



**KUOW/PUGET SOUND PUBLIC RADIO
ANNUAL EEO PUBLIC FILE REPORT**

For the period commencing October 1, 2021, and ending September 30, 2022

This report lists all full-time vacancies that were filled during the reporting period for KUOW-FM (94.9 FM Seattle), KUOW (1340 AM Tumwater) and KQOW (90.3 FM Bellingham).

LIST OF POSITIONS FILLED

Job Title	Total Applicants / Interviewees	Recruitment Sources / Total Number Referred by Recruitment Source	Hiree recruitment source
Weekend Announcer/Board Operator Date filled: 10/13/2021	153 / 4	Community Sources CPB Jobline (1) Current / publicmediajobs.org Facebook Greater Public Internal candidate (2) KUOW All Staff email KUOW.org LinkedIn University of Washington website /UW Hires Word of mouth/Employee referral (1) WSBA	CPB Jobline
Salesforce Administrator Date filled: 10/25/2021	14 / 6	CPB Jobline Craigslist Facebook Greater Public Idealist.org (1) Internal candidate (1) KUOW All Staff email KUOW.org	Internal candidate

		LinkedIn (3) Twitter University of Washington website /UW Hires (1)	
Membership Operations Manager Date filled: 10/27/2021	8 / 4	AFP Advancement NW ColorsCareers.com CPB Jobline Facebook Greater Public Idealist.org Internal candidate (1) KUOW All Staff email KUOW Slack #allstaff channel KUOW.org LinkedIn Twitter University of Washington website /UW Hires (3)	Internal candidate
Show Host, Midday Date filled: 11/09/2021	29 / 10	AAJA ColorsCareers.com CPB Jobline (2) Current / publicmediajobs.org Facebook Greater Public Internal candidate (3) KUOW All Staff email KUOW Slack #allstaff channel KUOW.org LinkedIn NABJ (1) Twitter University of Washington website /UW Hires Word of mouth/Employee referral (4)	Employee referral
Business Support Associate Account Rep	7 / 4	AFP Advancement NW	UW Hires

Date filled: 11/12/2021		ColorsCareers.com CPB Jobline Facebook Greater Public Idealist.org KUOW All Staff email KUOW Slack #allstaff channel KUOW.org LinkedIn Twitter University of Washington website /UW Hires (4)	
Relationship Officer, Mid Donors Date filled: 11/15/2021	19 / 8	AFP Advancement NW ColorsCareers.com CPB Jobline Facebook Greater Public Idealist.org KUOW All Staff email KUOW Slack #allstaff channel KUOW.org LinkedIn Twitter University of Washington website /UW Hires (8)	UW Hires
Supervising Producer (SoundSide) Date filled: 12/10/2021	25 / 5	AAJA ColorsCareers.com Community Sources CPB Jobline (1) Current / publicmediajobs.org Facebook Indeed.com (2) Journalism Jobs KUOW All Staff email (1)	Internal candidate

		KUOW Slack #allstaff channel KUOW.org LinkedIn NABJ NAHJ PMBA PMJA Twitter University of Washington website /UW Hires Word of mouth/Employee referral (1)	
Salesforce Marketing Cloud Admin Date filled: 01/03/2022	5 / 2	Current / publicmediajobs.org DiversityEmployers.com Facebook Greater Public Google Search (1) Idealist.org KUOW All Staff email KUOW Slack #allstaff channel KUOW.org LinkedIn (1) Twitter University of Washington website /UW Hires	Google Search
Podcast Producer Date filled: 01/07/2022	121 / 7	AAJA Air Media (1) ColorsCareers.com Community Sources CPB Jobline Current / publicmediajobs.org Facebook Greater Public Internal candidate (2) KUOW All Staff email	Employee referral

		KUOW Slack #allstaff channel KUOW.org LinkedIn Twitter University of Washington website /UW Hires Word of mouth/Employee referral (4)	
Editor Date filled: 01/31/2022	110 / 5	Community Sources Consultant/recruiter referral (2) Current / publicmediajobs.org DiversityEmployers.com Facebook Internal candidate (1) Journalism Jobs KUOW All Staff email KUOW Slack #allstaff channel KUOW.org LinkedIn NABJ NAHJ NAJA Twitter University of Washington website /UW Hires Word of mouth/Employee referral (2)	Consultant / recruiter referral
Project & Production Officer Date filled: 02/07/2022	57 / 11	AFP Advancement NW ColorsCareers.com CPB Jobline Facebook Greater Public Idealist.org KUOW All Staff email KUOW Slack #allstaff channel	UW Hires

