

Grantee Information

ID	1523
Grantee Name	WJFF-FM
City	Jeffersonville
State	NY
Licensee Type	Community

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Please enter the number of FULL-TIME RADIO employees in the grids below.  
The first grid includes all female employees, the second grid includes all male employees,  
and the last grid includes all persons with disabilities.

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Major Job Category / Job Code / Joint Employee	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	More Than One Race Females	Total
Officials - 1000							0
Managers - 2000							0
Professionals - 3000							0
Technicians - 4000							0
Sales Workers - 4500							0
Office and Clerical - 5100							0
Craftspersons (Skilled) - 5200							0
Operatives (Semi- Skilled) - 5300							0
Laborers (Unskilled) - 5400							0
Service Workers - 5500							0
Total	0	0	0	0	0	0	0

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1

Major Job Category / Job Code / Joint Employee	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	More Than One Race Males	Total
Officials - 1000					1		1
Managers - 2000					1		1
Professionals - 3000							0
Technicians - 4000							0
Sales Workers - 4500							0

Office and Clerical - 5100	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Craftspersons (Skilled) - 5200	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Operatives (Semi-Skilled) - 5300	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Laborers (Unskilled) - 5400	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Service Workers - 5500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
<b>Total</b>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="2"/>

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1 ▼

Major Job Category /  
Job Code /  
Joint Employee

Officials - 1000

Managers - 2000

Professionals - 3000

Technicians - 4000

Sales Workers - 4500

Office and Clerical - 5100

Craftspersons (Skilled) - 5200

Operatives (Semi-Skilled) - 5300

Laborers (Unskilled) - 5400

Service Workers - 5500

**Total**

Persons with Disabilities

1.1 Employment of Full-Time Radio Employees

Jump to question: 1.1 ▼

Please enter the gender and ethnicity of each person with disabilities listed above (e.g. 1 African American female).

1.2 Major Programming Decision Makers

Jump to question: 1.2 ▼

Please report by gender and ethnic or racial group the headcount of full-time employees having responsibility for making major programming decisions. Include the station general manager if appropriate. Major programming decisions include decisions about program acquisition and production, program development, on-air program scheduling, etc. This item should result in a double-counting of some full-time employees; employees having the responsibility for making major programming decisions should be included in the counts for this item and again, by job category above, in the full-time employee Question 1.1.

1.2 Major Programming Decision Makers

Jump to question: 1.2 ▼

Of the full-time employees reported in Question 1.1, how many, including the station general manager, have responsibility for making major programming decisions?

1.2 Major Programming Decision Makers

Jump to question: 1.2 ▼

	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	More Than One Race	Total
Female Major Programming Decision Makers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Male Major Programming Decision Makers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="2"/>

Total

1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3 ▼

Please enter the number of PART-TIME employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3 ▼

Major Job Category / Job Code	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	More Than One Race Females	Total
Officials - 1000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Managers - 2000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>
Professionals - 3000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Technicians - 4000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Sales Workers - 4500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Office and Clerical - 5100	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Craftspersons (Skilled) - 5200	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Operatives (Semi-skilled) - 5300	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Laborers (Unskilled) - 5400	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Service Workers - 5500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Total	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="1"/>

1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3 ▼

Major Job Category / Job Code	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	More Than One Race Males	Total
Officials - 1000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Managers - 2000	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
Professionals - 3000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Technicians - 4000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Sales Workers - 4500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Office and Clerical - 5100	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Craftspersons (Skilled) - 5200	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Operatives (Semi-skilled) - 5300	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Laborers (Unskilled) - 5400	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Service Workers - 5500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Total	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>

1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3 ▼

Major Job Category / Job Code

Persons with Disabilities

Officials - 1000

Managers - 2000	<input type="text"/>
Professionals - 3000	<input type="text"/>
Technicians - 4000	<input type="text"/>
Sales Workers - 4500	<input type="text"/>
Office and Clerical - 5100	<input type="text"/>
Craftspersons (Skilled) - 5200	<input type="text"/>
Operatives (Semi-skilled) - 5300	<input type="text"/>
Laborers (Unskilled) - 5400	<input type="text"/>
Service Workers - 5500	<input type="text"/>
<b>Total</b>	<input type="text" value="0"/>

1.4 Part-Time Employment

Jump to question: 1.4 ▼

Of all the part-time employees listed in Question 1.3, how many worked less than 15 hours per week and how many worked 15 or more hours per week, but not full time?

1.4 Part-Time Employment

Jump to question: 1.4 ▼

Number working less than 15 hours per week	<input type="text"/>
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1.4 Part-Time Employment

Jump to question: 1.4 ▼

Number working 15 or more hours per week	<input type="text" value="2"/>
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1.5 Full-Time Hiring

Jump to question: 1.5 ▼

Enter the number of full-time employees in each category hired during the fiscal year.  
(Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.)

1.5 Full-Time Hiring

Jump to question: 1.5 ▼

No full-time employees were hired (check here if applicable)	<input type="checkbox"/>
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1.5 Full-Time Hiring

Jump to question: 1.5 ▼

Major Job Category / Job Code	Minority Female	Non-Minority Female	Minority Male	Non-Minority Male	Total
Officials - 1000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Managers - 2000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Professionals - 3000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Technicians - 4000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Sales Workers - 4500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Office / Service Workers - 5100-5500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
<b>Total</b>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>

1.6 Full-Time and Part-Time Job Openings

Jump to question: 1.6 ▼

Enter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in previously filled positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through the promotion of an employee who stays in essentially the same job but has a different title (i.e. where there was no vacancy or newly created position to be filled). If no full-time or part-time job openings occurred, please enter zero.

1.6 Full-Time and Part-Time Job Openings

Jump to question: 1.6 ▼

Number of full-time and part-time job openings	<input type="text"/>
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1.7 Hiring Contractors

Jump to question: 1.7

During the fiscal year, did you hire independent contractors to provide any of the following services?

