	0
Sitka Tribe of Alaska	0
Alaska Native Brotherhood	0
Handshake	0
Alaska Broadcasters Association	0
Facebook	0

Recruitment Sources Referring Interviewees during Reporting Period for Operations Director. Number of persons interviewed, 2	Number of Persons Interviewed that the Source Referred
Internal KCAW Posting (available to volunteers).	0
Coast Alaska/KCAW website	2
Alaska Job Center/Sitka Job Service	0
Sitka Tribe of Alaska	0
Alaska Native Brotherhood	0
Handshake	0
Alaska Broadcasters Association	0
Facebook	0

Rruitment Sources Referring Interviewees during Reporting Period for Development Director. Number of persons interviewed, 2.	Number of Persons Interviewed that the Source Referred
Internal KCAW Posting (available to volunteers).	0
KCAW/CoastAlaska website.	1
Alaska Job Center/Sitka Job Service	0
Sitka Tribe of Alaska	0
Alaska Native Brotherhood	0
Handshake	0
Alaska Broadcasters Association	0
Facebook	1

RECRUITING SOURCES USED

Job Title of Position Volunteer Coordinator

Date of Hire: 12/6/2021

Referral Sources.

Source	Name, address, contact person, phone number	Date posted or run dates
Internal KCAW posting	KCAW, 2B Lincoln St., Sitka, AK 99835 907-747-5877	Posted 11/2
KCAW, CoastAlaska website	kcaw.org & oastalaska.org/job_openings.htm email to mollie@coastalaska.org	Posted 11/2 - LINK , CoastAlaska emailed 11/2
Alaska Job Center Network/Sitka Job Service (required)	Email Fran Schwuchow at fran.schwuchow@alaska.gov or place online: jobs.state.ak.us/employer.htm	Emailed 11/2
Sitka Tribe of Alaska	Sitka Tribe of Alaska, 456 Katlian St., Sitka, AK 99835 907-747-3207 fax 907-747-4915 Anne.davis@sitkatriben-sn.gov	Emailed 11/2
Alaska Native Brotherhood	ANB, 235 Katlian Suite A, AK 99835 907-747-4562	Mailed 11/2
Handshake	This is the link for Qs on posting a job. https://support.joinhandshake.com/hc/en-us/articles/218693198 here's the link: https://app.joinhandshake.com/	Added 11/2 - LINK
Alaska Broadcasters Association Website	Alaska Broadcasters Association, Cathy Hiebert, akbagold@gci.net	Emailed 11/2
FB Groups	Raven Radio Community, Sitka Volunteers & Job Seekers	11/2

Job Title of Position: Operations Director

Date of Hire: 1/3/2022

Referral Sources.

Source	Name, address, contact person, phone number	Date posted or run dates
Internal KCAW posting	KCAW, 2B Lincoln St., Sitka, AK 99835 907-747-5877	Posted 12/20
KCAW, CoastAlaska website	kcaw.org & oastalaska.org/job_openings.htm email to mollie@coastalaska.org	Posted 12/20 - LINK , CoastAlaska emailed 12/20
Alaska Job Center Network/Sitka Job Service (required)	Email Fran Schwuchow at fran.schwuchow@alaska.gov or place online: jobs.state.ak.us/employer.htm	Posted 12/20 - HERE
Sitka Tribe of Alaska	Sitka Tribe of Alaska, 456 Katlian St., Sitka, AK 99835 907-747-3207 fax 907-747-4915 Anne.davis@sitkatriben-sn.gov	Emailed 12/19
Alaska Native Brotherhood	ANB, 235 Katlian Suite A, AK 99835 907-747-4562 Mail	Mailed 12/20
Handshake	This is the link for Qs on posting a job. https://support.joinhandshake.com/hc/en-us/articles/218693198 here's the link: https://app.joinhandshake.com/	Added 12/20- LINK
Alaska Broadcasters Association Website	Alaska Broadcasters Association, Cathy Hiebert, akbagold@gci.net	12/20
FB Groups	Raven Radio Community, Sitka Volunteers & Job Seekers	12/20

Job Title of Position: Development Director Date of Hire: 3/15/2022

Referral Sources.

Source	Name, address, contact person, phone number	Date posted or run dates
Internal KCAW posting	KCAW, 2B Lincoln St., Sitka, AK 99835 907-747-5877	Posted 12/13
KCAW, CoastAlaska website	kcaw.org & oastalaska.org/job_openings.htm email to mollie@coastalaska.org	Posted 12/13 - link . Emailed Coast 12/13
Alaska Job Center Network/Sitka Job Service (required)	Email Fran Schwuchow at fran.schwuchow@alaska.gov or place online: jobs.state.ak.us/employer.htm	Posted 12/13 - LINK
Daily Sitka Sentinel classifieds	Daily Sitka Sentinel, 112 Barracks Street, Sitka, AK 99835 907-747-3219 cyndi@sitkasentinel.com	Emailed 12/13 - run 12/14-12/20
Sitka Tribe of Alaska	Sitka Tribe of Alaska, 456 Katlian St., Sitka, AK 99835 907-747-3207 fax 907-747-4915 Anne.davis@sitkatriben-sns.gov	Emailed 12/29
Alaska Native Brotherhood	ANB, 235 Katlian Suite A, AK 99835 907-747-4562 Mail	Mailed 12/13
Handshake	This is the link for Qs on posting a job. https://support.joinhandshake.com/hc/en-us/articles/218693198 here's the link: https://app.joinhandshake.com/	Added 12/13 - LINK
Alaska Broadcasters Association Website	Alaska Broadcasters Association, Cathy Hiebert, akbagold@gci.net	Emailed 12/28
FB Groups	Raven Radio Community, Sitka Volunteers & Job Seekers	12/13