		KUOW.org LinkedIn Twitter University of Washington website /UW Hires (11)	
Product Manager, Digital Media Date filled: 02/22/2022	14 / 5	ColorsCareers.com Community Sources CPB Jobline Facebook Greater Public Idealist.org Internal candidate (1) KUOW All Staff email KUOW.org (1) LinkedIn (3) Twitter University of Washington website /UW Hires	Internal candidate
Reporter Date filled: 03/16/2022	97 / 4	AAJA ColorsCareers.com Community Sources CPB Jobline (1) Current / publicmediajobs.org Facebook Greater Public Idealist.org Internal candidate (1) Journalism Jobs KUOW All Staff email KUOW Slack #allstaff channel KUOW.org LinkedIn NABJ NAHJ	Internal candidate

		PMJA Twitter University of Washington website /UW Hires Word of mouth/Employee referral (2)	
Program Coordinator Date filled: 03/16/2022	5 / 4	CPB Jobline Craigslist (1) Facebook Greater Public Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn Twitter University of Washington website /UW Hires (2)	Internal candidate
RadioActive Program Producer Date filled: 03/28/2022	27 / 12	AAJA Air Media (1) Community Sources Consultant / recruiter referral (2) CPB Jobline (1) Current / publicmediajobs.org DisabilityConnect.com DiversityEmployers.com Facebook Greater Public Idealist.org (1) Journalism Jobs (1) JournalismNext.com KUOW All Staff email KUOW Slack #allstaff channel KUOW.org (2) LinkedIn (1) NABJ	Employee referral

		NAHJ (1) NAJA NLGJA Twitter University of Washington website /UW Hires Word of mouth/Employee referral (2)	
Online Editor/Producer Date filled: 04/01/2022	61 /	Air Media Community Sources CPB Jobline DiversityEmployers.com Facebook Greater Public Idealist.org KUOW All Staff email KUOW.org (1) LinkedIn Twitter University of Washington website /UW Hires	KUOW.org
Producer Date filled: 04/01/2022	26 / 3	AAJA Community Sources CPB Jobline Facebook Greater Public JournalismNext.com KUOW All Staff email KUOW.org (1) LinkedIn NABJ Twitter (1) University of Washington website /UW Hires VeteransConnect.com Word of mouth/Employee referral (1)	Employee referral

<p>Membership Services Program Coordinator Date filled: 04/12/2022</p>	<p>14 / 5</p>	<p>AFP Advancement NW ColorsCareers.com Community Sources CPB Jobline Facebook Greater Public Idealist.org Indeed.com (1) Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn (1) Twitter University of Washington website /UW Hires (2)</p>	<p>LinkedIn</p>
<p>Digital Community Outreach Coordinator Date filled: 04/13/2022</p>	<p>23 / 9</p>	<p>AAJA ColorsCareers.com Community Sources CPB Jobline DiversityEmployers.com Facebook Greater Public Idealist.org Journalism Jobs JournalismNext.com KUOW All Staff email KUOW Slack #allstaff channel KUOW.org (2) LinkedIn (3) NABJ NAHJ NAJA NLGJA</p>	<p>LinkedIn</p>

		<p>Twitter</p> <p>University of Washington website /UW Hires (2)</p> <p>Word of mouth/Employee referral (2)</p>	
<p>Community Outreach Coordinator</p> <p>Date filled: 04/19/2022</p>	57 / 12	<p>AAJA</p> <p>Community Sources</p> <p>CPB Jobline</p> <p>Current / publicmediajobs.org</p> <p>DiversityEmployers.com</p> <p>Facebook</p> <p>Greater Public</p> <p>Idealist.org</p> <p>Journalism Jobs</p> <p>JournalismNext.com</p> <p>KUOW All Staff email</p> <p>KUOW.org</p> <p>LinkedIn (4)</p> <p>NABJ</p> <p>NAHJ</p> <p>Twitter</p> <p>University of Washington website /UW Hires (5)</p> <p>Word of mouth/Employee referral (3)</p>	Employee referral
<p>PM, Admin Operations & Culture</p> <p>Date filled: 04/25/2022</p>	409 / 14	<p>Community Sources</p> <p>CPB Jobline</p> <p>DiversityEmployers.com</p> <p>Facebook</p> <p>Greater Public</p> <p>Idealist.org (1)</p> <p>Internal candidate (1)</p> <p>KUOW All Staff email</p> <p>KUOW.org (1)</p> <p>LinkedIn (1)</p> <p>Twitter</p>	UW Hires