1.7 Hiring Contractors

Jump to question: 1.7

Check all that apply

Underwriting solicitation related activities

Direct Mail

Telemarketing

Other development activities

Legal services

Human Resource services

Accounting/Payroll

Computer operations

Website design

Website content

Broadcasting engineering

Engineering

Program director activities

None of the above

Comments

Question

Comment

No Comments for this section

2.1 Corporate Management

Jump to question: 2.1

	# of Employees	Avg. Annual Salary	Average Tenure
Chief Executive Officer	1.00	\$ 63,036	6
Chief Executive Officer - Joint		\$	
Chief Operations Officer		\$	
Chief Operations Officer - Joint		\$	
Chief Financial Officer		\$	
Chief Financial Officer - Joint		\$	
Chief Digital Media Operations		\$	
Chief Digital Media Operations - Joint		\$	

2.1 Corporate Management

Jump to question: 2.1

Please list the Other Job titles in this sub-category not listed above

2.2 Communication and Promotions

Jump to question: 2.2

Publicity, Program Promotion Chief		\$ 0	0
Publicity, Program Promotion Chief - Joint		\$	
Communication and Public Relations, Chief		\$	

Communication and Public Relations, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Head of Audience</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Head of Audience - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Social Media Specialist / Manager</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Social Media Specialist / Manager - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

## 2.2 Communication and Promotions

Jump to question: **2.2** ▼

Please list the Other Job titles in this sub-category not listed above

## 2.3 Programming and Productions

Jump to question: **2.3** ▼

<u>Programming Director</u>	<input type="text" value="1.00"/>	\$ <input type="text" value="54,673"/>	<input type="text" value="9"/>
Programming Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Production, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Production, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Executive Producer</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Executive Producer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Producer</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Producer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Digital Content Director</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Digital Content Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Digital Project Manager</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Digital Project Manager - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Managing Director, Audience Engagement</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Managing Director, Audience Engagement - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

## 2.3 Programming and Productions

Jump to question: **2.3** ▼

Please list the Other Job titles in this sub-category not listed above

## 2.4 Development and Fundraising

Jump to question: **2.4** ▼

<u>Development, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Development, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Member Services, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Member Services, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Membership Fundraising, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Membership Fundraising, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Major Giving Fundraising Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Major Giving Fundraising Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>On-Air Fundraising, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
On-Air Fundraising, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Auction Fundraising, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

Auction Fundraising, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
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#### 2.4 Development and Fundraising

Jump to question: [2.4](#) ▼

Please list the Other Job titles in this sub-category not listed above

#### 2.5 Underwriting and Grant Solicitation

Jump to question: [2.5](#) ▼

<u>Underwriting, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Underwriting, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Corporate Underwriting, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Corporate Underwriting, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Foundation Underwriting, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Foundation Underwriting, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Government Grants Solicitation, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Government Grants Solicitation, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

#### 2.5 Underwriting and Grant Solicitation

Jump to question: [2.5](#) ▼

Please list the Other Job titles in this sub-category not listed above

#### 2.6 Broadcast Engineering and Information Technology

Jump to question: [2.6](#) ▼

<u>Operations and Engineering, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Operations and Engineering, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Engineering Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Engineering Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Broadcast Engineer 1</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Broadcast Engineer 1 - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Production Engineer</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Production Engineer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Facilities, Satellite and Tower Maintenance, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Facilities, Satellite and Tower Maintenance, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Technical Operations, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Technical Operations, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Information Technology, Director</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Information Technology, Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Web Administrator/Web Master</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Web Administrator/Web Master - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

#### 2.6 Broadcast Engineering and Information Technology

Jump to question: [2.6](#) ▼

Please list the Other Job titles in this sub-category not listed above

#### 2.7 Journalists, Announcers, Broadcast and Traffic

Jump to question: [2.7](#) ▼

<u>News / Current Affairs Director</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
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News / Current Affairs Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Music Director</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Music Librarian/Programmer</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Announcer / On-Air Talent</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Announcer / On-Air Talent - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Reporter</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Reporter - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Public Information Assistant</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Public Information Assistant - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Broadcast Supervisor</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Broadcast Supervisor - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Director of Continuity / Traffic</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Director of Continuity / Traffic - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

2.7 Journalists, Announcers, Broadcast and Traffic

Jump to question: 2.7 ▼

Please list the Other Job titles in this sub-category not listed above

2.8 Education and Community Engagement

Jump to question: 2.8 ▼

<u>Education, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Education, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Volunteer Coordinator</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Volunteer Coordinator - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Events Coordinator</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Events Coordinator - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<b>Section 2. Average Salary Totals</b>	<input type="text" value="2.00"/>	\$ <input type="text" value="117,709"/>	<input type="text" value="15"/>

2.8 Education and Community Engagement

Jump to question: 2.8 ▼

Please list the Other Job titles in this sub-category not listed above

Comments

Question Comment

3.1 Governing Board Method of Selection

Jump to question: 3.1 ▼

Enter the number of governing board members (including the chairperson and both voting and non-voting ex-officio members) who are selected by the following methods:

3.1 Governing Board Method of Selection

Jump to question: 3.1 ▼

Ex-Officio (Automatic membership because of another office held)

3.1 Governing Board Method of Selection

Jump to question: 3.1 ▼

Appointed by government legislative body (including school board) or other government official (e.g. governor)

3.1 Governing Board Method of Selection

Jump to question: 3.1 ▼

Elected by community/membership

3.1 Governing Board Method of Selection

Jump to question: 3.1 ▼

Other (please specify below)

3.1 Governing Board Method of Selection

Jump to question: 3.1 ▼

3.1 Governing Board Method of Selection

Jump to question: 3.1 ▼

Elected by board of directors itself (self-perpetuating body)

3.1 Governing Board Method of Selection

Jump to question: 3.1 ▼

Total number of board members (Automatic total of the above)

3.2 Governing Board Members

Jump to question: 3.2 ▼

Please report the racial or ethnic group of the members of your governing board by gender. Please also report the number of governing board members with a disability.

3.2 Governing Board Members

Jump to question: 3.2 ▼

For minority group identification, please refer to "Instructions and Definitions" in the Employment subsection.

3.2 Governing Board Members

Jump to question: 3.2 ▼

	African American	Hispanic	Native American	Asian / Pacific	White, Non-Hispanic	More Than One Race	Total
Female Board Members	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="8"/>	<input type="text"/>	<input type="text" value="8"/>
Male Board Members	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="6"/>	<input type="text"/>	<input type="text" value="7"/>
Total	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="14"/>	<input type="text" value="0"/>	<input type="text" value="15"/>

3.2 Governing Board Members

Jump to question: 3.2 ▼

Number of Vacant Positions

3.2 Governing Board Members

Jump to question: 3.2 ▼

Total Number of Board Members (Total should equal the total reported in Question 3.1.)

3.2 Governing Board Members

Jump to question: 3.2 ▼

Number of Board Members with disabilities

Comments

Question Comment

No Comments for this section

4.1 Community Outreach Activities

Jump to question: 4.1 ▼

Did the grant recipient engage in any of the following community outreach services, and, if so, did the outreach activity have a specific, formal component designed to be of special service to either the educational community or minority and/or other diverse audiences?

