

TABLE OF CONTENTS

1. Election Timeline
2. Candidate List
3. Results
4. Election Metrics Figures & Tables
 - a. Figure 1 - Voter Turnout overtime
 - b. Figure 2 - Ballot Request Type by Station
 - c. Table 1 - Voter Turnout by Station
 - d. Table 2 - Election Cost
 - e. Table 3 - Additional Election Cost Metrics
 - f. Table 4 - Voter Comparison of 2016 vs 2018
5. Recommendations
6. New Methods
7. Election Metrics Discussion
8. Election Survey
9. Elector Lists
10. Ballot Issuing & Receipt Phase
11. Ballot House Methods
12. FCP Violations
13. Inheriting a disaster and why I did it
14. Addendums
 - a. WBAI Report
 - b. WPFW Report
 - c. Election Observer Recount
 - d. Election Survey Summary Results (KPFA, KPFK, KPFT, WBAI)
 - e. Guidelines for Candidate Forum Production
 - f. Ground rules
 - g. KPFA Master List of Topics
 - h. Pacifica Elections - Choice of station for listeners at multiple stations
 - i. Pacifica Elections - Choice of station for staff at multiple stations
 - j. Non-disclosure agreement for approval of mailing houses
 - k. STV Simply Voting Description of STV calculation

1. Election Timeline

- 09/2018 - NES1 Graeme Drew hired. Nomination period opens 09/24/2018.
- 10/2018 - LESs hired. Renee A Penaloza (KPFA), Alma Viscarra (KPFT), John Tatum (WPFW)
- 10/27/2018 - Nomination period closes. NES1 extended from original date 10/24/2018
- 11/2018 - NES1 quits, NES2 - Alma Viscarra. Renee A Penaloza hired for KPFK.
- 12/2018 - Election timeline extension twice into 2019 by NES2.
- 01/2019 - NES2 MIA. NES3 - Renee A Penaloza hired. Final election timeline established.

Extended Election Timeline

- 11/19/2018 - new record date
Listener member lists 10/2/2017 to 11/19/2018
Staff member lists - on payroll as of 11/19/2018 or unpaid staff (30 hours in prior 3 months).
All lists submitted were approved by management.
- 01/2019 - Preliminary phase - NES3 determines new election timeline, approves and posts final candidate list, compiles & cleans updated membership and staff lists (9 in total), and submits formatted lists & candidate information to Simply Voting/Honest Ballot
- 01/18/2019 - Ballot phase
Ballots have been issued (email to members with emails, paper for those without emails)
Weekly reminders from sent each Wednesdays via Simply Voting together with submission of e-ballots
Weekly targeted e-campaigns by NES via Constant Contact managed lists sent out to non-voters the night before (Tuesday)
Last week e-campaign reminders were sent every 2 days together with an election survey.
The Election Survey targeted Voters and Non-Voters to gauge motivation behind voter motivation
- 02/18/2019 Last round of paper ballots can be replaced Feb. 18th.
E-ballots issued through Mar 5, 3:59 PM EST.
E-ballots accepted through Mar 5, 11:59 PM EST.
- 03/05/2019 - 11:59 PM EST
Election close
03/08/2019 - 11-1 PM EST
Election Observers (2 confirmed) watched ballot tabulation at Honest Ballot in Queens, NY. See Addendum for a description of their Observations.
- 03/15/2019 - LES submit final report to NES, finalizing their contracts
Tabulation at KPFA, KPFK, WBAI, WPFW completed. KPFT tabulation held off to allow for disqualified candidate to appeal
- 03/18/2019 - Tabulation finalized. Certified results released on elections.pacifica.org

2. Election Results

KPFA Listener Election Results

CANDIDATE	THIS ROUND	TOTAL	STATUS
Sharon Adams	0	196	ELECTED -- 1st round
Donald Goldmacher	0	196	ELECTED -- 1st round
Noni Session	0	196	ELECTED -- 1st round
Daniel Borgström	0	196	ELECTED -- 1st round
Chris Cory	0	196	ELECTED -- 3rd round
Shirah Dedman	0	196	ELECTED -- 12th round
Ahmad Anderson	0	196	ELECTED -- 13th round
Susan da Silva	0	196	ELECTED -- 15th round
James McFadden	0	196.21794	ELECTED -- 16th round
Lily Kimura	-145.13888	0	DEFEATED -- 16th round
William Campisi Jr.	0	0	DEFEATED -- 14th round
Luci Riley	0	0	DEFEATED -- 11th round
Don Macleay	0	0	DEFEATED -- 10th round
Craig Dunkerley	0	0	DEFEATED -- 9th round
Maria Judice	0	0	DEFEATED -- 8th round
Mark Van Landuyt	0	0	DEFEATED -- 7th round
Richard Phelps	0	0	DEFEATED -- 6th round

EXHAUSTED PILE:	+145.13888	194.78206	
TOTALS:	0	1959	
Abstain 113 (5.5%)			

KPFA Staff Election Results

CANDIDATE	THIS ROUND	TOTAL	STATUS
Sabrina Jacobs	0	31	ELECTED -- 1st round
Frank Sterling	0	31	ELECTED -- 1st round
Tim Lynch	0	32.61111	ELECTED -- 4th round
Darlene Pagano	-24.27778	0	DEFEATED -- 4th round
Philip Maldari	0	0	DEFEATED -- 3rd round
EXHAUSTED PILE:	+24.27778	27.38889	
TOTALS:	0	122	
Abstain 3 (2.4%)			

KPFK Listener Election Results

CANDIDATE	THIS ROUND	TOTAL	STATUS
Jan Goodman	0	145	ELECTED -- 1st round
Grace Aaron	0	145	ELECTED -- 1st round
Ken Aaron	0	145	ELECTED -- 3rd round
John Suarez	0	145	ELECTED -- 14th round
Michael Novick	0	145	ELECTED -- 16th round

Fred Blair	0	145	ELECTED -- 16th round
Michael Adler	-52.06391	145	ELECTED -- 20th round
Nancy Pearlman	0	162.53688	ELECTED -- 20th round
Bella De Soto	+18.89137	152.86791	ELECTED -- 21st round
Paul Roberson	0	0	DEFEATED -- 19th round
Michelle Manos	0	0	DEFEATED -- 18th round
Reza Pour	0	0	DEFEATED -- 15th round
Robert Macon	0	0	DEFEATED -- 13th round
Fiorella Isabel Mayorca	0	0	DEFEATED -- 12th round
Marshall James	0	0	DEFEATED -- 11th round
Jeff Silberman	0	0	DEFEATED -- 10th round
Allan Beek	0	0	DEFEATED -- 9th round
Douglas Barnett	0	0	DEFEATED -- 8th round
Steve Kaiser	0	0	DEFEATED -- 7th round
Marcie Mills	0	0	DEFEATED -- 6th round
Tyan Schesser	0	0	DEFEATED -- 5th round
Robert Payne	0	0	DEFEATED -- 4th round
Bill Eisen	0	0	DEFEATED -- 4th round
EXHAUSTED PILE:	+33.17254	113.59522	
TOTALS:	0	1444	

Bella De Soto has been ELECTED because s/he has met the threshold.

Abstain 141 (8.9%)

KPFF Staff Election Results

CANDIDATE	THIS ROUND	TOTAL	STATUS
Kiyana Williams	0	29	ELECTED -- 1st round
Mansoor Sabbagh	0	29	ELECTED -- 1st round
Oscar Ulloa	+13.36364	35.9697	ELECTED -- 5th round
Fernando Velazquez	-16.9697	0	DEFEATED -- 4th round
Myla Reson	0	0	DEFEATED -- 3rd round
Lorena Salazar Zermeño	0	0	DEFEATED -- 2nd round
Ruben Maciel	0	0	DEFEATED -- 2nd round
EXHAUSTED PILE:	+3.60606	19.0303	
TOTALS:	0	113	
Oscar Ulloa has been ELECTED because s/he has met the threshold.			
Abstain 7 (5.8%)			

KPFT Listener Election Results

CANDIDATE	THIS ROUND	TOTAL	STATUS
Bill Crosier	0	62	ELECTED -- 1st round
Teresa J. Allen	0	62	ELECTED -- 1st round
Lynden Foley	0	62	ELECTED -- 2nd round

Adrienne LaViolette	0	62	ELECTED -- 3rd round
DeWayne Lark	0	62	ELECTED -- 3rd round
Darelle Robbins	0	62	ELECTED -- 3rd round
Sandra D. Rawline	0	62	ELECTED -- 5th round
Danae Moreno	0	62	ELECTED -- 13th round
Rita Washington	+22.92561	78.20515	ELECTED -- 15th round
John Wesley Bethune	-40.75625	0	DEFEATED -- 14th round
Micheline Milligan	0	0	DEFEATED -- 12th round
Susie Moreno	0	0	DEFEATED -- 11th round
Jordan Moreno	0	0	DEFEATED -- 10th round
Anisa Faruqi	0	0	DEFEATED -- 9th round
Ben Perodeau	0	0	DEFEATED -- 8th round
EXHAUSTED PILE:	+17.83065	42.79485	
TOTALS:	0	617	
Rita Washington has been ELECTED because s/he has met the threshold.			
Abstain 7 (5.8%)			

KPFT Staff Election Results

CANDIDATE	THIS ROUND	TOTAL	STATUS
Wendy Schroell	0	16	ELECTED -- 1st round
Egberto Willies	0	16	ELECTED -- 1st round

Vinisha Patel-Adams	+7.55556	21	ELECTED -- 6th round
Danielle Allen	-12.22222	0	DEFEATED -- 5th round
Mike Allen Lewis	0	0	DEFEATED -- 4th round
Akua Holt	0	0	DEFEATED -- 3rd round
Thomas Harper	0	0	DEFEATED -- 2nd round
EXHAUSTED PILE:	+4.66667	7	
TOTALS:	0	60	
Vinisha Patel-Adams has been ELECTED because s/he has met the threshold.			
Abstain 5 (7.7%)			

WBAI Listener Election Results

CANDIDATE	THIS ROUND	TOTAL	STATUS
Errol Maitland	0	60	ELECTED -- 1st round
Randy Credico	0	60	ELECTED -- 1st round
Mitchel Cohen	0	60	ELECTED -- 1st round
Alex Steinberg	0	60	ELECTED -- 1st round
Hazel Pinder	0	60	ELECTED -- 2nd round
Carolyn McIntyre	0	60	ELECTED -- 3rd round
Ralph Poynter	0	60	ELECTED -- 6th round
Michael D. D. White	0	60	ELECTED -- 7th round
King Downing	0	60	ELECTED -- 8th round

