Gra	ntee	Info	rm	ati	on

D	5127
Grantee Name	KKWE-FM
City	Callaway
State	MN
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 Ful	II-Time Radio Emp	loyees				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	0			1	1
Professionals - 3000			0				0
Technicians - 4000							0
Sales Workers - 4500							0
Office and Clerical - 5100							0
Craftspersons (Skilled) - 5200							0
Operatives (Semi- Skilled) - 5300			1				1
Laborers (Unskilled) - 5400							0
Service Workers - 5500							0
Total	0	0	1	0	0	1	2
1.1 Employment of Ful	II-Time Radio Emp	loyees				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							0
Managers - 2000							0
Professionals - 3000							0
Technicians - 4000							0
Sales Workers - 4500							0
Office and Clerical - 5100							0
Craftspersons (Skilled) - 5200							0

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Operatives (Semi Skilled) - 5300	j-												
Laborers (Unskill	ed) -												
Service Workers	- 5500												
Total		0		0		0		0		0		0	
4.4.5	-4 -5 EU Ti D												
Major Job Cate Job Code / Joint Employee Officials - 1000	nt of Full-Time Ra	асіо Етр	noyees						mp to question				
Managers - 2000													
Professionals - 3													
Technicians - 400													
Sales Workers - 4													
Office and Clerica													
Craftspersons (S													
Operatives (Semi	,												
Laborers (Unskill	,												
Service Workers	,												
Total										0			
1.1 Employmen	nt of Full-Time R	adio Emr	lovees					lu lu	mp to question	. 11 🕶			
Please enter the	gender and ethnicit	y of each	-	female).				50	mp to question	. [1.1]			
1 2 Major Prog	ramming Decisio	n Maker	s					lu	mp to question	. 12 🗸			
	gender and ethnic o			ount of f	ull-time em	olovees ha	vina respons			. 1.2 🔻			
major programmi decisions about p result in a double programming dec	ong decisions. Include orogram acquisition -counting of some f sisions should be in- bove, in the full-time	de the stati and produ full-time en cluded in t	ion general ma action, program nployees; emp he counts for t	inager if n develop loyees h his item	appropriate oment, on-a aving the re	. Major pro ir program	ogramming d scheduling,	ecisions ir etc. This i	nclude				
1.2 Major Prog	ramming Decisio	n Maker	S					Ju	mp to question	: 1.2 🗸			
	mployees reported ity for making major				ding the stat	ion genera	al manager,						
·	ramming Decisio		Ü								lump to a	question:	12 🕶
1.2 major i rog	African	makor.	3		Native				White,	More	e Than	question.	1.2 🔻
Female	American		Hispanic	<i>A</i>	American 1	Asi	an/Pacific	Non	-Hispanic	One	e Race		Total 2
Major Programming Decision Makers					1						1		
Male Major Programming Decision Makers													0
Total	0		0		1		0		0		1		2
1.3 Employme	nt of Part-Time R	adio Emi	oloyees					Ju	mp to question	: 1.3 🕶			
Please enter the	number of PART-TI	ME emplo	yees in the gri			rid			,				
	e employees, the s ncludes all persons			nale emp	loyees,								

Jump to question: 1.3 🕶

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1.3 Employment of Part-Time Radio Employees

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			0				0				
Managers - 2000			1				1				
Professionals - 3000							0				
Technicians - 4000							0				
Sales Workers - 4500							0				
Office and Clerical - 5100			1				1				
Craftspersons (Skilled) - 5200							0				
Operatives (Semi- skilled) - 5300			0				0				
Laborers (Unskilled) - 5400							0				
Service Workers - 5500							0				
Total	0	0	2	0	0	0	2				
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		Total				
Officials - 1000	marco	Water	, maios	Indico		Wales	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			1				1				
Laborers (Unskilled) - 5400							0				
Service Workers - 5500							0				
Total	0	0	1	0	0	0	1				
1.3 Employment of Pa	ırt-Time Radio Er	nployees			Jump to question: 1.3	~					
Major Job Category / Job Code		. ,			ersons with Disabilitie						
Officials - 1000				-	ersons with Disabilitie						
Managers - 2000						1					
Professionals - 3000						_					
Technicians - 4000											
Sales Workers - 4500											
Office and Clerical - 5100)					_					
Craftspersons (Skilled) -	5200					_					
Operatives (Semi-skilled)	- 5300					_ 					
Laborers (Unskilled) - 540	00					 					

3/18/22, 1:12 PM **Print Survey** Service Workers - 5500 Total 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 1.4 Part-Time Employment Jump to question: 1.4 ∨ Number working 15 or more hours per week 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) 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

Officials - 1000 Managers - 2000 Professionals - 3000 Technicians - 4000 Sales Workers - 4500 Office / Service Workers - 5100-5500 Total 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 occured, 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 2 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 Underwritting solicitation related activities Direct Mail Telemarketing Other development activities Legal services