4.1 Community Outreach Activities

Jump to question: 4.1 ▼

	Yes/No
Produce public service announcements?	Yes
Did the public service announcements have a specific, formal component designed to be of special service to the educational community?	Yes
Did the public service announcements have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	Yes
Broadcast community activities information (e.g., community bulletin board, series highlighting local nonprofit agencies)?	Yes
Did the community activities information broadcast have a specific, formal component designed to be of special service to the educational community?	Yes
Did the community activities information broadcast have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	Yes

Produce/distribute informational materials based on local or national programming?Yes

Did the informational programming materials have a specific, formal component designed to be of special service to the educational community?Yes

Did the informational programming materials have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?Yes

Host community events (e.g. benefit concerts, neighborhood festivals)?Yes

Did the community events have a specific, formal component designed to be of special service to the educational community?Yes

Did the community events have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?Yes

Provide locally created content for your own or another community-based computer network/web site?Yes

Did the locally created web content have a specific, formal component designed to be of special service to the educational community?Yes

Did the locally created web content have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?Yes

Partner with other community agencies or organizations (e.g., local commerical TV station, Red Cross, Urban League, school district)?Yes

Did the partnership have a specific, formal component designed to be of special service to the educational community?Yes

Did the partnership have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?Yes

Comments

QuestionComment

No Comments for this section

5.1 Radio Programming and Production

Jump to question: 5.1

Instructions and Definitions:

5.1 Radio Programming and Production

Jump to question: 5.1

About how many original hours of station program production in each of the following categories did the grant recipient complete this year? (For purposes of this survey, programming intended for national distribution is defined as all programming distributed or offered for distribution to at least one station outside the grant recipients local market.)

5.1 Radio Programming and Production

Jump to question: 5.1

	For National Distribution	For Local Distribution/All Other	Total
Music (announcer in studio playing principally a sequence of musical recording)	0	1,342	1,342
Arts and Cultural (includes live or narrated performances, interviews, and discussions, in the form of extended coverage and broadcast time devote to artistic and/or cultural subject matter)		28	28
News and Public Affairs (includes regular coverage of news events, such as that produced by a newsroom, and public issues-driven listener participation, interview and discussion programs)	5	5	10
Documentary (includes highly produced longform stand alone or series of programs, principally devoted to in-depth investigation, exploration, or examination of a single or related multiple subject matter)	3	3	6
All Other (incl. sports and religious — Do NOT include fundraising)	0	60	60
Total	8	1,438	1,446

5.1 Radio Programming and Production

Jump to question: 5.1

Out of all these hours of station production during the year for about how many was a minority ethnic or racial group member in principal charge of the production? (Minority ethnic or racial groups refer to: African-American, Hispanic, Native American and Asian American/Pacific Islander.)

5.1 Radio Programming and Production

Jump to question: 5.1

Approx Number of Original Program Hours

336

Comments

No Comments for this section

### 6.1 Telling Public Radio's Story

Jump to question: **6.1** ▼

The purpose of this section is to give you an opportunity to tell us and your community about the activities you have engaged in to address community needs by outlining key services provided, and the local value and impact of those services. Please report on activities that occurred in Fiscal Year 2024. Responses may be shared with Congress or the public. Grantees are required to post a copy of this report (Section 6 only) to their website no later than ten (10) days after the submission of the report to CPB. CPB recommends placing the report in an "About" or similar section on your website. **This section had previously been optional. Response to this section of the SAS is now mandatory.**

**Joint licensee Grantees that have filed a 2024 Local Content and Services Report as part of meeting the requirement for TV CSG funding may state they have done so in the corresponding questions below, so long as all of the questions below were addressed as they relate to radio operations in such report. You must include the date the report was submitted to CPB along with the TV Grantee ID under which it was submitted.**

### 6.1 Telling Public Radio's Story

Jump to question: **6.1** ▼

1. Describe your overall goals and approach to address identified community issues, needs, and interests through your station's vital local services, such as multiplatform long and short-form content, digital and in-person engagement, education services, community information, partnership support, and other activities, and audiences you reached or new audiences you engaged.