Marilyn Vogt-Downey	0	60	ELECTED -- 16th round
Dacio A. Quintana	0	60	ELECTED -- 22nd round
James Dingeman	+21.72558	69.07501	ELECTED -- 25th round
Maxine Harrison-Gallmon	+8.91785	65.48042	ELECTED -- 25th round
Jack A DePalma	-46.99062	0	DEFEATED -- 24th round
Linda Zises	0	0	DEFEATED -- 23rd round
Doc Shya	0	0	DEFEATED -- 21st round
Carolyn Morra Birden	0	0	DEFEATED -- 20th round
Gwen Goodwin	0	0	DEFEATED -- 19th round
Samuel William White J.	0	0	DEFEATED -- 18th round
Michael Jankowitz	0	0	DEFEATED -- 17th round
Atif K. Coleman	0	0	DEFEATED -- 15th round
Katherine O'Sullivan	0	0	DEFEATED -- 14th round
Len Burg	0	0	DEFEATED -- 13th round
Neale Vos	0	0	DEFEATED -- 12th round
Michael Lardner	0	0	DEFEATED -- 11th round
Geoff Munroe	0	0	DEFEATED -- 10th round
EXHAUSTED PILE:	+16.34719	35.44457	
TOTALS:	0	830	

James Dingeman has been ELECTED because s/he has met the threshold.
Maxine Harrison-Gallmon has been ELECTED because s/he has met the threshold.

Abstain 71 (7.9%)

WBAI Staff Election Results

CANDIDATE	THIS ROUND	TOTAL	STATUS
Max Schmid	0	17	ELECTED -- 1st round
R.Paul Martin	0	17	ELECTED -- 3rd round
Shawn Rhodes	0	17	ELECTED -- 4th round
Basir Mchawi	+11.18626	26.50119	ELECTED -- 6th round
John Kane	-13.2094	0	DEFEATED -- 5th round
Paul DeRienzo	0	0	DEFEATED -- 2nd round
EXHAUSTED PILE:	+2.02314	3.49881	
TOTALS:	0	81	
Basir Mchawi has been ELECTED because s/he has met the threshold.			
Abstain 1 (1.2%)			

WPFW Listener Election Results

Note that there was no election as there were fewer candidates than open seats. The following 5 candidates were seated.

Sabooh Hikim
Tony Leon
Nancy Sorden
Maskeelah Washington
Lou Wolf

WPFW Staff Election Results

CANDIDATE	THIS ROUND	TOTAL	STATUS
Ron Pinchback	0	14	ELECTED -- 1st round
Robb Simms	0	15.36364	ELECTED -- 3rd round
Craig Williams	0	14.81818	ELECTED -- 3rd round
Wayne Tilley	-7.81818	0	DEFEATED -- 3rd round
Don Williams	0	0	DEFEATED -- 2nd round
EXHAUSTED PILE:	+7.81818	8.81818	
TOTALS:	0	53	
Abstain 4 (7.0%)			

3. Candidate List by Station

	Station	Status	Type	Name
1	KPFA	Candidate	Listener	Sharon Adams
2	KPFA	Candidate	Listener	Ahmad Anderson
3	KPFA	Candidate	Listener	Daniel Borgstrom
4	KPFA	Candidate	Listener	William Campisi
5	KPFA	Candidate	Listener	Chris Cory
6	KPFA	Candidate	Listener	Susan da Silva
7	KPFA	Candidate	Listener	Shirah Dedman
8	KPFA	Candidate	Listener	Craig Dunkerley
9	KPFA	Candidate	Listener	Donald Goldmacher
10	KPFA	Candidate	Listener	Maria Judice
11	KPFA	Candidate	Listener	Lily Kimura
12	KPFA	Candidate	Listener	Don Macleay
13	KPFA	Candidate	Listener	James McFadden
14	KPFA	Candidate	Listener	Richard Phelps
15	KPFA	Candidate	Listener	Luci Riley
16	KPFA	Candidate	Listener	Noni Session

17	KPFA	Candidate	Listener	Mark Van Landuyt
1	KPFA	Candidate	Staff	Sabrina Jacobs
2	KPFA	Candidate	Staff	Tim Lynch
3	KPFA	Candidate	Staff	Philip Maldari
4	KPFA	Candidate	Staff	Darlene Pagano
5	KPFA	Candidate	Staff	Frank Sterling
1	KPFK	Candidate	Listener	Grace Aaron
2	KPFK	Candidate	Listener	Ken Aaron
3	KPFK	Candidate	Listener	Michael Adler
4	KPFK	Candidate	Listener	Douglas Barnett
5	KPFK	Candidate	Listener	Allan Beek
6	KPFK	Candidate	Listener	Fred Blair
7	KPFK	Rejected	Listener	Sharon E Brown
8	KPFK	Candidate	Listener	Bella De Soto
9	KPFK	Deceased	Listener	Bill Eisen
10	KPFK	Candidate	Listener	Jan Goodman
				Fiorella Isabel Mayorca
11	KPFK	Candidate	Listener	
12	KPFK	Candidate	Listener	Steve Kaiser
13	KPFK	Candidate	Listener	Robert Macon
14	KPFK	Candidate	Listener	Michelle Manos
15	KPFK	Candidate	Listener	Marshall James
16	KPFK	Candidate	Listener	Marcie Mills
17	KPFK	Candidate	Listener	Michael Novick
18	KPFK	Candidate	Listener	Robert Payne
19	KPFK	Candidate	Listener	Nancy Pearlman
20	KPFK	Candidate	Listener	Reza Pour
21	KPFK	Candidate	Listener	Paul Roberson
22	KPFK	Candidate	Listener	Tyan Schesser
23	KPFK	Candidate	Listener	Jeff Silberman
24	KPFK	Candidate	Listener	John Suarez
1	KPFK	Candidate	Staff	Ruben Maciel
2	KPFK	Candidate	Staff	Myla Reson
3	KPFK	Candidate	Staff	Mansoor Sabbagh

4	KPFK	Candidate	Staff	Lorena Salazar Zermeño
5	KPFK	Candidate	Staff	Oscar Ulloa
6	KPFK	Candidate	Staff	Fernando Velazquez
7	KPFK	Withdrew	Staff	Steve Weatherwax
8	KPFK	Candidate	Staff	Kiyana Williams
1	KPFT	Candidate	Listener	Teresa J. Allen
2	KPFT	Candidate	Listener	Wesley Bethune
3	KPFT	Withdrew	Listener	Diane Conkling
4	KPFT	Candidate	Listener	Bill Crosier
5	KPFT	Candidate	Listener	Anisa Faruqi
6	KPFT	Candidate	Listener	Lynden Foley
7	KPFT	Candidate	Listener	DeWayne Lark
8	KPFT	Candidate	Listener	Adrienne LaViolette
9	KPFT	Candidate	Listener	Micheline Milligan
10	KPFT	Candidate	Listener	Danae Moreno
11	KPFT	Candidate	Listener	Jordan Moreno
12	KPFT	Candidate	Listener	Susie Moreno
13	KPFT	Candidate	Listener	Ben Perodeau
14	KPFT	Candidate	Listener	Darelle Robbins
15	KPFT	Candidate	Listener	Sandra D. Rawline
16	KPFT	Candidate	Listener	Rita Washington
17	KPFT	Rejected	Listener	Ted Weisgal
1	KPFT	Candidate	Staff	Danielle Allen
2	KPFT	Candidate	Staff	Thomas Harper
3	KPFT	Candidate	Staff	Akua Holt
4	KPFT	Candidate	Staff	Mike Allen Lewis
5	KPFT	Candidate	Staff	Vinisha PatelAdams
6	KPFT	Candidate	Staff	Wendy Schroell
7	KPFT	Candidate	Staff	Egberto Willies
1	WBAI	Candidate	Listener	Doc Shya
2	WBAI	Candidate	Listener	Len Burg
3	WBAI	Candidate	Listener	Mitchel Cohen

4	WBAI	Candidate	Listener	Atif K. Coleman
5	WBAI	Candidate	Listener	Randy Credico
6	WBAI	Candidate	Listener	Jack A DePalma
7	WBAI	Candidate	Listener	James Dingeman
8	WBAI	Candidate	Listener	King Downing
9	WBAI	Candidate	Listener	Gwen Goodwin
10	WBAI	Candidate	Listener	Maxine Harrison-Gallmon
11	WBAI	Candidate	Listener	Michael Jankowitz
12	WBAI	Candidate	Listener	Michael Lardner
13	WBAI	Candidate	Listener	Errol Maitland
14	WBAI	Candidate	Listener	Carolyn McIntyre
15	WBAI	Candidate	Listener	Carolyn Morra Birden
16	WBAI	Candidate	Listener	Geoff Munroe
17	WBAI	Candidate	Listener	Katherine O'Sullivan
18	WBAI	Candidate	Listener	Hazel Pinder
19	WBAI	Candidate	Listener	Ralph Poynter
20	WBAI	Candidate	Listener	Dacio A. Quintana
21	WBAI	Candidate	Listener	Alex Steinberg
22	WBAI	Candidate	Listener	Shatia Strother
23	WBAI	Candidate	Listener	Marilyn Vogt-Downey
24	WBAI	Candidate	Listener	Neale Vos
25	WBAI	Candidate	Listener	Samuel William White Jr.
26	WBAI	Candidate	Listener	Michael D. D. White
27	WBAI	Candidate	Listener	Linda Zises
1	WBAI	Candidate	Staff	Donald Debarardinis
2	WBAI	Candidate	Staff	Paul Derienzo
3	WBAI	Candidate	Staff	John Kane
4	WBAI	Candidate	Staff	R.Paul Martin
5	WBAI	Candidate	Staff	Basir Mchawi
6	WBAI	Candidate	Staff	Shawn Rhodes
7	WBAI	Candidate	Staff	Max Schmid
	WPFW			
1	WPFW	Rejected	Listener	Rudy Arredondo

2	WPFW	Elected	Listener	Sabooh Hikim
3	WPFW	Rejected	Listener	Don Kusler
4	WPFW	Elected	Listener	Tony Leon
5	WPFW	Rejected	Listener	Luke Reynolds
6	WPFW	Elected	Listener	Nancy Sorden
7	WPFW	Elected	Listener	Maskeelah Washington
8	WPFW	Elected	Listener	Lou Wolf
1	WPFW	Candidate	Staff	Ron Pinchback
2	WPFW	Candidate	Staff	Robb Simms
3	WPFW	Candidate	Staff	Wayne Tillery
4	WPFW	Candidate	Staff	Craig Williams
5	WPFW	Candidate	Staff	Don Williams

Description of Candidate disqualifications

KPFK - Sharon Brown was removed from the KPFK LSB in 2017 and hence not eligible to run until 2020.

