

DAILY KOS

Annual Performance Planning and Review

Manager, Supervisor or Professional

Will Rockafellow, President

Daily Kos Guild

-----2023/2024 Review Period -----

A. Overall rating:

Exceptional Exceeds Expectations Meets Expectations Needs Improvement* Unsatisfactory*

*By checking Needs Improvement or Unsatisfactory, you must complete a Performance Improvement Plan (PIP) for this employee

B. Top 3-5 Goals for this review period

Goals at the start & during the period. Comments at the end of the period

- Demonstrate a commitment to transparency and communication with the Daily Kos Guild (DKG) by:
 - attending and engaging in monthly meetings with DKG to address company finances and the financial health of the organization;
 - pledging to send notice to the Guild upon first consideration of future layoffs by Daily Kos Management (DKM);
 - communicating to the Guild ongoing developments related to the restructuring of the organization, new hires, and or changes to departments and work responsibilities of Guild members;
 - attending and engaging in three (3) bargaining sessions monthly related to the first collective bargaining agreement (CBA);
 - providing a detailed monthly report on advertisement revenue to justify the decision to expand the advertising department at the expense of existing employees.
- Devote to charting a healthy and sustainable path for Daily Kos and staff by:
 - submitting a public statement to the organization by March 10, 2023, that future reductions in force (RIF) will come as a last resort cost-saving measure;
 - entrusting the expertise of current staff for projects which currently require outsourcing,
 - making a commitment to the Guild to cut back on unnecessary consultant and outsourcing costs;
 - submitting a signed statement to the Guild by March 10, 2023 noting your commitment to bargaining in good faith toward our first CBA;
 - commit to a deadline of June 1, 2023, for negotiating the terms of the CBA.
- Embody Daily Kos' commitment to being a multi-racial organization dedicated to promoting equity and inclusion by:
 - changing standard processes for evaluations, promotions, and how layoffs are considered to create and maintain a culture of diversity and inclusion;

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- allowing the Daily Kos Equity Council to send one or both of its elected co-chairs to at least one meeting of the Steering Committee per month;
 - submitting to the Guild, no later than March 10, 2023, DKM's plan to continue coverage of issues that impact vulnerable communities in the absence of writers and campaigners whose focus was to cover those issues.
- Take accountability for the state of Daily Kos' financial crisis and the decisions that led to and resulted in a reduction in force by:
 - making a public commitment to Guild members by March 10, 2023 to improve the financial health of the organization without opting for additional layoffs;
 - communicating to all Daily Kos employees your detailed plan to reach and maintain financial solvency after the reduction in force, again no later than March 10, 2023;
 - disclosing to the Guild the total (but anonymized) personnel cost savings achieved by DKM, including salary and/or benefit reduction totals, by March 10, 2023.

COMMENTS:

We look forward to Will's good progress and reports. If Will is unable to meet a deadline, goal, or other terms specified in the plan as written, the Guild requests notification by email no less than 72 hours in advance. Meeting schedules should be communicated to the Guild with at least 72 hours' notice, as well.

Supervisor Initials: Daily Kos Guild

Date: 3/3/2023

Employee Initials:

Date: 3/3/2023