WJFF Radio Catskill's Mission is to connect listeners through locally focused and globally aware programming in order to inform, entertain, and inspire our communities, and promote understanding among people of diverse social, cultural, economic, and political backgrounds. We serve Sullivan County, the Catskills, and Northeast Pennsylvania with a mix of nationally, regionally, and locally produced content—primarily news and talk with some music and entertainment programming. In addition to our traditional FM broadcast signal, we livestream on our website and multiple apps, distribute podcast versions of our on-air programs, and distribute podcast-exclusive programs that are made both by our volunteers and by community partners. We also maintain an active presence on social media – Facebook, Instagram, Tik Tok, and YouTube. Radio Catskill serves many diverse communities spread out over a large, rural area: farmers, families, artists, caregivers, corrections officers, second-home owners, service industry laborers, and people from many more walks of life. But as much as these folks all live and work together in our listening area, they also live apart from one another. Local communities can be divided by race, religion, income, and politics. There are also geographic divisions in this very rural listening area, where a relatively small population is spread across many isolated hamlets, hilltops, and valleys. And people are too often separated from the services they need, resources that are available, and the information on where and how to access them. Radio Catskill bridges these divides with information and conversation. The work we do is crucial, and we're doing more of it than ever before. The previous few years at Radio Catskill were defined by a concerted effort to build a foundation for the future that will enable us to better serve local communities. 2024 was all about finally standing on that foundation. We are now meeting the future head-on by growing the quality and diversity of our content. In 2024, we continued to expand programming reflective of our diverse listening area. We continued seeking program-related partnerships with a variety of media outlets and organizations. And we continued to keep our doors open to community members, our ears open to their needs, and our minds open to new possibilities. Some examples of what Radio Catskill accomplished in 2024: Expanded network of regional media partnerships Expanded election coverage and partnerships Created our first-ever online voter guide Partnered with The Black Library & Sullivan County NAACP for candidate forums Broadcast La Voz's "Latinos in Local Politics" roundtable Broadcast multiple candidate congressional debates from our media partners Produced regular weekend news headlines & mid-week breaking news headlines Won a NY SBA "Serving New York" award for Sullivan County NAACP PSAs Won two New York State Broadcasters Association Excellence in Broadcasting awards For "Outstanding Use of Audio" in "Hard Harvest" documentary, Rosie Starr For "Outstanding Election Coverage," Patricio Robayo and Jason Dole Secured a \$100,000 Press Forward grant to fund local news coverage gaps Enabling us to hire a Multimedia Reporter starting in Q1 2025 and a Local Production Coordinator in Q1 2025 Secured a \$135,439 grant from FEMA's Next Generation Warning System grant program to purchase a new transmitter and backup generator, shoring up our signal and ensuring uninterrupted service Selected to participate in the Rural Cohort through Solutions Journalism Network, designed to help rural-serving media incorporate solutions journalism into regular practice. Expanded our relationship with Sullivan County Board of Cooperative Services (BOCES) Engaged five BOCES high school interns in the fall 2024 semester focusing on: Audio production Website design & maintenance Established paid semester-based journalism internships for university interns University interns filed news stories for broadcast, web, and social media Added three new locally produced programs in 2024: Virtual Soundscapes Ambient Barn Electric Mountain Served as media sponsor for broad array of regional cultural events Partnered with Western Sullivan Public Library for Intro to Podcasting class Hosted One Small Step with StoryCorps and produced 22 conversations from individuals with diverse political backgrounds/identities Produced 37 hours/week original programming content Engaged 100+ volunteers to help with every aspect of station operations Hosted three volunteer events in 2024 throughout listening community Created Major community events and fundraisers for the station Hosted live Tiny Porch Concert at Liberty Studios Hosted two Music Yard Sales, and the big november Music Sale Hosted community pool party at Blue Fox Motel during summer fund drive Increased our efforts to reach the community via new station marketing with: electronic Billboards along Route 17 targeted social media campaigns increased reach/followers published weekly "Soundings" e-newsletter and advertising through media partnerships Some more detail on a few of those accomplishments: To help with our two daily local news talk programs, the half-hour Local Edition and the hour-long Radio Catskill, we added five interns to our news team for periods throughout 2024. These university and graduate-level student journalists from New York University and American University were able to dig deep into key stories our staff would otherwise not have had time to cover in that detail. For example, Nia Watson produced multiple stories addressing the local housing crisis, including "Rise In Unhoused Families Living In Hotels," and "Wolf Lake Neighbors Foundation Helps Unhoused Students in Monticello." Nia's biggest feature was "An Honorable Resting Place," documenting the historic burial ground that honors the 19th-century free black community in Newburgh, NY. Among the stories filed by Chia-Tien Nicole Chen was a series of stories related to the Delaware and other rivers in our area, a major natural resource in our area. She also covered post-pandemic gentrification in the Hudson Valley, and did two stories about the difficulty of local schools transitioning to electric school buses. In the final week of 2023, we produced "Hard Harvest," an hour-long feature documenting the struggles of local farmers in NY and PA dealing with unpredictable weather - from freezes to wildfires to weeks of non-stop rain, and even the tornado that wrecked one local farm. Marin Scotten, our longest-serving university intern, built on the award-winning success of "Hard Harvest" by producing her own documentary with Farm and Country host Rosie Starr. The result was "The Future of Farming," an in-depth look at what it takes to be a beginner farmer in our area - from the challenges they face to the resources that are available. In addition to deepening and expanding our news coverage on-air, we also deepened and expanded the station's role as Bridge-Builder and Communicator off-air with the One Small Step project. Overseen by StoryCorps, The One Small Step initiative is an effort to bridge the political divide in our country at the most local level by recording conversations between people with different political beliefs and ideological backgrounds. Radio Catskill was one of just seven radio stations to participate nationwide. Participants signed up on our website, filled out a questionnaire, and the project facilitators at Radio Catskill (with a little help from StoryCorps' "Matchmatron" matching system), matched pairs of participants. These pairs then came to Radio Catskill's studios to have a conversation on-mic with someone different from themselves. These conversations were fifty minutes long and contained a wide variety of topics. Guidelines such as being respectful towards each other, stating that each person does not represent a single political party or group and to share t

## 6.1 Telling Public Radio's Story

Jump to question: **6.1** ▼

2. Describe key initiatives and the variety of partners with whom you collaborated, including other public media outlets, community nonprofits, government agencies, educational institutions, the business community, teachers and parents, etc. This will illustrate the many ways you're connected across the community and engaged with other important organizations in the area.