KPFT - Ted Weisgal committed 2 FCP Violations

Other candidates “rejected” in the list above were those with incomplete packages.

Candidate packages by station (preserved for posterity)

Provided in a zip file to the ED.

4. Election Metrics Figures & Tables

Figure 1. Voter Turnout overtime

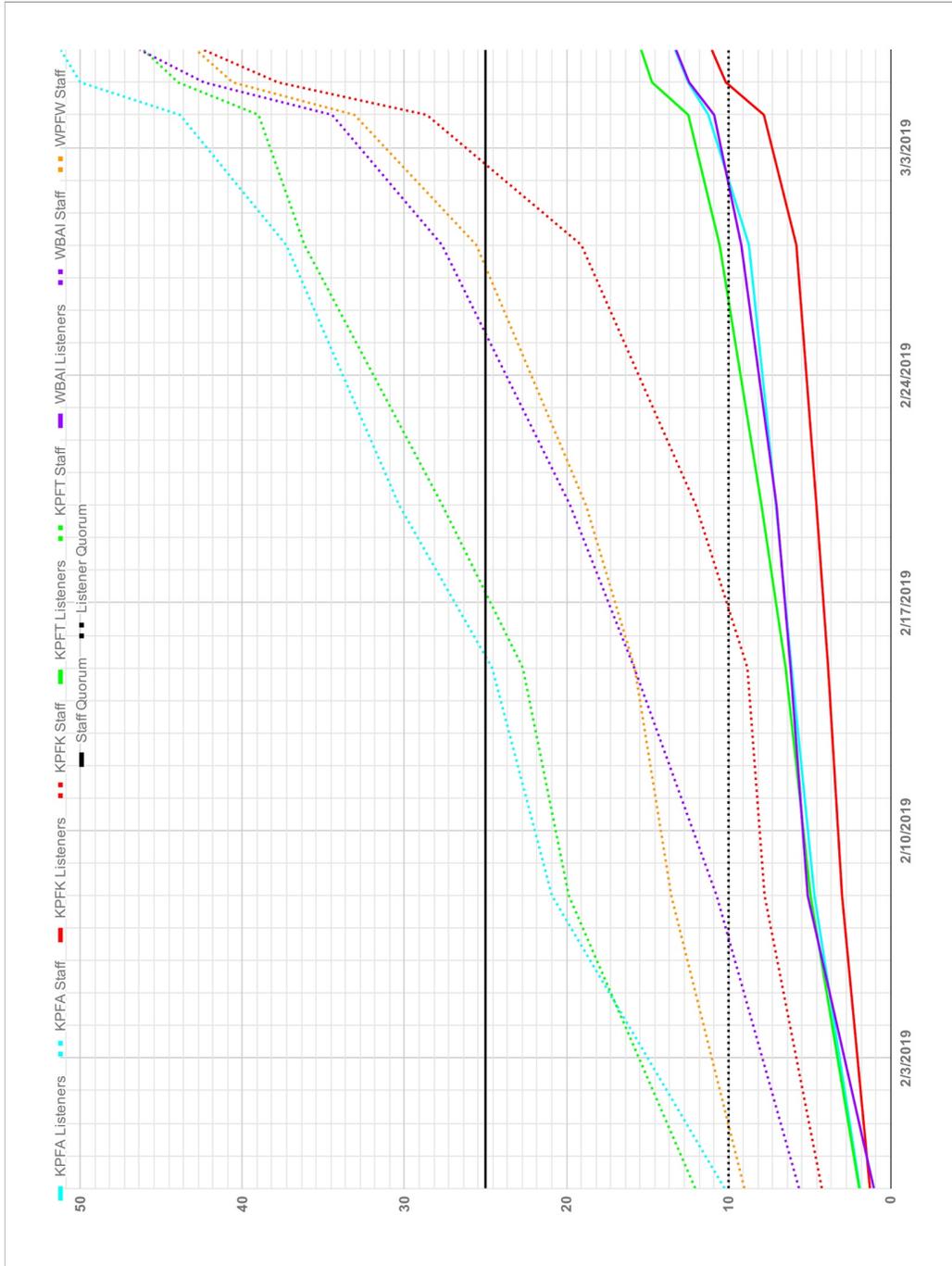
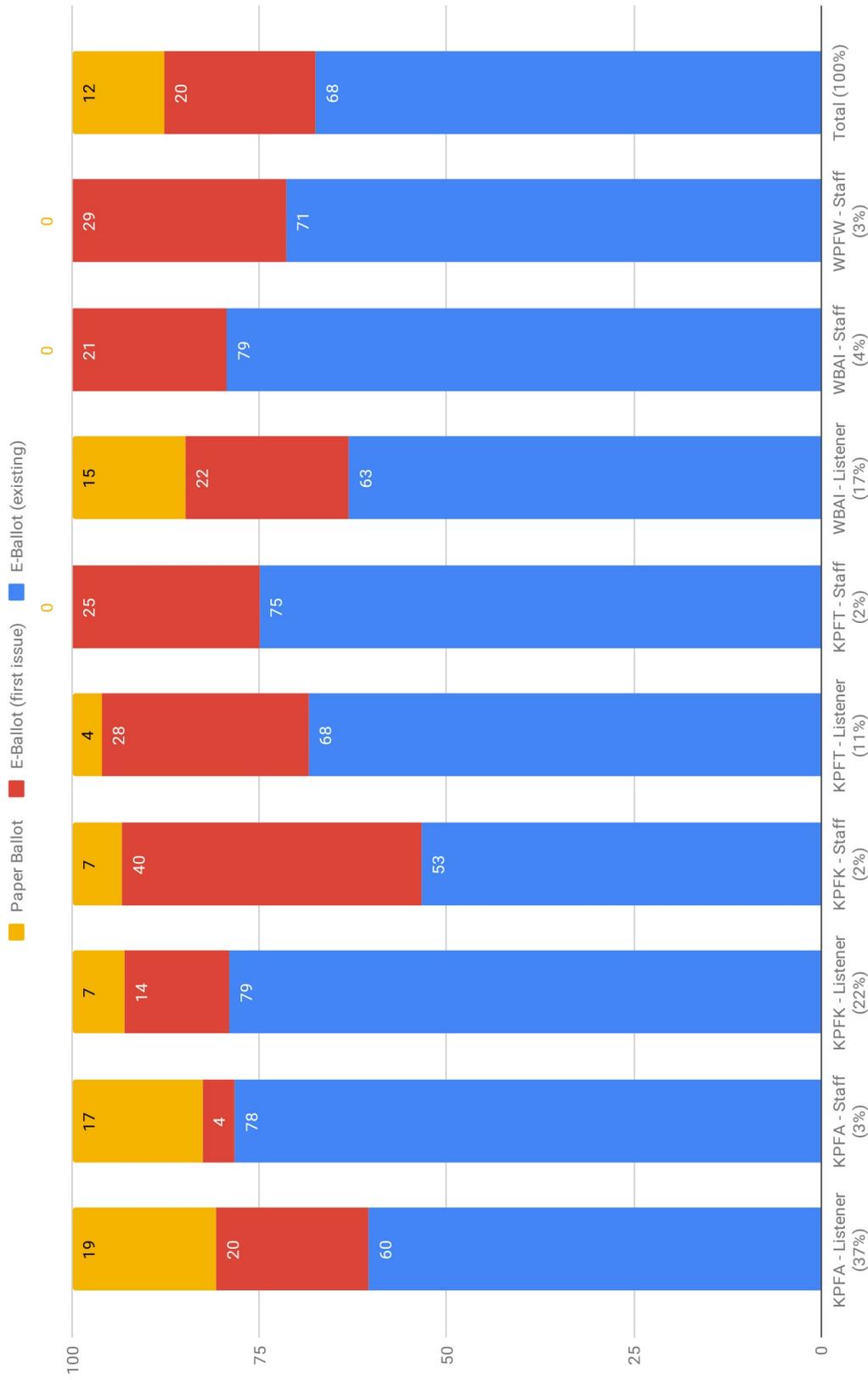


Figure 2. Ballot Request Type by Station Election



Total N=809 ballot requests. % attributed per station election reported in label. Included in the total N but not illustrated here were ineligible requests (n=45) and members who

Table 1: Voter Turnout by Station

	Total Electors (N)	E-Ballot Return (n, %)	Paper B Return (n, %)	Total Ballot Return (n, %)
KPFA-L	15585	1714 (11.0)	358 (2.3)	2072 (13)
KPFA-S	244	124 (50.8)	1 (0.4)	125 (51)
KPFK-L	14366	1384 (9.6)	201 (1.4)	1585 (11)
KPFK-S	283	119 (42.1)	1 (0.4)	120 (42)
KPFT-L	4294	591 (13.8)	70 (1.6)	661 (15)
KPFT-S	141	64 (45.4)	1 (0.7)	65 (46)
WBAI-L	6806	486 (7.1)	415 (6.1)	901 (13)
WBAI-S	177	82 (46.3)	0 (0.0)	82 (46)
WPFW-S	133	56 (42.1)	1 (0.8)	57 (43)
Total	42029	4620	1048	5668

Table 2: Election Cost

	2018	2019	Projected 2019
Human Resources			
NES1 Graeme Drew (Sept/Oct 2018)	23500	-	
NES2 Alma Viscarra (Nov/Dec 2018)	11250	-	
NES3 Renee Penalozza (Jan/Feb/Mar 2019)	-	13500	
NES total	34750	13500	30000
LES KPFA	5325	6075	0
LES KPFK	3260	6075	0
LES KPFT	5400	6075	0
LES WBAI	8000	5810	0
LES WPFW	4052	1920	0
LES Total	26037	25955	0
Ballots			
Ballot House Fees (total)	0	50000	0
Honest Ballot (13000 Paper)	0	37105	0