		University of Washington website /UW Hires (10)	
Board Engagement Officer 2 Date filled: 05/02/2022	43 / 9	Community Sources CPB Jobline Facebook Greater Public Idealist.org (1) Indeed.com (1) Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn (3) Twitter University of Washington website /UW Hires (3)	Internal candidate
Board Engagement Officer Date filled: 05/16/2022	43 / 9	Community Sources CPB Jobline Facebook Greater Public Idealist.org (1) Indeed.com (1) Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn (3) Twitter University of Washington website /UW Hires (3)	LinkedIn
Digital Fundraising Officer Date filled: 06/07/2022	15 / 5	AFP Advancement NW ColorsCareers.com Community Sources CPB Jobline Current / publicmediajobs.org Facebook Greater Public	UW Hires

		Idealist.org (3) KUOW All Staff email KUOW Slack #allstaff channel KUOW.org LinkedIn (1) Twitter University of Washington website /UW Hires (1)	
Arts Reporter Date filled: 06/21/2022	58 / 5	AAJA ColorsCareers.com Community Sources CPB Jobline Facebook Greater Public Internal candidate (1) Journalism Jobs KUOW All Staff email KUOW Slack #allstaff channel KUOW.org LinkedIn NABJ NAHJ Twitter University of Washington website /UW Hires (2) Word of mouth/Employee referral (2)	Employee referral
Relationship Officer, Major Donors Date filled: 06/27/2022	28 / 9	AFP Advancement NW ColorsCareers.com Community Sources CPB Jobline Facebook Greater Public Idealist.org Indeed.com (1)	KUOW.org

		KUOW All Staff email KUOW Slack #allstaff channel KUOW.org (3) LinkedIn (1) Twitter University of Washington website /UW Hires (4)	
Relationship Officer, Planned Giving Date filled: 06/27/2022	45 /	AFP Advancement NW ColorsCareers.com Community Sources CPB Jobline Facebook Greater Public Idealist.org Indeed.com KUOW All Staff email KUOW.org LinkedIn Twitter University of Washington website /UW Hires (1)	UW Hires
Institutional Giving Officer Date filled: 07/11/2022	22 /	AFP Advancement NW ColorsCareers.com Facebook Greater Public Idealist.org KUOW All Staff email KUOW Slack #allstaff channel KUOW.org LinkedIn Twitter University of Washington website /UW Hires (1)	UW Hires
Assistant News Director Date filled: 09/01/2022	36 / 3	AAJA Air Media	Internal candidate

		<p>ColorsCareers.com Community Sources CPB Jobline Current / publicmediajobs.org (1) Facebook Greater Public Indeed.com Internal candidate (1) Journalism Jobs KUOW All Staff email KUOW.org LinkedIn NABJ NAHJ PMJA Twitter University of Washington website /UW Hires Word of mouth/Employee referral (1) WSBA</p>	
<p>Podcast Producer Date filled: 09/26/2022</p>	<p>101 / 6</p>	<p>AAJA Community Sources CPB Jobline Current / publicmediajobs.org DisabilityConnect.com DiversityEmployers.com Facebook Greater Public Indeed.com Internal candidate (2) Journalism Jobs KUOW All Staff email KUOW.org</p>	<p>Employee referral</p>

		LinkedIn (1) NABJ NAHJ NAJA Twitter University of Washington website /UW Hires (2) Word of mouth/Employee referral (1)	
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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Applications during the Reporting Period: 1629

Total Number of Persons Interviewed during the Reporting Period: 174

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
UW Hires website	62
Word of mouth/Employee referral	26
LinkedIn	23
Internal candidate	21
KUOW.org	11
Idealist.org	7
CPB Jobline	6
Indeed.com	5
Consultant / recruiter referral	4
Air Media	2
Craigslist	1
Current / publicmediajobs.org	1
Craigslist	1
Google Search	1
Journalism Jobs	1
NABJ	1
NAHJ	1
Twitter	1

RECRUITING SOURCES USED

On our website (kuow.org/careers) we provide an opportunity for organizations to be added to our job opening mailing list. Those that have requested this notification are marked with the symbol * and have been notified of all openings since they made that request.