The primary way Radio Catskill partners with community organizations and institutions is by featuring them on air. So, our main focus for programming remains the production of local news and public affairs programming. We gain input on community needs through direct community feedback via letter, phone, in-person visits, and email (feedback@wjffradio.org). Additional input is gained through ongoing conversations with our community partners, our news partners, and through the efforts of our Community Advisory Board (CAB). The CAB and Radio Catskill collaborated on an extensive Listener Survey in 2023. Goals included measuring overall satisfaction with the station and its programming to monitor how well we are or are not meeting community needs, learning more about who our listeners are (demographics), and identifying ways to modify station priorities to improve community service and engagement (through programming, events, access, etc.) The responses we received told us that listeners are the most positive about our local content and our news offerings. These findings continued to inform our programming and newsroom decisions in 2024. KEY INITIATIVES Local News Our top key initiative is keeping listeners informed about what is happening within our immediate listening area. We produce pre-recorded headlines that fit into the NPR clock, live-read news and weather updates, offer live and recorded interviews, as well as produced feature segments. Our two local daily news programs, Radio Catskill and The Local Edition, provide seven and a half hours a week of local news content. We have more community partners working with us than ever. We are their go-to outlet for getting information to the public. Many rural areas have seen local, independent media outlets dry up. Some have even become "news deserts." In our listening area—Sullivan County, the Catskills, and Northeast PA—this has not happened. We're determined to keep it that way. We check in with The Times Union, River Reporter, and Shawangunk Journal newspapers for weekly, on-air local news updates. We also occasionally partner with local commercial radio network Bold Gold Media. We rely on our media partners for information and content, they rely on us to get the word out about the good work they do. State & Regional News Radio Catskill brings listeners information from the wider region – the Hudson Valley, Catskills, Northeast Pennsylvania as well as state-level news from both NY and PA. Updates from the New York Public News Network (NYPNN) and weekly check-ins with our media partners help us meet this initiative on a near-daily basis. We are one of the member stations in the NYPNN, where the dozen stations participating share our content, daybooks, and scripts. In 2024, NYPNN hired a new full-time capitol reporter for regular updates from Albany. Weekly check-ins include Albany-based Times Union newspaper's Hudson Valley bureau, New York government and politics newsroom NY Focus ("we aim to make government more transparent"), and independent nonpartisan nonprofit Pennsylvania newsroom Spotlight PA ("Journalism that Gets Results"). Health, Wellness, & Family Security Sullivan County, NY consistently ranks near the bottom of health rankings for New York State. It also experiences some of the largest rates of death due to opioid overdose. So, it is important to connect listeners with a range of health topics. We feature regular interviews with health professionals from local and regional hospitals, monthly updates with local healthy living nonprofit Sullivan 180, live weekly appearances from Sullivan County Democrat Health & Wellness Columnist Maggi Fitzpatrick ("Moving Towards Health"), and continue our monthly editions of The Kingfisher Project: Information Against Addiction. In addition to issues directly related to healthcare, we continue to cover the issues affecting disproportionately underserved and at-risk populations, and the resources available to them. Low-income families of all backgrounds are less secure when it comes to their daily needs, including food, transportation, and housing. Voting, Elections, & Democracy Radio Catskill prioritizes informing the public about voting and elections. We provide information on key races, candidates, and results. We also extensively cover the logistics of voting themselves. From registration deadlines to early voting to primary dates to check-ins with local Boards of Election, our local news coverage and election PSA campaigns keep the local electorate informed. VotebeatPA reporter Carter Walker was a key news partner for us in 2024. In a big election year in which Pennsylvania was a prominent battleground state, Votebeat and Carter Walker kept our PA listeners on top of the latest, complicated legal and political battles in their state related to the election. Official Information & Resources Local governments need to share information with the public about safety, services, and resources. Residents need to know about these resources. We host regular, weekly updates from officials in Wayne and Sullivan Counties on a range of topics and services. We are part of the local emergency response chain. Arts & Culture Art, culture, and music are a crucial part of life in our listening area. They are also at the heart of our mission to enrich and celebrate local life and culture while facilitating cultural exchange. As such, Radio Catskill regularly works with local artists, musicians, arts organizations, and performance venues. Ecology & Sustainability Radio Catskill has a long-standing commitment to those individuals and organizations who work to preserve and promote the natural beauty and resources of our listening area. These efforts continued on-air in 2024, and were aided by our annual Community Awards, which honored the individuals and institutions that do this work. PARTNERS Radio Catskill's local news partners include The River Reporter newspaper, The Sullivan County Democrat, and The Shawangunk Journal. Our regional news partners include the Times Union, Spotlight PA, New York Focus, La Voz, Radio Kingston, Delaware Currents, VotebeatPA, and the other public radio stations in the New York Public News Network: WAER (Syracuse), WAMC (Albany), WBFO (Buffalo), WMHT (Albany), WNYC (New York City), WRVO (Oswego), WSHU (Connecticut/Long Island), WLIW (Long Island), WSKG (Vestal/Binghamton), North Country Public Radio (Adirondacks), and WXXI (Rochester). Our community partners include Sullivan180, The Wayne [County] Community Foundation, Sullivan County Social Services, Wayne County Area Agency on Aging, Wayne County Office of Human Services, A Single Bite, Sullivan County Department of Public Health, Garnet Healthcare, Wayne Memorial Hospital & Community Health Centers, Crystal Run Healthcare, Hudson Valley Veterans Administration, Eugene S. Thalman, farmer & nutritionist, Hudson Valley Labor Federation, TriVersity Center for Gender & Sexual Diversity, local county governments (Sullivan, Wayne, Pike, Delaware), Vet 2 Vet, Action Towards Independence, Sullivan County Veterans Service Agency, local state and federal elected representatives, Sullivan County BOCES, NAACP of Sullivan County, Delaware Valley Action, Bethel Woods Center for The Arts, Forestburgh Playhouse, Hurleyville Performing Arts Centre (HPAC), Catskill Art Space (CAS), Delaware Valley Arts Alliance, Cornell Cooperative Extension of Sullivan County, The Cooperage Project, Delaware Valley Opera, EB Crawford Public Library, The Upper Delaware Council (UDC), Hope's Compass, Voices of the Survivors Project, Western Sullivan Public Libraries, Liberty Public Library, Manor Ink – Youth Newspaper, Farm Arts Collective, Sullivan County Visitors Association, Greater Honesdale Partnership, Boys & Girls Club of Sullivan & Orange, Sullivan County Chamber of Commerce, Sullivan County Visitors Association, Delaware Currents, The Center for Discovery, Delaware Hi

## 6.1 Telling Public Radio's Story

Jump to question: **6.1** ▼

3. What impact did your key initiatives and partnerships have in your community? Describe any known measurable impact, such as increased awareness, learning or understanding about particular issues. Describe indicators of success, such as connecting people to needed resources or strengthening conversational ties across diverse neighborhoods. Did a partner see an increase in requests for related resources? Please include direct feedback from a partner(s) or from a person(s) served.

OVERALL IMPACT: Listeners who called the station, wrote, visited, or visited our outreach tables at community events in 2024 told Radio Catskill staff and volunteers again and again that we were doing a tremendous job with the local news, interviews, and information. Response to our listener survey backs this up. In 2024, readers of The River Reporter again voted Radio Catskill "Best Local Radio Station" in its annual Best-Of poll beating the multiple popular commercial stations broadcasting in our region. Finally, we also heard good things from our many community partners about the value our services have for them, their work, and the community in general. EXCERPTED PARTNER FEEDBACK : A Single Bite - Audrey Garro Executive Director: "...Working with schools, local pantries, food banks and assistance programs, we help low income, rural families access healthy, locally grown food. Each week volunteers deliver scratch-made dinners to 140 food insecure families, feeding 850 food insecure people. We are particularly grateful to the team and programming at WJFF for supporting our efforts to educate the community about our programming and special events, and to assist us in gaining financial support. WJFF has helped A Single Bite to share our story by broadcasting interviews with key staff, promoting educational programming and collaborative special events,