Simply Voting (e-Ballots, Election Management)	0	12895	
Election management (flat rate)	0	5000	5000
STV customization (Choice Plus Pro, flat rate)*	0	2500	
Election Assistant (variable cost proportional to list size)	0	5395	6000
Constant Contact (E-campaigns)	0	750	1000
Lawyer fees (200\$ per hour)*	5000	1000	
Miscellaneous expenses	500	500	5000
Totals	66287	118100	47000

Table 3. Additional Election Cost Metrics

	Total Election Cost (\$)*	Total # Electors (Size) (n, %)	Per Elector Cost (\$)	Total # Returned Ballots (n, %)	Per Return Ballot Cost (\$)	Total Paper-B Cost (\$)**	Per Return Paper-B Cost (\$)	Total E-Ballot Cost (\$)**	Per Return E-Ballot Cost (\$)	Paper vs E-ballot Cost (Xs)
KPFA	41000	15829 (37.7)	\$3.00	2197 (38.8)	\$19.00	13500	\$38.00	4900	\$2.70	14 Xs
KPFB	33000	14649 (34.9)	\$2.00	1705 (30.1)	\$19.00	7100	\$35.00	5400	\$3.60	10 Xs
KPFT	27300	4435 (10.6)	\$6.00	726 (12.8)	\$38.00	3100	\$44.00	1500	\$2.30	19 Xs
WBAI	39500	6983 (16.6)	\$6.00	983 (17.3)	\$40.00	13400	\$32.00	1100	\$1.90	17 Xs
WPFW	17200	133 (0.32)	\$130.00	57 (1.0)	\$302.00	11	\$11.00	50	\$0.92	12 Xs
TOTAL	158000	42029 (100)	\$4.00	5668 (100)	\$28.00	37100	\$35.00	12900	\$2.80	13 Xs

Note: WPFW Cost per Elector and Per Return Ballot higher because there was no listener election. Total costs are rounded to the nearest \$100. Estimated stratified costs are rounded to the nearest \$1.

*Includes all labor and material costs.

**Excludes all election expenses besides ballot house fees. Honest Ballot Cost (paper) or Simply Voting (e-ballot).

Calculations

Per Elector Cost = Station Total Election Cost / Total Electors

Per Return Ballot Cost = Station Total Election Cost / Total # of Returned Ballots

Per Return Paper-B Cost = Station Total Paper-B Cost / Total # of Paper Ballots Returned

Per Return E-Ballot Cost = Station Total E-Ballot Cost / Total # of E-Ballots Returned

Table 4. Voter Comparison 2016 versus 2018

	Electors		% E-ballots		% Paper		% Voted		Comparison
	2018	2016	2018	2016	2018	2016	2018	2016	2018 vs. 2016*
KPFA-L	15585	15815	11%	11%	2%	5%	13%	15%	% Voted (2018) < % Voted (2016)
KPFA-S	244	272	51%	17%	0.4%	22%	51%	38%	% Voted (2018) > % Voted (2016)
KPFA-L	14366	14569	10%	8%	1%	6%	11%	14%	% Voted (2018) < % Voted (2016)
KPFA-S	283	305	42%	9%	0.4%	24%	42%	33%	% Voted (2018) > % Voted (2016)
KPFT-L	4294	5736	14%	6%	2%	9%	15%	15%	% Voted (2018) = % Voted (2016)
KPFT-S	141	173	45%	4%	1%	32%	46%	36%	% Voted (2018) > % Voted (2016)
WBAI-L	6806	7627	7%	9%	6%	5%	13%	14%	% Voted (2018) = % Voted (2016)
WBAI-S	177	194	46%	8%	0.0%	27%	46%	36%	% Voted (2018) > % Voted (2016)
WPFW-L		5089		5%		6%		11%	n/a
WPFW-S	133	130	42%	12%	1%	19%	43%	31%	% Voted (2018) > % Voted (2016)

Note: No WPFW Listener Election.

*Statistically significant at p<0.05.

5. Recommendations - How to avoid repeating history

I understand that many of these recommendations will require changes to the ByLaws and are beyond my purview as election supervisor. However, as described in this report, the cost of these elections is out of hand. I do not believe Pacifica can sustain this any longer. Drastic changes are needed. The following recommendations require full cooperation from each Station during the election process and in perpetuity, specifically to work on maintaining accurate membership lists with valid emails and informing listener-sponsors that they become voting members when they donate a minimum of \$25.

Transform the Governance structure

- Have 5 simultaneous elections every 3 or 4 years, electing representatives directly to the Pacifica National Board
- Replace Local Station Boards with active Community Advisory Boards

100% E-Election: E-ballots & E-campaign

- An e-ballot only election requires valid email list
 - When members pledge (by phone or check), when the “thank you” is sent, Stations use this opportunity to identify members that cannot use e-Ballots. Special assistance can be provided to these individuals come the election cycle so no one is disenfranchised due to the move to 100% e-election.
 - Make it clear to members who donate are voting members and maintain updated email lists by integrating election reminders with the Stations’ e-campaigns
 - Have an online Staff login system to keep track of current staff members
- E-campaign
 - Use the candidate profile system designed by Otis Macleay to allow for candidates to enter their own candidate profile data.
 - Require the use of email and the internet as a prerequisite to run. Those who would like to run and have issues with access, can request assistance to enter their information.
 - Use Stations’ Social Media and Podcasts to distribute Candidate campaign
 - Integrate election and board functions with station events

Reduce human resources

- Hire 1 highly skilled election supervisor, no local supervisors are necessary
- This supervisor can hire an assistant to help

100% E-ballot system

- Use Simply Voting (or other) to manage elections and tabulate ballots
- Use Simply Voting STV calculation, not Choice Plus Pro, which requires paying an additional customization fee
- Members who have trouble with e-ballots will be assisted by the election supervisor or the assistant

6. New Methods

The 2018 election implemented for the first time an e-ballot + paper hybrid election. All members that had valid emails were sent e-ballots and the rest were sent paper ballots. While this halved the paper ballot cost, the quality of the email lists were not ideal. This resulted in e-ballots being blocked by a few email servers. This can be easily remedied in future elections by spending time vetting the email list. Simply sending out e-campaigns via Constant Contact can help to clean up lists.

The 2016 election was a fully paper ballot based election, with the option of casting an e-ballot. This year, despite high email bounce rate, we would have made quorum in all but 1 election (WBAI Listener) without the paper ballots. With the 100% e-ballot system, we saw a significant increase Staff voter participation at all Stations.

Moving the Campaign to the Internet

General CARTs

Well produced General Election CARTs with multiple voices were produced and put into rotation as much as possible outside of Fund-Drives. Due to the extension, all stations encountered a conflict with the Winter fund-drives. An STV tutorial was produced and put on the National Elections Soundcloud.

Candidate CARTs

Candidate CARTS were produced and put into rotation for the PNB mandated 4 times during the campaign phase. These were also included on the National Elections Soundcloud.

Video Debates

Moderated debates were produced at KPFA (Marin Community Media Center and KPFA Studios), KPFK (Pasadena Media Center and KPFK Studios) and KPFT (Houston Media Source). NES 3 moderated all KPFA/KPFK debates. Timothy Lankford (League of Women Voters, Houston) moderated the KPFT debates. All debates were posted on the Pacifica Youtube page. WBAI had live recorded candidate forum. KPFA also had a recorded Staff Debate, which was posted on the Soundcloud page. The debate format applied has been included as an addendum.

Links

Soundcloud

<https://soundcloud.com/national-election-supervisor-2018>

Youtube

<https://www.youtube.com/channel/UCRVXmy8dj-vkhXWR5IPCePQ>

7. Election Cost Metrics Discussion

The 2018 election was very expensive in human and material (paper ballots) resources. While the extension of the election required extending election supervisor contracts, and hiring new personnel (me, NES3), this election demonstrated that there really is no need for paper ballots to meet quorum. Rounding up to the nearest percentage point, quorum was met at all stations (Table 1), without paper ballots, except for WBAI Listener election where the membership list provided had around 40% emails for members. As a result, WBAI's paper ballot cost was also higher relative to the station size (Table 3, \$13400 in paper ballot cost).

The total election cost, which included 2018 and the 2019 extension, cost approximately 158000, with the largest expense being human resources (\$100200, 60% of total cost) followed by the cost of paper ballots (\$37100, 23%) as seen in Table 2. The "Projected 2019" election budget (Table 2) which cuts both of these costs down, removing LES fees entirely and removing paper ballots.

Other metrics to put the expense of the election into perspective are, per elector cost, per return ballot cost, per return paper ballot cost and per return e-ballot cost (Table 3). The per elector cost in 2018 was approximately \$4.00 (total election cost divided by the number of electors), with a per return ballot cost of \$28.00 (total election cost divided by the number of ballots returned), higher than the minimum threshold to become a voting member (\$25.00). This was highest for the smallest stations, WPFW being an outlier as there was no listener election, and hence their per elector cost was based solely on the staff election, amounting to \$130 per elector cost and \$302 per return ballot cost.

Paper ballots are an order of magnitude higher in cost than e-ballots, 13 times higher when compared to e-ballots in the 2018 election with an overall per paper ballot return cost of \$35.00 nationwide (Table 3). This is due to the printing and postage fees. We sent ballots out first class, with a minimum 8 x 11 - 4 page candidate package, larger for KPFK and WBAI due to the sheer number of candidates. An estimated 13000 paper ballots with packages were sent out and just over 1000 were cast. This is a 1/13 return. In other words 92% of the paper ballots were thrown away, or in \$ terms, approximately \$34100, was literally thrown in the trash. A financial and ecological disaster.

E-ballots are cheap as Simply Voting election management & tabulation is a flat rate of \$5000. The only variable piece is the election assistant (labor) fee which varies proportionally to list size. Our list was around 42000 electors and the election assistant fee was ~\$5400. If we were to double our membership list this would result in doubling the election assistant fee. Hypothetically, if we had used only Simply Voting e-ballot, the 3rd party ballot house election cost would have been reduced to \$5000 + \$5400 or a total of \$10400, provided that we use Simply Voting's STV calculation, slightly difference than Choice Plus Pro (see Addendum for explanation of Simply Voting's STV method). This year we paid an additional \$2500 for a Choice Plus Pro customization which was unnecessary. But instead of paying \$10400, we spent, close to 5 times as much, ~\$50000 (Table 2).