Referral Source	Contact	Contact Information
AFP Advancement NW		https://afpadvancementnw.org/ 360.734.3166 office@afpadvancementnw.org
Air Media		https://airmedia.org/ 617.825.4400
AllDiversity.com		https://alldiversity.com/ 973.992.7311
American Association for Access Equity and Diversity (AAAED)		https://affirmativeaction-jobs.careerwebsite.com/ 202.349.9855
* Annex Theater	Stephen McCandless	206.728.0933 Stephen.mccandless@annextheatre.org
Asian American Journalists Association		http://www.aaja.org 415.346.2051
Association of LGBTQ Journalists (NLGJA)		https://www.nlgja.org/ info@nlgja.org
ColorsCareers.com		https://www.colorscares.com/ 206.683.6550
Corporation for Public Broadcasting (CPB) Jobline		www.cpb.org/jobline 202.879.9600 jobline@cpb.org
Current Public Media Jobs		https://jobs.current.org/ 202.885.6412
Disabilityconnect.com		https://disabilityconnect.com/ 973.992.7311
Diversity Employers (Diversity Recruitment Partners)		www.diversityemployers.com 281.265.2472 pres@diversityemployers.com
* Evergreen State College		360.867.6000

		seo@evergreen.edu jobline@evergreen.edu
Facebook		www.facebook.com/kuowpublicradio/
Greater Public		https://www.greaterpublic.org/jobs/ 800.454.2314
HispanicDiversity.com		https://hispanicdiversity.com/ 973.992.7311
HispanicToday.com		https://hispanic-today.com/
Idealist		https://www.idealists.org support@idealists.org
Indeed		www.indeed.com
Investigative Reporters and Editors (IRE)		https://www.ire.org/find-a-job/ 573.882.2042 info@ire.org
Journalism Jobs		www.journalismjobs.com 510.653.1521
Journalism Next		https://www.journalismnext.com/ 703.629.0178
* KAOS – Olympia Community Radio	Ruth Brownstein	360.867.6888 brownst@evergreen.edu
* KBCS 91.3		425.564.2427 office@kbcs.fm
* KEXP 90.3	Michelle Myers	206.520.5800 michelem@kexp.org
KUOW website		https://kuow.org/careers 206.543.2710
KUOW All Staff email		internal all KUOW staff email
KUOW #allstaff Slack channel		Internal all KUOW staff Slack channel
LinkedIn		www.linkedin.com/company/kuow-public-radio
*LDS Church – Bellevue Washington South Stake	Steve Olson	stevengolson@gmail.com
National Association of Asian American Professionals (NAAAP)		https://jobs.naaap.org/
National Association of Black Journalists (NABJ)		www.nabj.org 301.405.0248
National Association of Hispanic Journalists		www.nahj.org
Native American Journalists Association		www.naja.com

OutandEqual.com		https://outandequal.com/ 973.992.7311
Public Media Business Association (PMBA)		https://www.pmbaonline.org/industry-jobs 240.844.3600
Public Media Journalists Association (PMJA)		https://www.pmja.org/
Public Radio Association of Development Officers (PRADO) listserve		Managed listserve www.pradoweb.org prado-request@listserv.syr.edu
*Seattle Central College	Lisa Sandoval	206.934.5575 lisa.sandoval@seattlecolleges.edu
Seattle Times online/ NW Jobs		https://jobs.seattletimes.com 206.624.7355
*The Washington Bus		fellowship@washingtonbus.org
Twitter		@KUOW
University of Washington (UW) Hires website	Joanie Moran	https://hr.uw.edu/jobs/ 206.543.2544
*UW History Fellows/Undergraduate Advising		histadv@uw.edu
Veterans Connect		https://veteransconnect.com/ 973.992.7311
Washington State Association of Broadcasters (WSBA)		https://wsab.org/ 360.705.0774

PRONG 2 - NOTICE OF FULL-TIME VACANCIES TO REQUESTING ORGANIZATIONS

KUOW has invited organizations and community groups to be notified of all full-time vacancies via annual on-air announcements and a permanent notice posted on the station's website.

