

2021 ANNUAL EEO PUBLIC FILE REPORT
The Raven Radio Foundation

Station(s): KCAW
 Community(ies) of License: Sitka, Alaska, with translators in Angoon, Elfin Cove, Kake, Pelican, Port Alexander, Tenakee Springs and Yakutat, all in Alaska
 Reporting Period: October 1st, 2020 to September 30th, 2021
 No. of Full-time Employees: 6
 Small Market Exemption: -NA-

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

<p>CFR 73.2080(c)(2)(viii) <u>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher positions:</u> 1/22/2021 - station-wide training on AudioVault, KCAW’s automation system. Held by BE 4/9/2020 - staff joined Alaska Press Club Conference, with many training sessions 7/7/2021 - staff joined NFCB virtual conference: topics cross many station departments, focus on professional development 7/13/2021 - staff joined PMDMC virtual conference 7/30/2021 - Development Director joined GreaterPublic Major Gifts Academy</p>	<p>CFR 73.2080(c)(2)(iv) <u>Participation in at least 4 events sponsored by organizations representing groups present in the community interested in broadcast employment issues:</u> 1/20/2021 - KCAW presented at a virtual journalism career fair held in Anchorage 1/28-11/2/2021 - participated in Community Counts Initiative, multiple events concerning broadcast employment and organizational capacity 2/10/2021 - participated in Alaska Humanities Community Journovation project, a several-month statewide conversation on journalism, representation, and broadcast employment 6/25/2021 - participated in the Journalism Advisory Board, which works to identify statewide opportunities/issues/barriers to entry into journalism</p>
<p>CFR 73.2080(c)(2)(xii) <u>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:</u> KCAW listed the opening for its open positions with the following outlets: www.cpb.org; www.kcaw.org; Alaska Broadcaster's Association; PRADO email list-serve; Alaska Public Broadcasting Incorporated listserv; National Federation of Community Broadcasters (NFCB)</p>	<p>CFR 73.2080(c)(2)(vi) <u>Participated in job banks, internet programs, and other programs designed to promote outreach generally</u> (i.e., that are not primarily directed to providing notification of specific job vacancies) - 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</p>

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hiree
11/16/2020	Operations Director	KCAW Homepage

6/1/2021	RFA Reporter	Report for America announcement via newsletter

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 9

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Report For America	5
Daily Sitka Sentinel	1
Internal KCAW Posting	1
KCAW/CoastAlaska Website	2
Sitka Tribe of Alaska	0
Alaska Native Brotherhood	0
Alaska Public Broadcasting Inc. Website	0
Alaska Broadcasters Association	0
Craigslist	0
The Foraker Group Website	0
National Federation of Community Broadcasters listserv/website	0
PRADO	0

RECRUITING SOURCES USED

Job Title of Position: Operations Director Date of Hire: 11/16/2020

Referral Source	*	Name, address, contact person, phone number	Date posted or run dates	Source
Internal KCAW posting (required)	Y	KCAW, 2B Lincoln St., Sitka, AK 99835 907-747-5877	POSTED 9/21	Internal KCAW posting (required)

KCAW, CoastAlaska website & KCAW Facebook & Ak Press Club facebook	Y	kcaw.org & oastalaska.org/job_openings.htm email to mollie@coastalaska.org Send postings to generalmanager@kcaw.org	Posted on KCAW Website 9/21/2020. LINK , emailed to Mollie 9/21/2020	KCAW, CoastAlaska website & KCAW Facebook & Ak Press Club facebook
Alaska Job Center Network/Sitka Job Service (required)	Y	Email Fran Schwuchow at fran.schwuchow@alaska.gov or place online: jobs.state.ak.us/employer.htm	Emailed to Fran: VOS not loading. 9/21/2020	**Alaska Job Center Network/Sitka Job Service (required)
Daily Sitka Sentinel classifieds	N	Daily Sitka Sentinel, 112 Barracks Street, Sitka, AK 99835 907-747-3219 cyndi@sitkasentinel.com	submitted 9/21	Daily Sitka Sentinel classifieds
Sitka Tribe of Alaska	Y	Sitka Tribe of Alaska, 456 Katlian St., Sitka, AK 99835 907-747-3207 fax 907-747-4915 Anne.davis@sitkatriben-s.gov	submitted 9/21	Sitka Tribe of Alaska
Alaska Native Brotherhood	Y	ANB, 235 Katlian Suite A, AK 99835 907-747-4562 Mail	did not mail	Alaska Native Brotherhood
Alaska Public Broadcasting website/listserve	N	Kim Pigg, Alaska Public Broadcasting, Inc., 907-277-6300 kim@akpb.org	Emailed to Mollie 9/21 - posted also on APBI	Alaska Public Broadcasting website/listserve
Alaska Broadcasters Association Website	N	Alaska Broadcasters Association, Cathy Hiebert, akbagold@gci.net	Emailed to Cathy 9/21	Alaska Broadcasters Association Website
CPB Jobline website	Y	cpb.org/jobline/ Place online at stations.cpb.org/jobline/	Posted here 9/21	CPB Jobline website