The 2018 extended election had few on-air CARTs, and heavily relied on the use of e-campaigns to get the word out about voting. In 2016, the election was fully paper ballot election with the option to cast an e-ballot. While I do not have much information about the 2016 as the NES did not produce a report, I am making the assumption that there was more airtime dedicated to the election. I was able to find the official voter turnout results from True Ballot and did a comparison between 2016 with 2018, by station and election type (Listener or Staff) (Table 4). What the results demonstrated was that the voter turnout was equivalent or statistically significantly higher except for Listener elections at KPFA and KPFK, in which the voter turnout was found to be statistically significantly lower. Staff turnout was between 40 and 50% at all stations. I used 2 sample test of proportions comparing the proportion of voters in 2016 to that of 2018, by station election. This is encouraging considering that this was the first primarily e-ballot election and the email bounce rate was high due to the poor quality of the membership lists.

To note that I received the most complaints from electors of KPFK and KPFA, who were unaware of the election and not interested in voting. When stations enroll new members, it needs to be made clear that they are becoming "voting members" and there should be an option to opt out of the voting process.

8. Election Survey

An election survey was conducted at KPFA (n=643 responses), KPFK (n=460), KPFT (n=176) and WBAI (n=63) amongst people who did and did not vote. WPFW did not have a listener election hence there was no election survey. Summarized results by

station are included as an addendum. The raw results have been provided also. I recommend a qualitative analysis of the text answers submitted by members in order to better gauge voter behaviour and motivation. I did not have time to do a thorough analysis. I would be happy to analyze the results if the ED would like me to do so.

WBAI / Pacifica Radio Network Survey (example)

We'd like your feedback so we can make your experience as a listener-sponsor of WBAI the best it can be. Currently, WBAI is having a local station board election and you can participate in electing members to represent you on this board. We would like to better understand why you have chosen to vote or to abstain.

1. Have you voted?

Yes

No

No, but I plan to before the deadline on March 5th

Comment: (free text)

2. What reasons motivated your decision to vote or not to vote?

Democratically elected boards are important.

Democratically elected boards are a waste of precious resources.

Candidates running are qualified to serve.

Candidates running are not qualified to serve.

Other

Comment: (free text)

3. Please rate your agreement with each of the following statements.

Strongly disagree Somewhat disagree Neutral Somewhat agree Strongly agree

Candidate audio statements, video debates and written statements informed my vote.

There was not enough on-air discussion of the election to inform me of the process.

Email campaign reminders with links to candidate materials informed my vote.

I am in support of a 100% internet based election (e-ballots & e-campaign).

I was not aware that there was an election and do not find it relevant.

I am in support of a 100% paper-ballot & on-air campaign election.

I believe in a 100% elected local station board.

I believe in a 100% appointed local station board.

I believe in a mixed (elected & appointed) local station board.

Comment: (free text)

4. Which of the following ways would you like WBAI to communicate with you about the election?

Email

Postal mail

Telephone calls

None

Other

Comment: (free text)

5. How likely are you to continue to donate to WBAI in the future?

Very likely

Somewhat likely

Not sure

Somewhat unlikely

Very unlikely

Comment: (free text)

6. Overall, how satisfied are you with WBAI?

Very satisfied

Somewhat satisfied

Neutral

Somewhat dissatisfied

Very dissatisfied

Other

Comment: (free text)

7. What can WBAI do to improve your experience as a listener-sponsor? (free text)

9. Elector Lists

I used STATA, a data management software to manage and clean all lists. Lists were cleaned prior to submitting to the ballot house and then double checked prior to certifying the final election results. Logs were kept for each cleaning step.

Status of elector lists at each station

KPFF listener membership list was by far the best, in terms of accuracy and completeness of emails (close to 90%). This is due to the diligent work of the person in charge of the membership department who has been there for years. The staff list on the other hand was a challenge to put together. It required reviving 2 old lists, posting online for staff to check and posting announcements and a print out all over the station and going over each name with the iPD who was in the midst of transitioning to a new job. I send out emails to all staff that I had contact information for and the GM sent out an announcement with a link to the compiled staff list. There was an evident disconnect between Spanish and English programmers, Primetime and Off hours programmers, Paid staff and Unpaid programmers. We were able to put one together but it took about a month to finalize the list.

KPFA listener membership list was challenging to put together as the membership department is transitioning to a new system (Sales Force) and no one currently at KPFA is intimately familiar with MEMSYS system. We did our best. The staff list was much easier to put together, paid and unpaid staff members vetted the list in addition to the business manager and GM. I posted the staff list online, posting announcements and a printout of the list all over the station and sent out reminders to staff to check for their names. Despite starting off which a good list, it was still not perfect. Electors were added late in the game.

KPFT listener and staff lists were submitted to me directly by the GM and Membership department. This list is the smallest of all stations (<5000) hence manageable. The KPFT staff list had 5 people on it, apparently management positions. I received no response when I requested confirmation as to whether or not these positions were considered management. Hence I did not include them on the staff elector list as management is not eligible. I found out from the person who had initially submitted the list to me, after the election, that 4 of the 5

WBAI listener list was compiled from various sources including a membership database list, BAI buddies (paypal) and other sources. This list had the most duplicates to clean out. The staff list was also a challenge but I worked with the GM, PD and LES to help with its completion. I posted the list online and set up a WBAI Staff List Modification form for staff to add missing members.

WPFW staff list was submitted by the PD. Some cleaning had to be done as it was submitted as a scanned PDF as opposed to a format that could easily be processed.

As stated above, for the vetting of all staff lists, a hidden link was posted with the full list of names online for all staff members to see. All links were kept up for the duration of the election.

Multiple membership procedure

In the case of electors with multiple memberships (listener and staff), I sent out a document requesting members to choose the station election that they preferred to vote in. I used an e-sign service called SignRequest to send out this request which automated reminders every 4 days. I gave the deadline of Feb. 18th, 2019 for members to choose. If I did not hear back I used the information at hand to make the decision. As recent date of donation was unreliable, I used geographic proximity to choose. For example, if there was a member of KPFA and KPFFK and they lived in Southern California, I chose KPFFK for them. I included the membership document request as an addendum.

Approving mailing houses & non disclosure agreements

Members who wanted to send out campaign materials were allowed access to membership list via a 3rd party approved mailing house. This mailing house had to sign a non-disclosure agreement which specified a disclaimer to be included in all communications as well as other requirements. I included a copy of the WBAI ND agreement as an addendum.

10. Ballot Issuing & Receipt Phase

Simply Voting sent out e-ballots, provided election management and did the tabulation. E-ballots were sent out on a weekly basis for the first month on Wednesdays and daily during the last week. Honest Ballot was in charge of paper ballot printing and issuing. Paper ballots were sent January 18th and re-issues were sent throughout the election. Paper ballot requests were accepted through midnight (PST) on February 18th and the final paper ballots were mailed out the week that followed.

Issuing & Reissuing protocol (LSB Ballot request form)

In order to keep track of all requests I required everyone to fill out a ballot request form. The ballot request form link was included in the automated reply if anyone wrote an email to nes@pacificca.org and was posted on station websites. Electors were also instructed to search all inboxes and promotions folders and save list the email "vote@simplyvoting.com".

The approximate total number of ballot requests is N= 965. A handful of members refused to use the form or had technical difficulties and I assisted these individuals on a case by case basis. Most requests were submitted using the ballot request form and I was able to track each request as a result. I waited one week after Simply Voting sent out the first e-ballot blast to tackle the requests. By the time I got to the processing the first batch of requests, many electors had found their ballots (n=47).

Figure 2 illustrates the type of ballot request by station election. About 80% of requests were from members who were on the list but for one reason or another did not find their ballot (68%) or requested a paper ballot (12%). All but 3 requests for paper ballots were from members already on the membership list. Twenty percent of ballot requests were from members who were not on the original list, and a total of 193 ballots were issued for electors left off of the list. Of these 20% did not cast their ballot. The reasons I could identify for being left off of the list were a spouse qualifying for a second ballot or a volunteer whose name had not been included. Other than these 2 explanations, there did not appear to be a systematic error as to why members were left off of the lists.

11. Ballot House Methods

E-Ballots - Summarized Report by Autumn Metzger of Simply Voting

During the first two weeks of Pacifica's elections, nearly 2,000 emails bounced due to bad data and were subsequently added to our Do Not Email list. The vast majority of these bounces occurred during the date of the initial voting email on January 23rd, 2019. This is just under ~5% of all electors and considering that not all electors have email addresses on file, the total percentage of affected data is likely even higher.

Bad data and spam reports negatively affect an email server's sender reputation, making it more difficult for subsequent messages to be successfully delivered to recipient email addresses. For example, a large number of bounces due to bad data can result in a server having its messages throttled or even blacklisted entirely. The email blast on February 6th resulted in an additional large number of bounced emails, which was a direct consequence of the large volume of bad data present in the elector lists during the initial email blast on January 23rd.

It is worth noting that voters with valid emails on file should have largely received the voting emails from January 23rd and January 30th prior to the second wave of bounces seen on February 6th.

The overall volume of emails being sent to the Pacifica membership outside of our voting emails may have also affected voter turnout. It's counterintuitive, but less is often more in terms of voter turnout. If other communications about the election are going out frequently via email to the same list, people are more likely to flag the voting messages themselves as spam.

Paper Ballots - Honest Ballot paper ballot standard operating procedure is described here.

This was requested in response to the description of the election observation by 2 WBAI members on 03/08/2019 at Honest Ballot (included as an addendum).