significantly impacting our ability to deliver nutritious food to families and educational programming to local students. National Resources Defense Council (NRDC) - Rita Yelda, Senior Communications Manager, Northeast NRDC: Climate change is our planet's greatest existential threat. From raging wildfires and supercharged storms, climate changes compounding effects can be felt today, outside our own windows. ... Understanding these impacts can help us prepare for what's here, what's avoidable, and what's yet to come; and to better prepare and protect all communities. That understanding comes from exposure and education to the issue, including through public radio like Radio Catskill. On several occasions through the last year, Radio Catskill has covered topics relating to New York State's position on climate change. Radio Catskill has been integral in continuing to inform and update listeners in the Catskill region on the climate policies that matter most. Damascus Citizens for Sustainability (DCS) - Barbara Arrindell, Director: WJFF has been very valuable to the work done by Damascus Citizens for Sustainability. From helping get issues out to the public, explaining what's involved and the implications-potential impacts, the very community-minded approach of their programming and special interviews, etc have been very important. The locally produced Farm and Country, Radio Chatskill, Tim Bruno's interviews, and more have helped the community and our work in relation to oil/gas drilling wastes, harms from other toxics, and important twists and turns related to saving our treasured Milanville Bridge among other issues. Sullivan 180 - Shannon Cilento, Director of Community Development & Communications: Our partnership with WJFF Radio Catskill has remained a cornerstone of our outreach strategy. Through their skilled media offerings—radio interviews, community service announcements, storytelling, and reporting—we've been able to connect with a broader and more diverse audience, fostering greater awareness around local health issues and prevention efforts. ... The impact of WJFF Radio Catskill's involvement can be seen in measurable ways—whether it's through increased community engagement, broader understanding of health issues, or the feedback we receive from listeners who are better informed about the resources available to them. Their support continues to play a vital role in helping us achieve our goal of turning around the health of Sullivan County, one degree at a time. Livingston Manor - Roscoe Central School Districts - John Evans, Superintendent: WJFF has been a valuable resource to the Livingston Manor and Roscoe central school districts. We were able to reach more people in our communities via an interview with Tim Bruno. There I was able to provide valuable information regarding our proposed merger, which did gain voter approval in December. We are thankful to WJFF for being an important news source for our districts. Liberty Central School District - Dr. Patrick Sullivan, Superintendent: WJFF is an important part of our communications here at Liberty Central School District. I have been interviewed several times on the station on matters including our expanding pre-k program and budget. We also appreciate when the station reaches out on current events, including the proposed state cellphone ban in schools. WJFF helps us reach a wider audience than we can through our in-house communications platforms, helping inform the wider community of the great things happening in our district. County of Sullivan - Dan Hust, Communications Director: As always, WJFF has proven crucial in conveying important messages from Sullivan County, NY Government. In 2024, WJFF assisted us in delivering rabies warnings, early voting locations, unexpected closure announcements, and scam alerts. At least twice a week, County government officials are afforded an opportunity to speak – in detail – about useful programs, services, and initiatives that might otherwise go unknown ... Thanks to WJFF in particular, our Food Scrap Recycling Pilot Program reached the needed 400 subscribers to allow us to apply to New York State for a full-fledged composting facility permit, encouraging folks to recycle and compost their organic waste. La Voz, cultura y noticias hispanas del Valle del Hudson - Mariel Fiori, Managing Editor: It has been a pleasure collaborating with WJFF and its mission of promoting understanding among diverse communities. La Voz en Breve, a weekly current events show in Spanish, with local interviews and music, has contributed to increased awareness and understanding of issues pertinent to the Hispanic community in the Hudson Valley. Some people have mentioned they heard the show on WJFF. Garnet Health - Marcy Manheim, Administrator, Marketing & Corporate Communications: We truly appreciate our partnership with WJFF and the opportunity to collaborate in providing trusted healthcare expertise and information to your audience which also serves as our community. Through our collaborations, Garnet Health has been able to increase awareness and understanding of critical health topics, helping community members make more informed decisions about their well-being. Whether through expert interviews, educational segments, or public service messaging, we've seen a positive response from patients and the public who value access to reliable health information from a media outlet who believes in accurate reporting. You and your team always get it right! New York StateWide Senior Action Council - Loren Pomerantz, President Combined Forces PR: New York StateWide Senior Action Council values our partnership with WJFF Radio Catskill in bringing critical information to older adults across the region. Through interviews and discussions on key issues such as Medicare and healthcare scams, WJFF has played an important role in increasing awareness and empowering seniors to advocate for their rights. By elevating these important conversations, WJFF has helped us reach a broader audience, ensuring that seniors and their families have the knowledge they need to navigate these complex issues. Upper Delaware Council (UDC)- Laurie Ramie, Executive Director: The Upper Delaware Council, a non-profit organization of 15 local governments and two states that border the Upper Delaware Scenic and Recreational River in NY and PA and work cooperatively with the National Park Service on river conservation, strongly values the forum that WJFF Radio Catskill offers to broadcast issues of concern to the river valley region as

### 6.1 Telling Public Radio's Story

Jump to question: 6.1

4. Please describe any efforts (e.g. programming, production, engagement activities) you have made to investigate and/or meet the needs of minority and other diverse audiences (including, but not limited to, new immigrants, people for whom English is a second language and illiterate adults) during Fiscal Year 2024, and any plans you have made to meet the needs of these audiences during Fiscal Year 2025. If you regularly broadcast in a language other than English, please note the language broadcast.

Radio Catskill's mission statement, diversity statement, the goals of its staff, and the benchmarks laid out in its strategic plan all emphasize diversity as a primary value and increasing the diversity of both those who participate in Radio Catskill and whom the station serves. Latino, Hispanic, and Spanish/Bilingual Programming: Radio Catskill broadcasts the weekly hour-long Spanish language public affairs program La Voz en Breve, featuring information, interviews, and music for the Hudson Valley and Catskills' vibrant Hispanic community. The program is hosted by journalist Mariel Fiori, co-founder of La Voz magazine, a monthly Spanish language publication housed at Bard College, serving the Mid-Hudson Valley and the Catskill region. For the second year in a row, Radio Catskill broadcast La Voz's community roundtable, "Latinos in Local Politics" / "Latinos en Políticos," featuring notable legislators and advocates from the Hudson Valley. In 2024, Radio Catskill staff member Patricio Robayo produced his annual series of interviews for Hispanic Heritage Month, this time focusing on people from our immediate community, including teachers, students, and a healthcare advocate. Patricio was also one of 16 journalists selected for the prestigious Poynter Institute's Power of Diverse Voices: Writing Workshop for Journalists of Color, which was launched in 2017 and is one of Poynter's most competitive programs. Radio Catskill also carries the Peabody Award winning Latino USA, the longest running national Latino news and cultural public radio program. LGBTQ Programming & Local Interviews: Radio Catskill promotes awareness of local services and organizations that welcome, support, and empower the Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) community living in and visiting our listening area. We conducted multiple interviews with Catskills Pride (Sullivan County NY), TriVersity Center for Gender and Sexual Diversity (Pike County PA), Trans Support Initiative (creating gender-affirming safe spaces in Sullivan Co. & Wayne County PA), and Local LGBTQ advocate John Steven Hellman to highlight their social, supportive, and educational work. In 2024, Radio Catskill added the two hour local dance music program Electric Mountain to our schedule. The program celebrates house, trance, and dance music culture for everyone, while having a strong LGBTQ perspective. Not only has volunteer host Jeffrey Barnes produced multiple pride-themed episodes, but regularly features LGBTQ+ artists in his weekly Guest DJ Hour. Special Programming with the Sullivan County Chapter of the NAACP Radio Catskill continued its partnership with the NAACP in 2024. In addition to having NAACP members on air for updates, we partnered on multiple specials related to the election. The NAACP hosted "candidate forums" ahead of the election at The Black Library in Monticello, and Radio Catskill recorded and broadcast all of the forums. This included candidates from both major parties running in races for State Assembly, State Senate, and Congress. At the time of recording, the race for NY-19 Congressional District was one of the most-watched, hotly contested, and expensive house races in the country. We also covered the NAACP's "Back to School" community event to gather and donate school supplies, in conjunction with My Brother's Keeper and The Black Library. SALT – Sullivan Allies Leading Together Radio Catskill continued its partnership with The Catholic Charities and SALT (Sullivan Allies Leading Together). They focus on the needs of underserved,