Human Resource services

3/18/22, 1:12 PM 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 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** Publicity, Program Promotion Chief - Joint Communication and Public Relations, Chief Communication and Public Relations, Chief - Joint 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 ♥ 1.00 45,000 **Programming Director** Programming Director - Joint Production, Chief Production, Chief - Joint **Executive Producer** Executive Producer - Joint Producer

Print Survey

Producer - Joint

2.3 Programming and Productions			Jump to question: 2.3 🕶
Please list the Other Job titles in this sub-category not list	ed above		
2.4 Development and Fundraising			Jump to question: 2.4 ❤
Development, Chief	0.10	\$ 3,000	10
Development, Chief - Joint		\$	
Member Services, Chief		\$	
Member Services, Chief - Joint		\$	
Membership Fundraising, Chief		\$	
Membership Fundraising, Chief - Joint		\$	
Major Giving Fundraising Chief		\$	
Major Giving Fundraising Chief - Joint		\$	
On-Air Fundraising, Chief		\$	
On-Air Fundraising, Chief - Joint		\$	
Auction Fundraising, Chief		\$	
Auction Fundraising, Chief - Joint		\$	
2.4 Development and Fundraising			Jump to question: 2.4 ❖
Please list the Other Job titles in this sub-category not list	ed above		
2.5 Underwritting and Grant Sollicitation		đ	Jump to question: 2.5 ✔
Underwriting, Chief Underwriting, Chief - Joint		\$	
Corporate Underwriting, Chief		\$	
Corporate Underwriting, Chief - Joint		\$	
Foundation Underwriting, Chief		\$	
Foundation Underwriting, Chief - Joint		\$	
Government Grants Solicitation, Chief	0.10	\$ 3,000	10
Government Grants Solicitation, Chief - Joint	0.10	\$	
		*	
2.5 Underwritting and Grant Sollicitation Please list the Other Job titles in this sub-category not list	ed above		Jump to question: 2.5 ✔
ricase list the Other Job titles in this sub-category not list	ed above		
2.6 Broadcast Engineering and Information Technology	nology		Jump to question: 2.6 🗸
Operations and Engineering, Chief		\$	
Operations and Engineering, Chief - Joint		\$	
Engineering Chief		\$	
Engineering Chief - Joint		\$	
Broadcast Engineer 1		\$	
Broadcast Engineer 1 - Joint		\$	
Production Engineer		\$	
Production Engineer - Joint		\$	
Facilities, Satellite and Tower Maintenance, Chief		\$	

Facilities, Satellite and Tower Maintenance, Chief - Jo	oint		\$		
Technical Operations, Chief			\$		
Technical Operations, Chief - Joint			\$		
Information Technology, Director			\$		
Information Technology, Director - Joint			\$		
Web Administrator/Web Master		0.10	\$ 4,5	00	6
Web Administrator/Web Master - Joint			\$		
2.6 Broadcast Engineering and Information To	echnology			Jump to d	question: 2.6 🗸
Please list the Other Job titles in this sub-category no					
2.7 Journalists, Announcers, Broadcast and	Fraffic			Jump to d	question: 2.7 🗸
News / Current Affairs Director			\$		
News / Current Affairs Director - Joint			\$		
Music Director			\$		
Music Librarian/Programmer			\$		
Announcer / On-Air Talent		0.50	\$ 10,000		10
Announcer / On-Air Talent - Joint			\$		
Reporter			\$		
Reporter - Joint			\$		
Public Information Assistant			\$		
Public Information Assistant - Joint			\$		
Broadcast Supervisor			\$		
Broadcast Supervisor - Joint			\$		
Director of Continuity / Traffic		0.20	\$ 9,000		6
Director of Continuity / Traffic - Joint			\$		
2.7 Journalists, Announcers, Broadcast and	Traffic			Jump to o	question: 2.7 🕶
Please list the Other Job titles in this sub-category no	ot listed above				
2.9 Education and Community Engagement					
2.8 Education and Community Engagement			\$	Jump to t	question: 2.8 🕶
Education, Chief Education, Chief - Joint				1	
		0.05	\$ 7.540	l	
Volunteer Coordinator Volunteer Coordinator - Joint		0.25	\$ 7,540		6
			\$	l	
Events Coordinator		0.25	\$ 7,540	l	6
Events Coordinator - Joint			\$		
Section 2. Average Salary Totals		2.50	\$ 89,580		60
2.8 Education and Community Engagement				Jump to o	question: 2.8 🕶
Please list the Other Job titles in this sub-category no	ot listed above				
Comments					
Question	Comment				

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No Comments for this section