BALLOT/PROXY TABULATION

Signature and Date

- Signature – if required, make sure the ballot/proxy is signed
- Date – review the ballot/proxy date
 - o Make sure the ballot/proxy is dated – if required
 - o Make sure the date is within the election parameters
 - o If more than one proxy was received from the same voter, void the older proxy and accept the newer one
- Review the vote
- Count the votes specified on the ballot/proxy
- Void the ballot/proxy and count it for quorum only if any of the following apply:
 - o The voter specified more choices than allowed
 - o The voter intent cannot be identified, but is otherwise valid
 - o The voter did not specify any choices
 - o For multiple race/position ballot/proxies – void (do not count) the vote for a race that is overvoted, but count other races
 - o For preferential ranking – void if numbers are skipped unless it is the highest number
 - o Write-ins were specified when not allowed
 - o The voter specifies to count for quorum only
- Void the ballot/proxy (do not count for quorum) if any of the following apply:
 - o The ballot/proxy is a duplicate
 - o The voter's intent cannot be identified
 - o Signature is missing – if required
 - o Date if missing – if required
 - o The voter signed the ballot/proxy when instructions state not to sign it
 - o The voter submitted an online vote

Count the votes

- Determine if the required number of votes (quorum) were received

- Count the votes – two times or two separate teams count the votes
- Review the results, if less than a 2% to 10% (depending upon the type of election) exists between the winning candidates and the next ranked candidate, recount the votes

Voter confidentiality - Honest Ballot Response to a concern that paper ballots had to be signed

The NES1 decided that ballots needed to be signed, a departure from prior election policy. I inherited this decision from the prior NES but I decided that we would accept unsigned ballots. Here is the response from Honest Ballot regarding voter confidentiality.

From Paula (Honest Ballot):

“As a third-party election services provider, Honest Ballot must be able to validate votes received for an election. We also have to ensure that paper ballots are not received from anyone who already voted online. Electronic votes are validated by way of voters having to enter a unique user-ID and password. One of the reasons we work with Simply Voting is the quality of their security and the requirement for dual authentication - user-ID and password. Once a vote is submitted, the user-ID and password are separated from the vote, files are encrypted and the anonymity of the electronic vote is maintained.

When paper ballots are used for in-person voting, they do not have to be signed. In the case of the Pacifica election, the ballots are being returned in the mail directly to Honest Ballot. No one from the Pacifica organization will see the ballots.

When we were developing the approach for conducting this election, we were also trying to keep the price down. One option for mail ballots is to enclose the ballot in a Secret Ballot envelope, and enclose the sealed Secret Ballot envelope in a signed return envelope. Once the identity of the voter is verified, the Secret Ballot envelopes are separated from the return envelopes; thus, all ballots are anonymous. This approach would have required an additional envelope to be printed and mailed to everyone. Additionally, the personalized information which is printed on the ballot would need to be printed in a separate letter, and the mailing would have to be matched - personalized ballot and personalized letter. Both of these would have added significantly to the cost of the printing and mailing.

I understand the concern of your contributor; however, please explain to them that Honest Ballot does not disclose how any member votes. Even if radio station members observe the tabulation process, they will not be allowed to read the ballots. They sit across the room from our staff and may observe the opening of the envelopes, separation of the lots (radio station/cities/segment), and data entry. Honest Ballot maintains security of all ballots.

In the unlikely event that the election is protested, and, furthermore, goes to court, Honest Ballot still maintains security of the ballots. Only under order of the court will Honest Ballot provide copies of the ballots to the court. Even then, we block out the vote which allows the court to see who voted, or we block out the name and signature which allows the court to see the votes as they were cast.

If you or any voters have any other questions concerning our procedures, please call or send me an email. I hope this helps!

Regards,

Paula C. Waskover
Honest Ballot

Storing of Ballots & Public Vetting of Results

Honest ballot will store the ballots for 3 years, a reputable 3rd party ballot house, who will release ballots if requested to by the courts. Raw results, anonymized by ballot receipt are posted online together with the election results (<https://elections.pacifica.org/wordpress/2018-pacifica-election-results/>). Electors can check that their vote was recorded correctly by using their ballot receipt to identify their vote.

12. FCP Violations

REGARDING FCP COMPLAINT RECEIVED FOR A CANDIDATE AT KPFT

To all interested parties:

I have reviewed the FCP violations complaint regarding Ted Weisgal's participation in the memorial for Ray Hill (12/2/2018) which was broadcast on KPFT and kept in the KPFT archive for 2 weeks after the event and also as a video on on the KPFT FB page which reached thousands of views until today when it was removed.

It must be recognized that this is a clear FCP violation as any candidate running in the LSB election knows that once nomination papers are turned in, they cannot go on-air. And, staff at all stations are aware that, during the election, station resources (airtime or other communication real-estate such as a FB page) much be equal for all candidates.

I understand that this was not intentional and was to show respect for the passing of Ray Hill. It nonetheless resulted in giving more exposure to Ted, whether or not he explicitly stated that he was running for the KPFT LSB.

As a result of this first violation, Ted Weisgal has received a warning and will not be allowed to have an aired CART or participate in any listener forum, to correct for the greater allocation of station resources to his candidacy. If there is a second violation, this will result in immediate disqualification.

This resolution will be the way that all future FCP violations will be dealt with:

- 1) A warning and exclusion from station supported campaign efforts (CARTs / Forums)
- 2) Disqualification

RE: SECOND DISQUALIFYING VIOLATION - Ted Weisgal

On March 1st, 2019, you sent an email to multiple official Pacifica station listservs to which you had privileged access to instant posting. You announced your candidacy inappropriately, with no disclaimer, using lists which are for the purpose of facilitating governance not for campaigning. This was your second strike in the 2018 year's election cycle and the only reasonable consequence at this moment in time is disqualification. Furthermore you are an experienced candidate, having run multiple times, since the inception of these elections in 2004. I will not accept any excuse of being naive of the Fair Campaign Provisions.

REGARDING FCP COMPLAINT RECEIVED FOR A CANDIDATE AT WBAI

A candidate Doc Shya called in to the WBAI Morning show on December 18th, 2018. This is a violation of the FCP as she went on-air during the election timeframe. As a result, she has received a warning and will not be allowed to have an aired CART or participate in any listener forum. Another FCP violation will result in disqualification.

REGARDING FCP COMPLAINT RECEIVED FOR A STAFF MEMBER AT WBAI

David Rothberg made explicit reference to the LSB Election and, without naming, made reference to a candidate / group of candidates. This violates the use of WBAI airwaves to influence the Listener election outcome.

On Saturday, Feb 2nd, 2019 at 930 AM, you discussed the current LSB election. While it is encouraged to promote the process as a whole, any staff commentary which uses station resources to influence the listener election in anyway is prohibited. You spoke about specific issues, made assumptions and reference to listener candidates / candidate groups. While you did not state any names, you did make reference to a candidate(s) running in the election. This is in violation of the Fair Campaign Provisions.

1. No Foundation or radio station management or staff (paid or unpaid) may use or permit the use of radio station air time to endorse, campaign or recommend in favor of, or against any candidates for election as a Listener- Sponsor Delegate, nor may air time be made available to some Listener- Sponsor Delegate candidates but not to others.
2. All candidates for election as a Listener-Sponsor Delegate shall be given equal opportunity for equal air time, which air time shall include time for a statement by the candidate and a question and answer period with call in listeners.
3. No foundation or radio station management or staff (paid or unpaid) may give any on-air endorsements to any candidates for Listener-Sponsor Delegate.
4. The Board of Directors may not, nor may neither LSB, nor any committee of the Board or of an LSB, as a body, endorse any

candidates for election as a Delegate; however, a Director or Delegate who is a Member in good standing may endorse or nominate candidates as an individual.

5. In the event of any violation of these provisions for fair campaigning, the local Elections Supervisor and the National Elections Supervisor shall determine, in good faith and at their sole discretion, an appropriate remedy, up to and including disqualification of the candidates and/or suspension from the air of the offending staff persons (paid or unpaid) for the remainder of the elections period.

Your opinion is influential and there is a risk that you will sway listener member voters.

To mitigate the violations of the fair campaign provisions

- 1) On your next 2 shows – address what you said on air together with listener candidates who choose to participate.
- 2) All listener candidates will be given equal opportunity to be on the air (call ins acceptable).

REGARDING FCP COMPLAINT RECEIVED FOR A KPFA LISTENER CANDIDATE

Candidates email changed the words of the required disclaimer statement by (among others) removing the words “should not be assumed to be true”, replacing “alleged” with “stated” , removing the clause that the material cannot be assumed to represent the view of other listener members, and adding the phrase “this disclaimer is required by the Pacifica network”.

These changes are unauthorized and copyediting the disclaimer statement is not permitted. The candidate’s website has the correct disclaimer language, so this is not a mistake, but a conscious decision to change the wording.

Specific changes:

Original: DISCLAIMER: This is not an official Pacifica Foundation website nor an official website of any of the five Pacifica Radio Stations (KPFA Radio, KPFK Radio, KPFT Radio, WBAI Radio, WPFW Radio). Opinions and facts alleged on this site belong to the author(s) of the website only and should NOT be assumed to be true or to reflect the editorial stance or policy of the Pacifica Foundation, or any of the five Pacifica Radio Stations (KPFA Radio, KPFK Radio, KPFT Radio, WBAI Radio, WPFW Radio), or the opinions of its management, Pacifica National Board, station staff or other listener members.”

Adams version: This Newsletter is not an official Pacifica Foundation Newsletter nor an official website of any of the five Pacifica Radio Stations (KPFA, KPFK, KPFT, WBAI, WPFW). Opinions and facts stated herein belong to the author(s) and should not be assumed to reflect the editorial stance or policy of Pacifica Foundation, or any of the five Pacifica Radio Stations, or the opinions of management, the Pacifica National Board, or radio station staff. This disclaimer is required by the Pacifica Network.

Consequence:

Sharon Adams will need to resend the email including the following language at the top of the email.

To (all email recipients):

“I edited the official Pacifica disclaimer statement in my last email and removed key wording. Hence I am resending this email with the correct disclaimer.”

DISCLAIMER: This is not an official Pacifica Foundation website nor an official website of any of the five Pacifica Radio Stations (KPFA Radio, KPFK Radio, KPFT Radio, WBAI Radio, WPFW Radio). Opinions and facts alleged on this site belong to the author(s) of the website only and should NOT be assumed to be true or to reflect the editorial stance or policy of the Pacifica Foundation, or any of the five Pacifica Radio Stations (KPFA Radio, KPFK Radio, KPFT Radio, WBAI Radio, WPFW Radio), or the opinions of its management, Pacifica National Board, station staff or other listener members.”

13. Inheriting a disaster and why I did it

Before I delve into a brief explanation of what motivated me to take on four positions (NES3, LES at KPFA, KPFK and KPFT), let me contextualize first with my prior NES/LES experience and my skill set.