minority, immigrant, and/or low-income residents in Sullivan County. We conducted multiple interviews during local news programming about SALT's diverse partnership of agencies and community resources committed to working together to improve the quality of life for the residents of Sullivan County. Indigenous Voices: Radio Catskill continues to broadcast programming from Native Voice One (NV1) the Native American Radio Network, including daily drive-time broadcasts of National Native News anchored by Antonia Gonzales (Navajo) during All Things Considered, Soul Deluxe hosted by Byron Fenix (Navajo/Hopi), and The Mainstream with Brett Maybee (Seneca). Jewish Programming: Jewish people and culture have a long and celebrated history in our listening area. Radio Catskill continued to reflect this rich cultural heritage on air in 2024. Aaron Bendich's Jewish music program Borscht Beat, brings Jewish music "back to the Catskills" every week on Radio Catskill. Not only does Aaron play selections from the long, rich history of recorded Jewish music, but regularly features the newest artists who celebrate their culture and interpret it through a wide range of genres. In 2024, we continued our work with Hope Blecher of Hope's Compass, who's work with the Daffodil Project to remember young people lost to the holocaust evolved into the Voices of Survivors series. Local survivors of the holocaust and their descendants told their stories, recorded for broadcast and posterity with Radio Catskill's assistance. Radio Catskill also continued to cover both the Borscht Belt Historical Marker Project and the growing Borscht Belt Museum in Ellenville, NY. We even participated in the museum's second-annual Borscht Belt Fest as a Media Sponsor, promoting it on-air ahead of time and hosting an information table at the event. Specials – MLK Day and Black History Month In 2024, Radio Catskill aired 10 hours of special programming on Martin Luther King Jr. Day weekend. These specials were a mix of special episodes from our local DJs, national music specials, national documentaries, and the words of Dr. King himself. Black History Month was marked with multiple special programs across February, including Radio Catskill DJ Kusar Grace's weekly exploration of black history and notable figures like Marcus Garvey and Malcolm X, and a broadcast of Janus Adams' 2-part history special "Glory Days In Word and Song." Janus Adams: Dr. Janus Adams is an award-winning journalist and historian, and her weekly program The Janus Adams Show, A Conversation on Race and Courage, brings ideas and perspectives from the African American community to everyone. Guests on The Janus Adams Show have helped represent African Americans, Native Americans, migrant workers, and other groups. This year, Janus and Radio Catskill partnered with Farm Arts Collective on their Juinteenth celebration, theater performance, and community forum. The production was rehearsed and previewed in conversation at Radio Catskill, the event took place at Farm Arts and was recorded by Radio Catskill volunteer Tim Wood, and was later broadcast on Radio Catskill.

## 6.1 Telling Public Radio's Story

Jump to question: **6.1** ▼

5. Please assess the impact that your CPB funding had on your ability to serve your community. What were you able to do with your grant that you wouldn't be able to do if you didn't receive it?

Radio Catskill keeps people informed, connected, enriched, and entertained. We deliver crucial information to people living in remote and rural areas where connectivity is often difficult. This is information that's key for day-to-day business and life, as well as information that's needed in times of crisis, as this station is part of the local and regional emergency response chains. We also provide a forum for people to tell their stories and to hear the stories of others. This exchange of ideas and perspectives brings people closer together and helps them make better-informed decisions. What we do for the community—providing day-to-day information, info in response to emergencies and crises, and a forum for neighbors to connect—is the work that public radio was created for. We give local people the information they need to build stronger, healthier, and more productive communities, which in turn lead to a stronger nation. It's the kind of work CPB funding is intended to accomplish. CPB funding allows Radio Catskill to afford the subscription and per-program fees for national-level programs we couldn't afford otherwise. National programs like NPR's All Things Considered, BBC Newshour, The World, Notes From America, and The Daily Give Radio Catskill's schedule balance and substance. It's a foundation built on quality information gathered by reliable journalists through a broad network of resources. Without such funding, public media could not exist as it is known today. Eliminating CPB funding would not just create news deserts but also deserts in terms of services to educators, children, arts/culture, and services in times of weather and other emergencies. Additionally, CPB funding enables Radio Catskill to pay its staff a fair wage and provide a professional work environment. Increased staffing has increased the quality, consistency, and quantity of Radio Catskill's locally-produced programming. Ultimately, CPB funding is essential for Radio Catskill to fulfill its mission: connecting listeners through locally-focused, globally-aware programming and fostering understanding among people from diverse social, cultural, economic, and political backgrounds.

## Comments

### Question

Comment

No Comments for this section

### 7.1 Journalists

Jump to question: **7.1** ▼

This section builds on the Census of Journalists conducted by CPB in the summer of 2010. These positions are the primary professional full-time, part-time or contract contributors to local journalism at your organization. The individuals in these positions will have had training in the standards and practices of fact-based news origination, verification, production and presentation. These are generally accepted titles for these positions but may not match position descriptions at your organization exactly. Please do your best to account for each professional journalist in your organization. Please do not count student or volunteer journalists.

### 7.1 Journalists

[Jump to question](#)

[illegible]

Associate Producer	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value=""/>
Reporter/Producer	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value=""/>
Host/Reporter	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value=""/>
Reporter	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value=""/>
Beat Reporter	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value=""/>
Anchor/Reporter	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value=""/>
Anchor/Host	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value=""/>
Videographer	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value=""/>
Video Editor	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value=""/>
Other positions not already accounted for	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value=""/>
<b>Total</b>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value=""/>

Comments

Question

Comment

No Comments for this section

8.1 Which Content Management System (CMS) is your station using?

Jump to question: 8.1 ▼

CMS is a platform that facilitates creating, editing, organizing, publishing web and mobile content.