Community Sources Requesting Job Opening Notifications (full contact details in table above):

- Annex Theater
- Evergreen State College
- KAOS – Olympia Community Radio
- KBCS 91.3
- KEXP 90.3

- LDS Church – Bellevue Washington South Stake
- Seattle Central College
- The Washington Bus
- UW History Fellows/Undergraduate Advising

PRONG 3 – Participation in longer-term recruitment initiatives, such as job fairs, scholarship and internship programs, and community events designed to inform the public of employment opportunities in broadcasting.

1. KUOW Broadcast

The station aired messages during its daily broadcast about job openings and directed interested persons to the station website during the months of August and September 2022.

2. Establishment of an internship program

RadioActive Youth Media

The RadioActive Youth Media program was established by KUOW to become a place where youth discover public radio journalism and gain the tools they need to make their own stories. RadioActive’s flagship ‘Intro to Journalism’ workshops guide high school age youth with no journalism experience through the process of making professional-quality stories about their lives and communities. In so doing, they build critical communications and media literacy skills as well as self-confidence, curiosity, and leadership.

RadioActive also provides ongoing leadership development for Intro Workshop graduates and typically reaches between 400-800 young people each year through community programming: mobile and pop-up journalism discovery workshops in schools and community centers around the region. Pop-up workshops serve marginalized youth, including incarcerated youth, migrant worker youth and refugees. All RadioActive workshops are offered free of charge, and youth who complete the Intro Workshop and Advanced Producer Workshop are paid for their work. Advanced Producers have opportunities to earn ongoing payments through leadership and production work.

Introduction to Journalism Workshops

- The workshop is open to youth ages 15-18 via a competitive application process. It is currently offered once a year, in the summer.
- Participants learn radio production and journalism skills, and produce original content for kuow.org and 94.9 FM.
- In summer 2022 the workshop met online, 5 days a week for 1 week, with an additional online orientation, supplemental at-home work and optional drop-in meetings. Equipment and materials were provided. Participants earned \$250 for successfully completing the workshop.

Advanced Producer Programming

- Advanced Producers are youth who have graduated from a RadioActive Introduction to Journalism workshop. There is no upper limit to the age of these participants.
- The Advanced Producer workshop meets regularly from January to May. Participants must apply and be accepted into the workshop. For successfully completing the workshop, they receive \$1,200. There are two production tracks: news and creative audio production. In each track, participants learn advanced skills and produce original content for kuow.org and 94.9 FM, as well as RadioActive’s social media channels.
- Additional paid production opportunities are made available to Advanced Producers by application throughout the year. During the reporting period these included hosting and producing an on-air showcase for 94.9 FM, collecting interviews for 94.9 FM and KUOW podcasts, and co-reporting stories for kuow.org and 94.9 FM with KUOW journalists.
- Advanced Producers are also paid to lead outreach events and mobile workshops; to mentor students in Intro to Journalism workshops; and to support strategic planning, decision-making, and hiring processes at RadioActive.
- Additional unpaid learning opportunities are open to Advanced Producers throughout the year. During the reporting period these included a regular speaker series, listening sessions, and the chance to shadow KUOW reporters.

During the reporting period RadioActive held one Introduction to Journalism workshop and two Advanced Producer workshops, provided seven additional paid production opportunities and three additional unpaid learning opportunities.