Experience

I was LES for KPFA in 2009 under Les Radke (RIP) and the following year was hired as NES for the 2010 election cycle. No 3rd party ballot company was involved and it was a paper ballot only election. A very different process, with much more community involvement, equally as complex and laden with slate driven toxicity. I wrote a detailed final report which can be referenced. In the 2010 report I had conducted a “Green Survey” of a sample of the electors at all stations, and provided a detailed proposal pushing to switch to an e-ballot system in order to reduce cost and increase voter participation.

Skills

I have a unique combination of technical skills and creativity which empower me, albeit not without difficulty, to do the job which I describe in this final report. I have over a decade working with complex datasets for a multitude of rigorous public health related projects. I am also an independent artist-producer-sound engineer. I am trilingual and have lived and worked all over the Americas and in Europe in many different capacities.

Research (https://www.researchgate.net/profile/Renee_Penalosa)
https://www.researchgate.net/profile/Renee_Penalosa)

Discography ([https://](https://asteriarecords.bandcamp.com)
asteriarecords.bandcamp.com)

LinkedIn (<https://www.linkedin.com/in/reneeasteria/>)

The combination of experience and skills enabled me to push through a seemingly impossible amount of work to get this election done.

Why did I do it?

In October, 2018 I received an email from a KPFA member reaching out to me to apply for the KPFA LES position. Having quit my research position at UCSF in order to work full time as an artist-producer-engineer, the job came as a blessing, as I needed income to make ends meet. I applied and was interviewed by Graeme, who hired me on the spot. In our 15 minutes conversation, he seemed to have the situation under control, telling me he only hired LESs with prior experience. However, I should have seen the red flags when he asked me in the brief moment we shared, to cover for him in November as I have experience as NES, as he was planning a 2 week long vacation, smack in the middle of the election. He also asked me to cover for him at KPFK, to help him with the elector list management/cleaning and to be in charge of the elections webpage, a wordpress based template which, if I am not mistaken, a version of which I started in 2010. I said yes, no problem, I can help you, as I knew what the job entailed.

I proceeded to fulfill my KPFA related LES tasks, having been brought on board late in the game, I reached out and met with all important station personnel, followed-up with prospective candidates and made general election CARTs.

After the close of the nomination phase, 10/27/2018, NES1 disappeared. He had quit and also told the National Office to freeze all paychecks. At that point I lost all trust in this person who demonstrated through his actions, that he was not only incapable of doing the job, but putting me in a financially precarious position. I found out later, once I became NES3, that he quit after collecting 3/4ths of his total payout.

I received a request to apply for NES position. At that moment in time I could not fathom taking on LES at KPFA/KPFK and NES. I applied and made two proposals to Maxie Jackson (Pacifica ED) 1) to take on LES at KPFK or 2) take on NES provided that we hire an LES at KPFK. The ED decided to hire Alma Viscarra as NES2 and take me up on my first proposal, to take on LES at KPFK. I was happy with this outcome and I offered to support to NES2 with the management of the lists and the webpage, as I knew that these were skills I could offer. I made it very clear that these were skills I could bring to the table from day one of NES2 taking on the job. NES2 never acknowledged the offers and proceeded to extend the election timeline based on the poor quality of membership lists.

I agree that the membership lists are an issue, they have always been. Pacifica needs to figure out a way to keep accurate records of their staff and listener members. My position is that if you are hired to carry out a job, in this case, the LSB election, you do the very best you can. You do not collect a paycheck and make excuses as to why the task is impossible.

Right before Thanksgiving, the NES sent us a quasi-impossible updated election timeline which required posting all candidate names, statements and questionnaires over the holiday weekend in order to meet the deadline. I responded to her immediately, requesting access to the elections webpage. I received an automated response that she was on vacation for the 4 day weekend in observance of the Thanksgiving Holiday. I took a deep breath, I had 2 stations, with over 40 candidates information to post. I called Otis, who I knew managed the elections website. He gave me access and I trouble-shot the website with him. I then contacted the WPFW LES (who was in Hawaii), and the LES at WBAI. I explained to them how to use the website and gave them access. As a result we were able to upload a list of candidates, for all stations except KPFT. I had a feeling that she would not be happy, but I was confident that I was just doing my job, and I was not going to be put in a position where I had to pull 2 16 hour days to meet the deadline. I preferred to work over the weekend, and space out the work needed to be done.

After the long Thanksgiving weekend, I got an email from the ED, not directed to anyone in particular, but clearly directed at me. It insinuated that the PNB was interfering in the election process. While PNB members do talk to me, I have nothing to hide regarding communications. A few members reached out and I responded. There is a difference between being "influenced" and being open to feedback and recommendations, all the while maintaining a neutral stance. I told the ED that I felt that the NES2 was disrespectful and incompetent.

Communication was scant and we only had 3 conference calls, which the ED spearheaded. NES2 never answered emails in a timely fashion. I never saw a single NES2 generated spreadsheet. I suspect that the NES2 was lacking basic technical skills needed to do the job. I also believe that there was some slate based politics involved which influenced the NES2 actions to defer the election. In mid December, after talking with LES at WBAI, I offered to take on the NES position in order to get the job done. The ED decided to think about it.

Come January 2019, the NES was MIA. the final candidate list had not been approved, and the lists were outstanding. The ED asked me if I had the capacity could take on the NES position. Once I became NES3, I learned that the NES2 was monitoring every single email communication that was received by me to my elections account, as well as all other LES accounts. I found communications building a case to get me and the WBAI LES fired.

I took on the job in order to get it done. I take pride in my work and do it with integrity. While it has been virtually impossible to do my best, I did my best under the circumstances. Neither NES1 or 2 left any materials to build off of regarding lists or any other substantial NES related task. To note, after reviewing the 2 prior NES contracts, located in the nes@pacificafirst.org email, I learned that the first 2 NESs recouped 75% of their contracted fee prior to providing any NES deliverable (membership lists, vetted candidate list, preparation of materials for the ballot house etc). I worked full-time for 3 weeks prior to receiving any payment for NES work. Contractors must be held accountable for their work.

The month of January was intense. I literally worked everyday to exhaustion while being harrassed. I had to be properly compensated for my workload and the toll on my health. I spoke with the ED and he offered to pay me the LES fees for the 3 stations for 2 months in order to compensate. The money helped a lot.

13. Addendums

a. WBAI Report

LOCAL STATION BOARD REPORT 2018 - by Kihani Brea for WBAI

Introduction:

- My background is in municipal government having spent 10 years in City Hall as an aide to the New York City Council. I have many years experience with various aspects of elections processes including voter registrations and election day operations. I worked as a trainer and clerk for the New York City Board of Elections. I also worked as a clerk in the registration department where I was respon am also an independent political and community relations consultant experienced in qualifying candidates for the ballot through the nominating petition process in NYS, electoral organizing and community organizing.
- I applied for the position in September and began work in October 2018.
- When work began on the election in October, 2018 Linda Perry, WBAI's Program Manager had just recently been hired. The station has essentially been using it's sales receipts as a database for their membership. At the time, it was unclear who, if anyone was responsible for maintaining records of paid and unpaid staff. There are email lists that have been maintained for sending out email blasts to both staff and members but there is no systematic way of tracking who is on these lists or who has been added or removed as they're kept on "constant contact"

Nomination Phase:

- 35 total nominees, 33 approved candidates. One withdrawal, one disqualification.
- The membership list were sent to me by the station manager, Berthold Reimers on 10/5/18 and the Staff list was sent to me by Andrea Katz, on 10/16/18. The previous NES went over the procedure that WBAI had to use to get their membership list according to the bylaws and in light of the current systems they use to keep track of their receipts. A couple of weeks after I got the list and determined that there were many duplicates and some inconsistencies with email addresses, I sat with the Station Manager and discussed what needed to be done to "clean up" the list. Namely, to remove the "placeholder" email addresses that were added by the phone operators or by the members at the point of sale. We also needed to remove duplicate entries that were the result of merging receipts from multiple points of sale.
- When this was reported to the NES at the time, I was informed that the mail house would remove the duplicates. Later, it came out that we needed to clean the list ourselves and it took me over 40 hours to do the steps listed above.
- Carts are recorded by me and edited by the station staff. I got written notification of when they aired.
- The nomination phase was somewhat problematic because of a lack of systems and a lack of clarity in relation to application requirements and deadlines. Submissions were made via a number of different mediums (handwritten, typed submitted on paper, .pdf, word documents etc.)This caused alot of back-end work. ALso, the use of the elections website was not implemented in time to create a clear path of the nomination phase for the nominees. For example, they should have submitted all their materials on the election website and had the LES/NES approve or disapprove without any of it becoming public until the nominees were certified as candidates.

Campaign/ Ballot Phase

- Creation of candidate CARTs
 - The creation of candidate CARTs was done by offering candidates an opportunity to either record their own and submit or to make an appointment and record one at the station with the assistance of the LES or the Program Manager. We ran into some difficulties when candidates decided to go to the station and make their own arrangements with producers who failed to send the finished CARTs to the LES or program manager.
- Candidate forums
 - The candidates forum was held in one session for both listener and member candidates. The reason for this is because both types of candidates are running for the same type of seat. The job description is the same although the electorate is not. This was the first time staff candidates had been asked to participate. The LES had suggested a separate forum but I did not think that was neither necessary or

warranted. The forum was announced on the website and with a cart and on social media. The forum was aired live on the radio and candidates had an opportunity to answer questions from the listeners.

- Ballot reissuing
 - Ballot reissuing was simple. However, the problem was that the membership base of WBA was unfamiliar with using internet based technology. This was warned from the beginning of the process to all three NES that whatever balloting system was chosen, that email and internet voting should be secondary and not the primary method. Understandably however, a changing election timeline made paper voting difficult.

