



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

For the period commencing October 1, 2025, and ending September 30, 2026

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
Campaign Strategy Manager Date filled: 12/03/2025	163/4	Facebook KUOW.org (1) LinkedIn (2) National Labor Exchange Simply Hired University of Washington jobs board Word of mouth/Employee referral (1)	Word of mouth/Employee referral
Marketing Associate Date filled: 01/02/2026	506/4	Facebook KUOW.org LinkedIn (2) Monster.com National Labor Exchange University of Washington jobs board (1) Word of mouth/Employee referral (2)	University of Washington Jobs Board / LinkedIn
State Government Reporter Date filled: 02/02/2026	52/3	BeBee Facebook GlassDoor KUOW.org (1) LinkedIn University of Washington jobs board Mediabistro National Labor Exchange Word of mouth/ Employee referral	KUOW website
Philanthropy Officer Date filled: 04/16/2026	6/2	Internal candidate (1) Jooble KUOW.org (1) Learn4good.com	Internal candidate

		LinkedIn National Labor Exchange University of Washington jobs board Word of mouth /Employee referral	
Senior Director of Development Date filled: 04/27/2026	26/3	Facebook Internal candidate (1) KUOW.org (2) The Ladders Learn4good.com LinkedIn National Labor Exchange Simply Hired University of Washington jobs board Word of mouth/Employee referral	Internal candidate
Digital Reporter Date filled: 06/15/2026	134/3	Facebook KUOW.org LinkedIn (1) Monster.com National Labor Exchange University of Washington jobs board Word of mouth/Employee referral (2)	Word of mouth
Show Host Date filled: 07/27/2026	149/8	Airmidia.org Facebook Jobleads.com KUOW.org (2) LinkedIn (2) Mediabistro.com Mypivot.work National Labor Exchange Simply Hired Spj.org University of Washington jobs board Westcoastmediajobs.substack.com Word of mouth/Employee referral (4)	Word of Mouth

Senior Editor Date filled: 08/5/2026	23/4	Internal candidate (1) KUOW.org The Ladders LinkedIn Mediabistro.com Monster.com National Labor Exchange University of Washington jobs board (3) Word of mouth/Employee referral	Internal candidate
Payroll Coordinator Date filled: 9/11/2026	143/4	Facebook KUOW.org (1) Learn4good.com LinkedIn Monster.com National Labor Exchange Simply Hired Teal University of Washington jobs board (3) Word of mouth/Employee referral	University of Washington Jobs Board

Note: Some applicants provided more than one recruitment source.

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Applications during the Reporting Period: 1202

Total Number of Persons Interviewed during the Reporting Period: 35

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons interviewed that source referred
Internal candidate	3
KUOW.org	8
LinkedIn	7
University of Washington jobs board	7
Unknown	2
Word of mouth/Employee referral	9

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 a permanent notice posted on the station's website at www.kuow.org/careers. Those that are entitled to and have requested this notification are marked with the symbol *. Note: during this reporting period, not all job openings were distributed to the * marked organizations on this list due to staffing changes at KUOW.

Recruiting Sources Used	Contact	Contact Information
Annex Theater	Stephen McCandless	206.728.0933 stephen.mccandless@annextheatre.org
Association of Independents in Radio		https://airmedia.org/jobs
BeBee		https://www.bebbee.com
*Evergreen State College	Heather Schofner	360.867.6000 seo@evergreen.edu jobline@evergreen.edu
Glassdoor		https://www.glassdoor.com
Jobleads		https://www.jobleads.com
Jooble		https://jooble.org
KBCS 91.3		425.564.2427 office@kbcfs.fm
KEXP 90.3	Michele Myers	206.520.5800 michelem@kexp.org
KUOW #allstaff Slack channel		Internal all KUOW staff Slack channel
KUOW All Staff email		internal all KUOW staff email
KUOW website		206.543.2710 https://kuow.org/careers
KUOW Facebook		https://www.facebook.com/kuowpublicradio/
KUOW LinkedIn		www.linkedin.com/company/kuow-public-radio
The Ladders		https://www.theladders.com
LDS Church – Bellevue Washington South Stake	Steve Olson	stevengolson@gmail.com

Learn4Good		https://www.learn4good.com
Media Bistro		https://www.mediabistro.com
Monster.com		https://www.monster.com/jobs
MyPivot		https://mypivot.work
National Labor Exchange		https://usnlx.com
*Renton Technical College	Lisa Sandoval	206.934.5575 lsandoval@rtc.edu
Simply Hired		https://www.simplyhired.com
Society of Professional Journalists		https://jobs.spj.org
TealHQ		https://www.tealhq.com/jobs
University of Washington Jobs Website	Joanie Moran	206.543.2544 https://www.washington.edu/jobs/
*UW History Fellows/Undergraduate Advising		histadv@uw.edu
West Coast Media Jobs		https://www.westcoastmediajobs.com

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 fair during the reporting period.