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Report For America Reporter Date of Hire: 6/1/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. and E-Mail Address of Source
<i>See attached recruitment documentation provided by Report For America.</i>				

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Raven Radio Position Recruiting

Job Title	Operations Director	
X Full time <input type="checkbox"/> Part time		
Date Posted		
Application Deadline	September 29th	
Hiring supervisor	Becky Meiers, GM KCAW	
X Job Description Updated	<input type="checkbox"/> Position announcement updated and attached	<input type="checkbox"/> Dated copies of all ads, bulletins, letters, faxes, emails or other communications announcing vacancy attached

Referral Sources (If source requested to be listed, indicate with an "***").

Source		Name, address, contact person, phone number	Date posted or run dates
Internal KCAW posting (required)	X	KCAW, 2B Lincoln St., Sitka, AK 99835 907-747-5877	POSTED 9/21
KCAW, CoastAlaska website & KCAW Facebook & Ak Press Club facebook	X	kcaw.org & oastalaska.org/job_openings.htm email to mollie@coastalaska.org Send postings to generalmanager@kcaw.org	Posted on KCAW Website 9/21/2020. LINK , emailed to Mollie 9/21/2020
**Alaska Job Center Network/Sitka Job Service (required)	X	Email Fran Schwuchow at fran.schwuchow@alaska.gov or place online: jobs.state.ak.us/employer.htm	Emailed to Fran: VOS not loading. 9/21/2020
Daily Sitka Sentinel classifieds	X	Daily Sitka Sentinel, 112 Barracks Street, Sitka, AK 99835 907-747-3219 cyndi@sitkasentinel.com	submitted 9/21
Sitka Tribe of Alaska	X	Sitka Tribe of Alaska, 456 Katlian St., Sitka, AK 99835 907-747-3207 fax 907-747-4915 Anne.davis@sitkatriben-sn.gov	submitted 9/21
Alaska Native Brotherhood	<input type="checkbox"/>	ANB, 235 Katlian Suite A, AK 99835 907-747-4562 Mail	<i>did not mail</i>
Alaska Public Broadcasting website/listserve	X	Kim Pigg, Alaska Public Broadcasting, Inc., 907-277-6300 kim@akpb.org	Emailed to Mollie 9/21 - posted also on APBI
Alaska Broadcasters Association Website	X	Alaska Broadcasters Association, Cathy Hiebert, akbagold@gci.net	Emailed to Cathy 9/21
CPB Jobline website	X	cpb.org/jobline/ Place online at stations.cpb.org/jobline/	Posted here 9/21
Current classifieds	<input type="checkbox"/>	Current Classifieds, 1612 K St., NW, Suite 704, Washington, DC 20006. Place by E-mail: classifieds@current.org	No budget
IBEW (engineering jobs only)	X	Mike Notar, International Brotherhood of Electrical Workers Local 1547, 124 Front Street, Juneau, AK 907-586-3050. Email: ibewjno@ptialaska.net	Posting sent thru IBEW Contact form
PRNDI	<input type="checkbox"/>	Public Radio News Directors (Ed is a member)	Not applicable
Craigslist	<input type="checkbox"/>	Craigslist.org for SE Alaska	No budget
Foraker website	<input type="checkbox"/>	forakergroup.org	Not applicable
NFCB ListServ	X	Emailed ernesto@nfc.org	emailed 9/21, posted on NFCB job site
AFP	<input type="checkbox"/>	https://community.afpglobal.org/afpakchapter/career/jobcenter - \$50/one month	Not applicable

Applicants Interviewed

Job Title	Operations Director
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Applicant Name	Referral Source
Arthur Rizzotto	KCAW Staff
Bryan Lovett	KCAW Homepage
Jay Stillwell	Newspaper
Walt Gregg	Word of Mouth
Total Number of Applicants Interviewed	4

Person hired	Bryan Lovett
Recruitment source	KCAW Homepage
Date hired	11/16/2020

List all references checked on the person hired

Name	Organization/Company
Lisa Pezzino	Long Road Society
Graham LeBron	Starline Social Club

If an offer was made to another candidate who turned down the position, please indicate the name(s) below:

Arthur Rizzotto

Reviewed by General Manager or Business Manager:

Signed 	9/13/2021
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Classified Posting: OPERATIONS DIRECTOR. KCAW 104.7 FM ISO tech-savvy ops staffer. Full-time, exempt position. Salary DOE beginning at \$42,850 w/benefits (health, life, paid leave, retirement.) Info @ bit.ly/KCAWopsjob. Send resume, cover letter, 3 references to becky@kcaw.org. Applications accepted till filled, screening starts 9/29. EEO/Affirmative Action Employer.