Recommendations:

1. That Pacifica hire an NES that is not involved in any of Pacifica's stations and therefore not involved or imbued with the internal factional politics that make it difficult to distinguish which problems are the purview of an independent, non-partisan administrator of the election.
2. That Pacifica hire an NES in advance of the next election that will be responsible for creating a uniform system across stations for evaluating membership list and creating a process for each LES to follow in each phase of the election cycle.
3. That Pacifica create more buffers between the board members politics and the elections officers.

b. WPFW Report

Pacifica Elections 2018-19
Report of the Local Elections Supervisor
For
WPFW 89.3 FM Radio
1990 K St., NW Suite 14R
Washington, DC. 20006

To: Renee Penaloza, National Elections Supervisor
c.c. Maxie Jackson, III Executive Director, Pacifica Foundation
From: John Tatum, PRP, and Local Elections Supervisor
Re: 2018-19 Election Report
Date: March 9th, 2019

Dear Ms. Penaloza,

This communication represents my final Report for the Pacifica 2018-2019 election. My service began on October 1st, 2018, with a confirmation of employment from Mr. Drew Graeme. The following day, Drew sent me a contract to be signed and returned, and a public service announcement to be aired concerning the Pacifica elections. There was a small error on the script, which I was able to fix very easily and quickly, and have it approved by Drew. On October 3rd, I called the station manager and others to schedule a day and time when I could come to the station to record the PSA. Also, on that day I discussed the format that was required for the listener and staff Lists, so that the Lists could be easily verified. Later that week, I went online to download the candidate packets and made them available at the station, as well as online, and also requested from Drew that he provide a Spanish language packet available, which I also made available at the station and downloadable from the station's website. The WPFW website was updated to provide all of the pertinent information with regards to the Pacifica election by the WPFW Webmaster. There was quite a bit of back and forth about the listener and staff lists, because they had not been updated recently. As I worked with the station staff we made updates to the lists concerning mailing addresses, email addresses, phone numbers, spelling of names, and also verifying contribution dates, and hours and dates for volunteers.

When a new National Elections Supervisor came on board, it was also a period of time when I began fielding questions about the elections; by talking directly to interested candidates by phone, by email, and in-person at the local station. I worked directly with the new NES as we resolved questions about eligibility. Some questions revolved around Government employees and whether certain jobs that interested nominees had would disqualify them to be candidates the NES and I were able to resolved those disputes without any further challenges. We also resolved a challenge about suspected fraud.

The next stage in the process for me was to plan and implement petition-signing parties. I plan to petition signing parties with very poor turn out. I informed nominees that if they missed the petition signing parties then they would have to get signatures for their petition on an individualized basis.

The deadline for submitting candidate packets was extended as I continue to work with the station staff on making corrections and updating the two lists. The extension of the deadline was very helpful because there was an addendum to the Fair Campaign Provision document that was submitted by the PNB lawyer that each candidate had to complete.

The next big challenge was that some of the documents that the candidates were submitting were unreadable because of the electronic format that they used. It took a very long time to change those documents into readable electronic format so that they could be downloaded to the candidate website. Some documents had to be resubmitted, some documents had to be hand written and some documents had to be reformatted by either of the NES or the LES. Announcements were sent out concerning requirements for access to listener lists. Those candidates requesting lists were required to sign a confidentiality and non-disclosure document. Some nominees were found to be in eligible to become candidates because of various reasons such as incomplete packets and insufficient number of petitioned signatures. There were no challenges to their ineligibility findings.

The NES began scheduling weekly meetings with the local election supervisors on Tuesdays, which I think was good idea, for the purpose of solving problems and also because of the interference in the election process by the PNB directors. At one point I felt as though they were Micro managing the job of the executive director up to a point where they wanted the national election supervisor to attend a meeting to answer questions about the election in general, and specifically the election timeline(s).

The WPFW website was updated to Point listeners to the Pacifica website where candidate statements and questionnaire could be viewed and where they could get their ballots. The opportunity to record CARTS was given to candidates along with the requirements for recording them. Because WPFW had fewer then the minimum number of Eligible candidates, it was determined that all candidates were elected and the listener portion of the election was thereby completed. The staff portion of the election at WPFW had a sufficient number of candidates and continued until the end of the election. At the end, all stations had reached their required quorum and the Pacific election was finalized. Each station is now waiting for the results of the election.

c. Ballot Observation Recount

2018 DELEGATE ELECTION BALLOT OBSERVATION / TABULATION REPORT - Fri. 3/8/2019

"From a handful of concerned citizens to millions of Americans, the election process gives power to the voice of the people and makes change possible through peaceful, agreeable and democratic means.

...

"When elections are miscounted, fraudulent or dishonest, the trust of the people, the reputation of the institution and the authority of the democratic system itself are all at risk."

-- Honest Ballot Association

Honest Ballot Association has been involved in the business of elections since 1909 when it was formed with the involvement of Theodore Roosevelt to address corruption in union elections.

In Pacifica's 2018 Delegates Elections, Honest Ballot was involved with handling paper ballots. On Wednesday afternoon following the Tuesday 3/5 end of voting, National Election Supervisor (NES) Penaloza distributed an application to be completed in order to be considered as observers of the ballot count. I had enquired about the process on Tuesday and assume that is why I had been "blind" carbon copied on the e-mail. The Pacifica National Board (PNB) was also "blind" copied.

Four people were to be allowed to visit the site under specified conditions. Applications were due by Thursday 3pm and a decision by 5pm. I forwarded the invitation to several public listservs on Thursday about 7:30am.

The application included questions about board, slate, and station affiliation. Curiously, although the bylaws do not provide membership for donations to the national office or the Pacifica Radio Archives, both were listed on the application, raising the question of whether persons donating directly to those units may have been added to the voting database of one or more stations.

In an email from the NES, time-stamped 6:38pm on Thursday, and copied to the Executive Director, PNB, and Honest Ballot, William Heerwagen and I were named as the observers, and the NES later verified that we were the only persons who had applied.

We arrived at Honest Ballot about 11am on Friday to free parking, friendly faces, coffee, and donut holes and were seated in room with 3 people, 2 of whom would work on the ballots, in the open office area where there were 3 desks with computers, a printer and/or fax, and a couple of small desk-height tables/desktop extensions. A fourth worker was in the room some of the time doing work not obviously related to the count.

We were seated to the left of the Data Entry (DE) person with her desktop computer's screen out of our visual range. To her right, sat the Reader (R) at a table with the paper ballots and a laptop. R would announce what we presumed were the 3 or 4 key digits of the Voter I.D., DE would enter those into the system and R, whose laptop was connected to the desktop, would confirm that the voter information on their screens matched that on the paper ballot in front of her.

Usually, R would then read out the ballot's rankings and candidate's first name except for the 2 Carolyn's and 2 Michael's whose last initials were also read, and then DE would read back the choices in ranked order (i.e. 1 - 7) and close that ballot. But in the case where a voter had selected many candidates so the ballot was full/crowded, the reading order was reversed and DE would read the names in the order printed and R would answer with the rankings as they appeared on the ballot; then DE would read back the top 9 rankings and R would confirm.

DE and R thought when dealing with those very full ballots, the read back of 9 rankings was sufficient to provide a high degree of certainty about the accuracy and once it became clear that their use of 9 was not connected to the number of 3-year board terms available, we accepted their practice and declined their offer to read out each ballot in its entirety.

They had over 400 WBAI paper ballots separated into batches of 50 that were each bound together by rubber bands. They would get through 2 batches before we left about 2pm.

WBAI, we were told, was unusual in that our paper ballots were almost equal to the number of e-ballots. Aside from the speed of the tabulation, e-voting prevents the spoiling* of a ballot by a voter either giving the same ranking to two or more candidates or by skipping a number as in going from "6" to "8" without designating a 7th choice.

Together, there were 902 WBAI listener ballots which we were told was 13% of ballots sent; quorum is 10%. The other stations' voters used mostly e-ballots.

We have no further information about any other station or about the WBAI staff balloting. We were present only for the handling of some WBAI listener ballots.

We have no information about any items such as checks, notes, premium complaints, etc that are usually found in ballot return envelopes.

We learned that despite the statement that votes on unsigned ballots would not count, all other things being equal, they were counted. The signature requirement was new to Pacifica and we were told that after consultation with the 3rd National Election Supervisor and Executive Director, since it wasn't a bylaw-mandate, it was dropped.

We do not know exactly when in the process that decision was taken or what, if any, effect that change of position had on quorum for WBAI or any other station.

There was a ballot cast by a recent widow on behalf of her deceased husband which was put aside to be discussed with the NES. Proxy voting is not allowed.

There were 2 write-ins for the same non-candidate, Shatia Struthers. They were treated differently. One voter ranked several candidates but had not assigned any ranking to Struthers. The other ranked 15 of the 26 candidates on the ballot and ranked Struthers #16. Both ballots counted toward quorum but only the second ballot's votes were counted.

Another voter had ranked 6 or 7 people "1" and a couple of others "2". This suggests that s/he preferred those ranked "1" over those ranked "2", but there was no way to determine the voter's preference within each group.

We learned Honest Ballot had not been asked to scan ballots so that members could look through images for individual ballots and so that interested parties could do re-counts. Had they been aware of the need for anonymized scans, they said they would have utilized bar codes. It seems likely that this defect may have been introduced early in the process.

We are perplexed by the below sentence, purportedly from Honest Ballot, that was contained in an 3/4/2019, 7:42pm email from the NES to the Executive Director, election supervisors for WBAI & WPFW election supervisors, the PNB, and Honest Ballot re. the Honest Ballot protocol: "As we discussed, representatives from the radio station(s) are welcome to observe the tabulation. Would you please make sure they are aware that the ballot envelopes have already been opened."

At the tabulation, Honest Ballot firmly asserted that no ballots were opened before the election was closed (on 3/5). The Pacifica Bylaws state that all ballots must remain sealed until elections close.

Finally, when we asked why after the promise of ballots in "quasi real time" with voting ending at 11:59pm, e-ballots were not issued after 4pm ET on the last day of voting, Honest Ballot explained that the e-balloting was handled by Simply Voting, but that the NES had been given the capability to issue ballots.

That she failed to do so or to even respond to requests is severely problematic. And disfranchised members.

Respectfully,
2 Election Observers

* SPOILED BALLOTS by Election Observer:

I'm not fully comfortable with "spoiling" or voiding ballots with any imperfection.

I do not know where such rule was decided/documentated. I've been at Pacifica ballot counts where ballots were displayed on a screen for observers to comment on, with an Election Supervisor making the decision as to final ballot disposition.

For example, the skipped ranking between 6 and 8 could perhaps be resolved by decreasing rank 8 and any remaining higher number rankings by 1, and then including in vote counts. There are probably other circumstances where the ballot could possibly not be automatically voided, but I'm not speculating herein.

In the two batches of 50 paper ballots each, processed in our presence, 3 or 4 were paper ballots so "spoiled" (included in quorum count, but not in vote counts).

A few ballots out of one hundred could mean several not counted (which might have been reasonably made acceptable as done in previous WBAI/Pacifica elections) out of the approximately 400 paper ballots (roughly half of all ballots). This could be significant in a close election result.