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	0
3.1 Governing Board Method of Selection	Jump to question: 3.1 ♥
Other (please specify below)	Ø
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)	5
3.1 Governing Board Method of Selection	Jump to question: 3.1 ♥
Total number of board members (Automatic total of the above)	5
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	
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,	More Than Non-Hispanic One Race Total
Female 2	1 0 3
Board Members	
Male 1 1 Board Members	1 0 2
Total 0 0 3 0	2 0 5
3.2 Governing Board Members	Jump to question: 3.2 ♥
Number of Vacant Positions	0
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.)	5
3.2 Governing Board Members	human da munadiana 2224
Number of Board Members with disabilities	Jump to question: 3.2 V
Comments	1
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 formal component designed to be of special service to either the educational community or minority and/or other	
4.1 Community Outreach Activities	Jump to question: 4.1 ▼

https://isis.cpb.org/Survey/Printing.aspx?sabssas=2&secnum=1000

			Yes/No
Produce public service announcemnts?			Yes
Did the public service announcements have a specommunity?	cific, formal component desigr	ned to be of special service to the educ	cational No
Did the public service announcements have a specommunity and/or diverse audiences?	cific, formal component desigr	ned to be of special service to the mind	ority Yes
Broadcast community activities information (e.g., o	community bulletin board, serie	es highlighting local nonprofit agencies	s)? Yes
Did the community activities information broadcast educational community?	t have a specific, formal comp	onent designed to be of special servic	e to the No
Did the community activities information broadcast minority community and/or diverse audiences?	t have a specific, formal comp	onent designed to be of special servic	e to the Yes
Produce/distribute informational materials based of	on local or national programmi	ng?	Yes
Did the informational programming materials have educational community?	a specific, formal component	designed to be of special service to the	ie No
Did the informational programming materials have community and/or diverse audiences?	a specific, formal component	designed to be of special service to the	e minority Yes
Host community events (e.g. benefit concerts, neig	ghborhood festivals)?		Yes
Did the community events have a specific, formal	component designed to be of	special service to the educational com	munity? No
Did the community events have a specific, formal diverse audiences?	component designed to be of	special service to the minority commu	nity and/or Yes
Provide locally created content for your own or and	other community-based comp	uter network/web site?	Yes
Did the locally created web content have a specific community?	c, formal component designed	to be of special service to the educati	onal No
Did the locally created web content have a specific community and/or diverse audiences?	c, formal component designed	to be of special service to the minority	y Yes
Partner with other community agencies or organizadistrict)?	ations (e.g., local commerical	TV station, Red Cross, Urban League	, school No
Did the partnership have a specific, formal compor	nent designed to be of special	service to the educational community	? No
Did the partnership have a specific, formal compor audiences?	nent designed to be of special	service to the minority community and	d/or diverse No
Comments			
Question	Comment		
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 (For purposes of this survey, programming intende distribution to at least one station outside the gran	ed for national distribution is de		
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)		5,000	5,000
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)	0	150	150
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)		600	600
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)	0	0	0
All Other (incl. sports and religious — Do NOT include fundraising)	0	100	100
Total	0	5,850	5,850

	5.1	Radio	Progr	amming	and	Production
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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 ✔

Jump to guestion: 6.1 ♥

Approx Number of Original Program Hours

3,000

Comments

Question

Comment

No Comments for this section

6.1 Telling Public Radio's Story

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 occured in Fiscal Year 2021. 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 2021 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.

Our goal to preserve and to control our wellbeing for the future of our community by using social media platforms as well as in person community meeting to identify community issue and needs.

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.

Collaborating with our umbrella organization White Earth Lad recovery project, the city of Nevis, NY Mills Cultural center(no-Profit), Sahkahtay (non-profit), AMMPERS, Minnesota Chippawa Tribe(MCT) and the the State of Minnesota ACHF

6.1 Telling Public Radio's Story

Jump to guestion: 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.

Education of listeners of the Ojibwe culture and continue to revitalize and restore the traditional practices of the Anishinaabe.

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 lilliterate adults) during Fiscal Year 2021, and any plans you have made to meet the needs of these audiences during Fiscal Year 2022. If you regularly broadcast in a language other than English, please note the language broadcast.

Broadcasting MCT TEC meeting, Ojibwe arts rising project Immerses culture and tradition into the community. Trunk or treat/ Holiday blitz providing family event for the Tribal community and surrounding areas

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?

Ongoing community outreach and syndicated programming

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: 7.1 ∨

Job Title	Full Time	Part Time	Contract	Male	Female	African- American	Hispanic	Native- American		White, Non- Hispanic	More Than One Race	Other
News Director												
Assistant News Director												
Managing Editor												
Senior Editor												
Editor												
Executive Producer												
Senior Producer												
Producer												
Associate Producer												
Reporter/Producer			1		1			1				
Host/Reporter												
Reporter												
Beat Reporter												
Anchor/Reporter												
Anchor/Host												
Videographer												
Video Editor												
Other positions not already accounted for												
Total	0	0	1	0	1	0	0	1	0	0	0	0

Comments

Question Comment

No Comments for this section