Raven Radio Position Recruiting

Job Title	Report for America Reporter	
<input checked="" type="checkbox"/> Full time <input type="checkbox"/> Part time		
Date Posted	December 2nd, 2020 - December 8, 2020	
Application Deadline	January 31st, 2021	
Hiring supervisor	Robert Woolsey	
<input checked="" type="checkbox"/> Job Description Updated	<input checked="" type="checkbox"/> Position announcement updated and attached	<input type="checkbox"/> Dated copies of all ads, bulletins, letters, faxes, emails or other communications announcing vacancy attached

Referral Sources *(If source requested to be listed, indicate with an "***")*.

Source	Name, address, contact person, phone number	Date posted or run dates
JournalismJobs.com	info@journalismjobs.com , 510-508-3786	12/2/2020-1/31/2021
National Association of Black Journalists	https://nabjcareers.org/ eric@nabjcareers.org 626-7923846	12/2/2020-1/31/2021
National Association of Hispanic Journalists	https://www.nahjcareers.org/ info@nahjcareers.org 626-792-3846	12/2/2020-1/31/2021
Report for America	https://www.reportforamerica.org/application/ David Reed Fox dfox@reportforamerica.org	12/2/2020-1/31/2021
Report for America is responsible for advertising and distributing posting openings within the Corps program. Please contact RFA for more information.		

Applicants Interviewed

Job Title	Report for America Reporter	
Applicant Name	Referral Source	
Nina Sparling	RFA/KCAW	
Annie Rosenthal	Overseas Press Club Foundation	
Anna Laffrey	RFA/Northwestern University	
Natasha Harris	"a journalism newsletter"	
Theo Greenly	An RFA finalist in 2020	

Total Number of Applicants Interviewed	5

Person hired - Natasha Harris	(offer accepted 4-2-21)
Recruitment source	"a journalism newsletter"
Date hired	6/1/2021

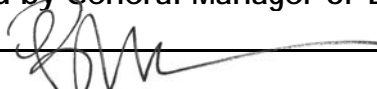
List all references checked on the person hired

Name	Organization/Company
Kat Johnson	Heritage Radio Network
Anne Wernikoff-Mill	CalMatters

If an offer was made to another candidate who turned down the position, please indicate the name(s) below:

Nina Sparling

Reviewed by General Manager or Business Manager:

Signed 	Date 9/13/2021
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Supporting document for KCAW's EEO audit

Teri Hayt <thayt@reportforamerica.org>
To: Becky Meiers <becky@kcaw.org>

Tue, Mar 30, 2021 at 1:02 PM

Hi,

I think I have the answers you need.

1. When were applications for RFA positions opened in 2020? When did the application 'go live'? December 8, 2020
2. What was the application deadline in 2020? Jan.31, 2021
3. Could you share the name of the person responsible for collating the 2020 applicant package? Was that you, Teri? David Reed Fox, Dir. of Operations, pulled the applications together.
4. Can you send me a print-off of a copy of one of the posts on the websites above? Or share a position description? This is the beat description on our website, which is what we submitted to journalismjobs.com

Location: Sitka, Alaska**Beat:** Sitka and surrounding communities

Position: This journalist builds trust and maintains relationships with our audience and communities outside of Sitka. At a minimum, there's a weekly two-way with a mayor, council member or school board member about some local issues of importance. These routine conversations are the first step in doing more in-depth reporting on meatier stories like the threat of school closure due to a low student census, or efforts to build a small hydroelectric project. In spring and summer, the reporter may visits the communities by floatplane and fishing boat, reinforcing these connections and going even deeper into the lives and issues of our far-flung audience. Our sense is that most of these stories will be about energy independence and sustainable communities in a rapidly-changing world—with lessons for all of us. This corps member needs a strong organizational sense. Conditions in Alaska require patience and flexibility when a source suddenly goes fishing or a flight gets cancelled. Resourcefulness is key.

Skills: Audio, Writing

5. Do you happen to know when postings were submitted to 1) journalismjobs.com, 2) National Association of Black Journalists, 3) National Association of Hispanic Journalists? Was there a particular staff contact RFA worked with at those organizations? Dec. 14, 2020

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