



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

For the period commencing October 1, 2024, and ending September 30, 2025

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
Graphic Designer Date filled: 11/19/2024	63 / 3 63 / 3	Community Sources CPB job line Facebook Greater Public Handshake Idealist.org Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn (1) University of Washington website /UW Hires (1)	Internal candidate
General Assignment Reporter Date filled: 11/20/2023	61 / 10	Community Sources CPB job line (1) Facebook Greater Public Handshake Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn	Internal candidate

		University of Washington website /UW Hires (3) Word of mouth/Employee referral (5)	
	12 / 3	Community Sources CPB job line Facebook (1) Greater Public Handshake Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn University of Washington website /UW Hires (1)	Internal candidate
IT Systems Technician Date filled: 01/16/2025	75 / 3	Community Sources CPB job line Facebook Greater Public Handshake Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn (1) University of Washington website /UW Hires (1)	Internal candidate
Revenue Accountant Date filled: 02/12/2025	30 / 8	Community Sources CPB job line Facebook Greater Public Handshake Idealist.org (1) KUOW All Staff email KUOW.org LinkedIn (2) University of Washington website /UW Hires (5)	UW Hires

Podcast Producer 3 Date filled: 03/15/2024	70 / 10	BlueSky Community Sources CPB job line Facebook Greater Public Handshake Internal candidate (2) KUOW All Staff email KUOW.org (2) LinkedIn (3) University of Washington website /UW Hires Word of mouth/Employee referral (3)	Internal candidate
Soundside Producer Date filled: 04/16/2025	72 / 11	BlueSky Community Sources CPB job line Facebook Greater Public Handshake Indeed.com (1) KUOW All Staff email KUOW.org (2) LinkedIn (2) University of Washington website /UW Hires Word of mouth/Employee referral (6)	Employee referral
Broadcast Technician 2 Date filled: 04/17/2025	52 / 4	BlueSky Community Sources CPB job line Facebook Greater Public Handshake Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn (2)	UW Hires

		University of Washington website /UW Hires (1)	
Online Managing Editor Date filled: 05/07/2025	34 / 6	BlueSky Community Sources CPB job line (1) Facebook Greater Public Handshake Internal candidate (3) KUOW All Staff email KUOW.org LinkedIn (1) University of Washington website /UW Hires (1)	Internal candidate
Managing Editor Date filled: 05/08/2025	16 / 4	BlueSky Community Sources CPB job line Facebook Greater Public Handshake Indeed.com (1) Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn (1) University of Washington website /UW Hires (1)	Internal candidate
Producer 2 Soundside Date filled: 05/21/2025	42 / 7	BlueSky Community Sources CPB job line Facebook Greater Public Handshake Internal candidate (1) KUOW All Staff email	Employee referral

		KUOW.org (2) LinkedIn (2) University of Washington website /UW Hires (1) Word of mouth/Employee referral (1)	
Documentary Producer Date filled: 07/09/2025	10 / 3	BlueSky Community Sources CPB job line Facebook Greater Public Handshake Internal candidate (1) KUOW All Staff email KUOW.org (1) LinkedIn University of Washington website /UW Hires (1)	Internal candidate
Business Support Associate Date filled: 07/09/2025	74 / 5	BlueSky Community Sources CPB job line Facebook Greater Public Handshake Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn University of Washington website /UW Hires (3) Word of mouth/Employee referral (1)	Employee referral
Producer/Announcer Date filled: 08/29/2025	32 / 4	BlueSky Community Sources CPB job line Facebook Greater Public	UW Hires

		Handshake Internal candidate (1) KUOW All Staff email KUOW.org (2) LinkedIn University of Washington website /UW Hires (1)	
Producer, Seattle Now Date filled: 09/15/2025	54 / 12	BlueSky (1) Community Sources CPB Job line Facebook Greater Public Handshake Internal candidate (1) KUOW All Staff email KUOW.org (3) LinkedIn University of Washington website /UW Hires (4) Word of mouth/Employee referral (3)	Internal candidate

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Applications during the Reporting Period: 697

Total Number of Persons Interviewed during the Reporting Period: 93

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
University of Washington website /UW Hires	24
Word of mouth/Employee referral	19
Internal candidate	16

LinkedIn	15
KUOW.org	12
CPB Jobline	2
Indeed.com	2
BlueSky	1
Facebook	1
Idealist.org	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
* Annex Theater	Stephen McCandless	206.728.0933 Stephen.mccandless@annextheatre.org
Bluesky		https://bsky.app/profile/kuow.org
Corporation for Public Broadcasting (CPB) job line		www.cpb.org/jobline 202.879.9600 jobline@cpb.org
Current Public Media Jobs		https://jobs.current.org/ 202.885.6412
* 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
Handshake		https://joinhandshake.com/
Idealist		https://www.idealistsupport.org support@idealist.org
Indeed		www.indeed.com
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@kbcf.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
LinkedIn		www.linkedin.com/company/kuow-public-radio
*LDS Church – Bellevue Washington South Stake	Steve Olson	stevengolson@gmail.com
Public Media Journalists Association (PMJA)		https://www.pmja.org/
*Seattle Central College	Lisa Sandoval	206.934.5575 lisa.sandoval@seattlecolleges.edu
*The Washington Bus		fellowship@washingtonbus.org
Think Public Media		https://www.thinkpublicmedia.org/ 202.513.3365
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

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. Participation in Job Fairs

KUOW staff members participated in the following virtual career fairs during the reporting period.

- Virtual Public Media Career Fair 4/2/2025
- UW Seattle Communication Leadership Program Career Fair 4/17/2025

2. 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 2024.

Prong 4 - Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

KUOW staff are employees of the University of Washington. The University of Washington and KUOW are committed to full and positive compliance with all applicable federal, state and University of Washington laws and policies regarding discrimination on the basis of race, color, creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, or veteran status.

KUOW's Racial Equity Team (RET) is an advisory body to the Office of the President & General Manager and the executive leadership team.

The leadership of the RET identifies best practices, attends conferences and training, and brings this knowledge back to KUOW leadership.

All staff and board members complete our *Leading with a Racial Equity Lens for Organizational Transformation* training, with more continuous trainings offered throughout the year including sessions on implicit bias, managing for a diverse workplace and cultural competence.

Prong 4 - Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Details of trainings provided in between October 2024 through September 2025 are listed below:

Date	Description	Participants
9/10/2024	Dr. Michelle Majors - Grace 101: Foundations of Connection and Communication	All Staff
11/12/2024	Dr. Michelle Majors -Conflict at Work: Grace Your Way to Resolution	All Staff
11/19/2024	ADA Training with Bree Callahan	All Staff
2/11/2025	Black History Month with Christopher Tounsel	All Staff
3/11/2025	Dr. Majors - Communicating Across Differences	All Staff
4/22/2025	Brave Space - Sharing Feedback	All Staff
5/7/2025	Supervisors Training - Level Up Series: Leading Through Change and Uncertainty	Supervisors, Managers, Directors
5/13/2025	Training with Dr. Majors	All Staff
6/10/2025	Dr. Travis Wright: Talk and History of Juneteenth	All Staff
7/23/2025	Scott Winn & Benita Horn Training - Managers Level Up - Building Skill to Lead with Racial Equity During Turbulent Times	Supervisors, Managers, Directors