- 4/9/2026 - UW Career Virtual Communications Career Fair. Attended by KUOW's News Director and by KUOW's Chief Operating Officer.

2. Student Internship Programs

KUOW brings student interns into the station to fulfill a variety of job functions across the organization. Student internships are paid positions.

- Fall quarter 2025 (September – December)
 - 3 administrative assistant student internships through UW Work Study Program.
 - 1 public media donor engagement student internship through UW Work Study Program
- Winter quarter 2026 (January – March)
 - 2 administrative assistant student internships through UW Work Study Program
 - 1 public media donor engagement student internship through UW Work Study Program

- Spring quarter 2026 (April – June)
 - 1 ten-week journalism internship through UW Journalism & Public Interest Communications Program. KUOW screened 3 applicants, all UW students recommended by the department, and chose one who published 4 stories over the course of the program.
 - 2 administrative assistant student internships through UW Work Study Program
 - 1 public media donor engagement student internship through UW Work Study Program
 - 1 public media digital data entry internship through UW Work Study Program
- Summer quarter 2026 (July – August)
 - 1 administrative assistant student internship, as an internal hire
 - 1 public media donor engagement student internship, as an internal hire

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

KUOW invites community student organizations into the station for tours and educational talks with KUOW station staff. During the reporting period, KUOW hosted the following student-focused tours and events, which include talks from KUOW reports, podcasters, editors, producers, hosts, and community engagement staff.

Studio Tours and Visits

- 11/20/2025: UW students from *AI and Media* class, Journalism Department
- 12/5/2025: Homeschoolers from the Northshore Family partnership
- 3/20/2025: Homeschoolers from the Northshore Family partnership (a second group)
- 5/8/2026: Meridian Elementary School
- 5/26/2026: Boy Scout troupe from Kirkland ,WA
- 5/12/2026: UW graduate student visit with Chief Operating Officer
- 9/25/2026: Students and teachers from Chief Sealth International High School, Seattle WA

Events

- 10/3/2025: A KUOW On-Air Host was a Featured Presenter for the *Media Literacy and Civics* class at Tesla STEM High School in Redmond, WA
- 10/31/2025: A KUOW Contributing Editor, a Senior Online Editor/Reporter, a Newscaster, and a Board Member attended the University of Washington, Journalism and Public Interest Communication Department's Autumn Mixer

- 5/8/2026: University of Washington School of Communications, *Futures Lab: Envisioning a New Public Media System*. KUOW attendees included KUOW's Chief Revenue Officer, Director of Technology, and Director of New Content & Innovation
- 9/25/206: A KUOW On-Air Host was a Featured Presenter for the Media Literacy and Civics class at Tesla STEM High School in Redmond, WA

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 fostering an inclusive, respectful and welcoming community for all. As an equal opportunity employer, the University considers applicants for employment without regard to race, color, creed, religion, national origin, citizenship, sex, pregnancy, age, marital status, sexual orientation, gender identity or expression, genetic information, disability, or veteran status consistent with [UW Executive Order No. 81](#).

Details of Equal Employment Opportunity and Discrimination Prevention training provided from October 2025 through September 2026:

Date	Description	Participants
10/8/2025	Racial Equity Skills Lab with Scott Winn and Benita Horn	All Staff
7/2026	UW Inclusive Hiring Training	All Hiring Managers
7/2026	UW Understanding Civil Rights	All Staff
8/5/2026	DEI Lunch & Learn presentation with Sharon Nyree Williams	All Staff, PSPR Board of Directors

Details of Professional Development programs designed to enable station personnel to acquire skills that could qualify them for higher level positions from October 2025 through September 2026:

Date	Description	Participants
12/22/2025	Roth Scholarship for Professional Development for: Managerial Finance	Director of Technology
12/22/2025	Roth Scholarship for Professional Development for: Podcasting/Storytelling	Senior Online Editor/Reporter
12/22/2025	Roth Scholarship for Professional Development for: AI for Journalists	Deputy Online Managing Editor
3/17/2026	Nonprofit News Business Certificate, through City University of New York's Craig Newmark Graduate School of Journalism	Chief Revenue Officer
Ongoing	Content Department Trainings: NPR news, ProPublica, Freedom of the Press Foundation	Content Staff