8.1 Which Content Management System (CMS) is your station using?

Jump to question: 8.1 ▼

Check all that apply

- Grove☐
- Bento☐
- WordPress☒
- Drupal☐
- None☐

8.1 Which Content Management System (CMS) is your station using?

Jump to question: 8.1 ▼

Other

8.2 Which Customer Relationship Management (CRM) System is your station using?

Jump to question: 8.2 ▼

CRM is a platform for planning and tracking direct marketing and fundraising programs and lead campaigns; managing and tracking communications with prospective and current donors/members; and serves as a database for storing user, donor and/or member data to build profiles.

8.2 Which Customer Relationship Management (CRM) System is your station using?

Jump to question: 8.2 ▼

Check all that apply

- CDP☐
- Salesforce☐
- Blackbaud☐
- Carl Bloom☐
- Roi Solutions☐
- Adobe☐

Allegiance

☐

None

☐

8.2 Which Customer Relationship Management (CRM) System is your station using?

Jump to question: 8.2 ▼

Other

Bloomerang

8.3 Which Email Service Provider (ESP) is your station using?

Jump to question: 8.3 ▼

ESP is a platform that provides services and templates for developing, launching, tracking email campaigns and email marketing activities.

8.3 Which Email Service Provider (ESP) is your station using?

Jump to question: 8.3 ▼

Check all that apply

Mailchimp

☐

Constant Contact

☒

GoDaddy

☐

SendGrid

☐

None

☐

8.3 Which Email Service Provider (ESP) is your station using?

Jump to question: 8.3 ▼

Other

8.4 Which Marketing Automation Platform is your station using?

Jump to question: 8.4 ▼

Marketing Automation Platform is a platform to automate marketing actions or tasks, streamline marketing workflows, and measure the outcomes of marketing campaigns. These tools provide a central marketing database for all marketing information and interactions, create segmented, personalized, and timely marketing experiences for donors and members. They also provide automation features across multiple aspects of marketing including email, social media, lead generation, direct mail, digital advertising, and more.

8.4 Which Marketing Automation Platform is your station using?

Jump to question: 8.4 ▼

Check all that apply

Mailchimp Marketing Platform

☐

Hubspot Marketing Hub

☐

Adobe

☐

None

☒

8.4 Which Marketing Automation Platform is your station using?

Jump to question: 8.4 ▼

Other

Comments

Question

Comment

No Comments for this section

9.1 Did your station have the capability to relay CAP-compliant EAS alerts during your station'sFY{{FY}}?

Jump to question: 9.1 ▼

Yes

☒

No

☐

9.1 Did your station have the capability to relay CAP-compliant EAS alerts during your station'sFY{{FY}}?

Jump to question: 9.1 ▼

If no, why not?

9.2 Please consult your EAS equipment log and enter the number of alerts during your station's FY{{FY}}. Include all required tests.

Jump to question: 9.2 ▼

Number of alerts received from the Emergency Alert System (EAS):

141

Number of EAS alerts relayed over the air:

105

9.3 Please select your internal procedure for relaying the following categories of EAS events that occurred during your station's FY{{FY}} (examples in parentheses). If your policy varies by Event Code, please select "Varies/No policy" and provide further explanation.

Jump to question: 9.3 ▼

National alerts and tests (EAN, NPT, RMT, RWT)	Automatic relay
Non-Weather civil alerts (CAE, CDW, CEM, LAE, LEW, TOE)	Automatic relay
Non-Weather environment alerts (AVW, EQW, FRW, HMW, NUW, RHW)	Operator discretion
Non-Weather imminent danger alerts (EVI, SPW)	Operator discretion
Weather alerts (BZW, DSW, FFW, FLW, SVR, TOA, TOR, WSW)	Operator discretion

9.3 Please select your internal procedure for relaying the following categories of EAS events that occurred during your station's FY{{FY}} (examples in parentheses). If your policy varies by Event Code, please select "Varies/No policy" and provide further explanation.

Jump to question: 9.3 ▼

Further explanation (Optional)

9.4 Please describe the relationship between your station and local emergency management agency that occurred during your station's FY{{FY}}.

Jump to question: 9.4 ▼

We are partners with Sullivan County's Office of Emergency Management/Homeland Security within the Division of Public Safety to assist with public awareness in emergency and security situations, both natural and manmade. Additionally, we coordinate with Comprehensive Countywide Mitigation Program to promote and increase awareness of hazard risk and mitigation capabilities to enable the successful implementation of mitigation strategies.

9.5 For your primary transmitter only, please list the make and model of your EAS equipment as of the end of the {{FY}} calendar year.

Jump to question: 9.5 ▼

- Stations may have to list this info for separate transmitters

- Below is what your station entered last year, please review and make necessary edits

	Call letters	Model	Make
1	WJFF	Digital ENDEC	Sage
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			

15			
16			
17			
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47			
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49			
50			

9.6 (For State Networks, Duopolies, multiple transmitters) Does your station have separate EAS equipment located at each additional transmitter site allowing for geo-targeted, locally-relevant alerts as of the end of {{FY}} calendar year?

Jump to question: 9.6 ▼

Yes



No



N/A



Comments

Question

Please consult your EAS equipment log and enter the number of alerts during your station's FY - Number of alerts received from the Emergency Alert System (EAS):

Comment

CPB received an update for this data point from 23 to 141. Due to an internal miscommunication, our 2024 SAS Radio: Station Activity (Salary) Survey was submitted with an error. In the Next Generation Warning System subsection, Question 9.2 included incorrect information. The correct information is: • Number of alerts received from the Emergency Alert System (EAS): 141 • Number of EAS alerts relayed over the air: 105 Please let us know if you need us to resubmit or the next steps to make the correction. We regret the error. Thank you for your assistance. Take care- Tim

Please consult your EAS equipment log and enter the number of alerts during your station's FY - Number of EAS alerts relayed over the air:

CPB received an update for this data point from 23 to 105. Due to an internal miscommunication, our 2024 SAS Radio: Station Activity (Salary) Survey was submitted with an error. In the Next Generation Warning System subsection, Question 9.2 included incorrect information. The correct information is: • Number of alerts received from the Emergency Alert System (EAS): 141 • Number of EAS alerts relayed over the air: 105 Please let us know if you need us to resubmit or the next steps to make the correction. We regret the error. Thank you for your assistance. Take care- Tim