Session	Students	Dates	Location	Curriculum
Advanced Producer Workshop Winter/Spring 2022	12	January-May 2022	Hybrid (online + KUOW)	Advanced skill building in news reporting, narrative audio storytelling, podcast production, and journalism. Production of feature stories, narrative stories, podcasts.
Intro to Journalism Summer 2022	17	June-July 2022	Hybrid (online + KUOW)	Intro to journalism, media representation and journalism ethics, audio recording, audio editing, interviewing, writing for broadcast and speaking on the air. Production of audio profile stories.
Paid production opportunities for Advanced Producers	22	Year-round	Hybrid (online + KUOW)	Hosting and producing an on-air showcase, collecting recorded interviews, voicing on-air promos, co-reporting stories with KUOW journalists, producing podcast and feature stories.
Unpaid learning opportunities for Advanced Producers	10	Year-round	Hybrid (online + remote)	Speaker series, job shadows.

Mobile and Pop-up Workshops

The RadioActive team offers skill-building workshops on interviewing, writing for radio, media literacy, and storytelling. These workshops are offered in schools and community centers throughout the year (the individual workshops are captured in the “events or programs relating to career opportunities sponsored by educational institutions” list below).

Pop-up workshops are story production workshops for under-served communities that last from one day to several weeks. During the reporting period KUOW offered these pop-up workshops:

- King County’s Children and Family Justice Center – April 2022 – 6 youth**
 RadioActive offered a three-day workshop for youth who are incarcerated at the King County Juvenile Detention Center. In this workshop, students conducted and recorded audio interviews, then helped shape those into short podcasts.
- DO-IT (Disabilities, Opportunities, Internetworking, and Technology)- July 2022-8 youth**
 RadioActive offered a two-week workshop for youth who attend the DO-IT program. The DO-IT program creates opportunities and successful participation of youth and young adults who identify as having Disabilities looking to pursue academics and careers in the field of S.T.E.M. In our two-week workshop youth learned how to structure stories, listened to other youth-produced radio pieces and learned the basics of digital audio recording. They were taught by peer mentors and Advanced Producers.

3. Participation in events or programs relating to career opportunities sponsored by educational institutions

Date	Organization	Description	Staff	# Participants
10/22/2021	MAPS Youth Career Night	Career tabling and presentation for Muslim Students in the biggest Mosque in Washington State	RadioActive Staff	
12/13/2021	Muslim Community Association	Virtual mobile storytelling workshop for youth and adults in a Muslim community organization	RadioActive Staff	
05/06/2022	Global Visionaries	Storytelling workshop for youth who participated in travels to Guatemala through Global Visionaries	RadioActive Staff	25
06/30/2022	Non-Accepted Students (in- person)	Storytelling Workshop for students who applied and weren’t selected for this year’s summer Intro Workshop.	RadioActive Staff	4
6/30/2022	Non-Accepted Students (Virtual)	Storytelling Workshop for students who applied and weren’t selected for this year’s summer Intro Workshop.	RadioActive Staff	1
7/20/2022	DO-IT	Two-week workshop for students in UW’s DO-IT program for students with disabilities	RadioActive Staff	8
8/17/2022	Global Visionaries	Storytelling workshop for youth who participated in travels to Guatemala through Global Visionaries	RadioActive Staff	17
8/18/2022	Global Visionaries	Storytelling workshop for youth who participated in travels to Guatemala through Global Visionaries	RadioActive Staff	22
9/19/2022	FIUTS	Storytelling Workshop for students who have traveled to the United States through the <i>Foundation for International Understanding Through Students</i>	RadioActive Staff	12

10/07/2022	WJEA: J Day Journalism Day	2 session storytelling workshops for youth who participated in WJEA: Journalism Day	RadioActive Staff	35
10/12/2022	FIUTS	Storytelling Workshop for students who have traveled to the United States through the <i>Foundation for International Understanding Through Students</i>	RadioActive Staff	17
11/9/2022	FIUTS	Storytelling Workshop for students who have traveled to the United States through the <i>Foundation for International Understanding Through Students</i>	RadioActive Staff	22
11/18/2022	MAPS Youth Career Night	Career tabling and presentation for Muslim Students in the biggest Mosque in Washington State	RadioActive Staff	
12/14/2022	Kentridge High School College and Career Fair	Career and tabling event for students at Kentridge High school	RadioActive Staff	

Note about participant numbers: If a box is blank, it is because either the event was a tabling event in which hundreds of students stopped by for a short-term interaction, or because it was a pre-recorded virtual event promoted to a large audience. In either case, we do not have an exact participant count for that event.
