



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

For the period commencing October 1, 2023, and ending September 30, 2024

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
Producer 3 - Talk Show Date filled: 11/13/2023	49 / 4	AAJA ColorsCareers.com Consultant / recruiter referral (1) CPB Jobline Current / publicmediajobs.org Facebook Handshake Internal candidate (1) Journalism Jobs KUOW All Staff email KUOW.org LinkedIn (2) NABJ University of Washington website /UW Hires	Internal candidate
Producer/Announcer Date filled: 02/14/2024	19 / 3	ColorsCareers.com CPB Jobline Current / publicmediajobs.org Facebook Greater Public Handshake	Internal candidate

		Internal candidate (2) KUOW All Staff email KUOW.org (1) LinkedIn University of Washington website /UW Hires	
HR Business Partner Date filled: 03/18/2024	53 / 6	CPB Jobline DiversityEmployers.com Facebook Handshake Idealist.org Internal candidate (1) KUOW All Staff email KUOW.org LinkedIn University of Washington website /UW Hires (5)	Internal candidate
Marketing Associate Date filled: 4/8/2024	259 / 6	Community Sources CPB Jobline Facebook Greater Public Idealist.org KUOW All Staff email KUOW.org LinkedIn (2) University of Washington website /UW Hires (4)	UW Hires
Database Coordinator Date filled: 05/08/2024	23 / 4	Facebook Indeed.com (1) KUOW All Staff email KUOW.org LinkedIn (1) University of Washington website /UW Hires (2)	UW Hires
Budget/Fiscal Unit Supervisor Date filled: 05/29/2024	15 / 6	CPB Jobline Facebook	UW Hires

		Idealist.org KUOW All Staff email KUOW.org LinkedIn University of Washington website /UW Hires (5) Word of mouth/Employee referral (1)	
Business Support Account Manager Date filled: 06/14/2024	29 / 6	Community Sources CPB Jobline Facebook Greater Public Handshake Idealist.org (1) KUOW All Staff email KUOW.org LinkedIn University of Washington website /UW Hires (4) Word of mouth/Employee referral (1)	Employee referral
Salesforce Administrator Date filled: 08/27/2024	80 / 4	Community Sources CPB Jobline Facebook Greater Public Idealist.org (1) KUOW All Staff email KUOW.org LinkedIn (3) University of Washington website /UW Hires	Idealist.org
News Director Date filled: 08/20/2024	25 / 9	Community Sources CPB Jobline Current / publicmediajobs.org Facebook Greater Public Handshake	Internal candidate

		Internal candidate (2) JournalismNext.com KUOW All Staff email KUOW.org LinkedIn (3) NABJ NAHJ University of Washington website /UW Hires (2) Word of mouth/Employee referral (2)	
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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Applications during the Reporting Period: 810
 Total Number of Persons Interviewed during the Reporting Period: 162

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
University of Washington website /UW Hires	22
LinkedIn	11
Internal candidate	6
Word of mouth/Employee referral	4
Idealist.org	2
Consultant / recruiter referral	1
KUOW.org	1
Indeed.com	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
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AFP Advancement NW		https://afpadvancementnw.org/ 360.734.3166 office@afpadvancementnw.org
Air Media		https://airmedia.org/ 617.825.4400
* Annex Theater	Stephen McCandless	206.728.0933 Stephen.mccandless@annextheatre.org
Asian American Journalists Association		http://www.aaja.org 415.346.2051
Association for Women in Communications		https://womcom.org/ 417.409.2492
Campbell & Company		https://www.campbellcompany.com/ 877.957.0000
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
Education Writers Association		https://ewa.org/ 202.452.9830
* 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.idealists.org support@idealists.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@kbcfs.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 Black Journalists (NABJ)		www.nabj.org 301.405.0248
National Association of Hispanic Journalists		www.nahj.org
Native American Journalists Association		www.naja.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
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. Participation in Job Fairs

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

- UW Virtual Career Fair on 4/25/2024
- Virtual Public Media Career Fair 3/19/2024

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.

3. 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.

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.
- In spring 2024 RadioActive also supported three students to produce feature radio stories through an independent study project. Youth were paid for their work, and all three stories aired on KUOW 94.9 FM.
- Additional paid production opportunities are made available to Advanced Producers by application throughout the year. During the reporting period these included hosting and producing two on-air showcases 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, including speakers and job shadows.
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4. Participation in events or programs relating to career opportunities sponsored by educational institutions

Date	Organization	Description	Staff	# Participants
11/17-11/19 2023	PBS Newshour /KUOW	As part of a partnership between RadioActive and PBS Newshour’s Student Reporting Labs . This workshop was to train the student hosts of their upcoming podcast season .	RadioActive Staff	35
11/17/202	MAPS Youth Career Night	Career tabling and presentation for Muslim Students in the biggest Mosque in Washington State	RadioActive Staff	

11/28/23	University of Washington	Foundations of Audio Storytelling class visit to KUOW for a tour and chat with journalists.		
1/17/24	Foundation for International Understanding Through Students (FIUTS)	Workshop for students and staff from the Foundation for International Understanding Through Students (FIUTS)	RadioActive Staff	
2/2/24	University of Washington	UW annual career fair hosted by UW Communication Leadership Master's Program.	RadioActive Staff	
3/23/24	Teen Action Fair	Teen Action Fair. Run by the Bill and Melinda Gates Foundation Youth Ambassador Program. Every year they put on a Teen Action Fair to give youth an opportunity to learn about local organizations that they can be a part of.	RadioActive Staff	35
5/3/24	UW Bothell	The group is a part of UWave Radio from the University of Washington, Bothell for the 2023-2024 academic year. UWave Radio is UWB's student-run on-campus radio station that provides access for students to gain professional, hands-on experience with radio and podcasting.	RadioActive Staff	40
5/23/24	University of Washington	Foundations of Audio Storytelling class visit to KUOW for a tour and chat with journalists.	KUOW staff	15

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.

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.

Details of trainings provided in between October 2023 through September 2024 are listed below:

Date	Description	Participants
11/14/2023	Neurodiversity and Actionable Tools Facilitated by Dr Hala Annabi	All Staff & PSPR Board
12/12/2023	Active Shooter Training Facilitated by UW PD	All Staff & PSPR Board
12/12/2023	Inclusive Language at Work Facilitated by Annette Promes	All Staff & PSPR Board
1/9/2024	Leading with a Racial Equity Lens Facilitated by Scott Winn	All Staff & PSPR Board
3/12/2024	De-escalation Training #1 Facilitated by UWPD	All Staff & PSPR Board
3/19/2024	De-escalation Training #2 Facilitated by UWPD	All Staff & PSPR Board
4/8/2024	DEI Training Facilitated by Donald Young from CAAM (Center for Asian American Media)	All Staff & PSPR Board
7/10/2024	Level Up Leadership Training Facilitated by Shilpa Alimchandani and Kim Rakow	All Staff & PSPR Board
7/10/2024	Level Up Leadership Training Facilitated by Shilpa Alimchandani and Kim Rakow	All Staff & PSPR Board
7/17/2024	DEI Training Grace 101 Facilitated by Dr. Mitchell Majors	PSPR Board
9/10/24	DEI Training / Grace 101 Facilitated by Dr. Michelle Majors	All staff

