

EEO Annual Report 10/01/16 to 09/30/17
KUOW/Puget Sound Public Radio Station Employment Group
KUOW-FM (94.9 FM Seattle), KUOW (1340 AM Tumwater), KQOW (90.3 FM Bellingham)

PRONG 1 – VACANCY LIST

See Recruitment Source List for recruitment source data

This report provides recruitment data collected from September 26th, 2016 through September 30th, 2017.

Position Information	Total Applicants / Total Interviewed	Recruitment Sources (RS)	RS Referring Hiree
Membership Services Manager Development Date filled: 11/3/2016	34 / 6	1-9, 15, 31-43	2
Editor Programming Date filled: 11/4/2016	30 / 3	1-8, 13, 17-20, 31-43	1
Associate Producer, RadioActive Youth Media Programming/Community Engagement Date filled: 11/15/2016	105 / 12	1-8, 10-12, 31-43	5
Major Gifts Officer Development Date filled: 12/19/2016	15 / 4	1-9, 13-15, 31-43	30
Associate Major Gifts Officer Development Date filled: 12/21/2016	51 / 10	1-9, 11, 15, 31-43	1 & 2
Managing Producer Programming Date filled: 12/27/2016	39 / 6	1-8, 11-13, 16-20, 31-43	13
Development Services Officer – Campaigns Development Date filled: 1/18/2017	34 / 7	1-9, 11, 15, 31-43	28
Photographer Digital Date filled: 4/17/2017	338 / 3	1-8, 11, 15, 17-20, 31-43	30
Major Gifts and Grants Program Coordinator Development Date filled: 5/1/2017	20 / 8	1-8, 11, 15, 31-43	2
Producer, Operations/IT Operations Date filled: 5/15/2017	53 / 4	1-9, 14, 31-43	9
Chief Content Officer Programming Date filled: 6/1/2017	19 / 8	1-8, 11-12, 16-18, 24-26, 31-43	29

Position Information	Total Applicants / Total Interviewed	Recruitment Sources (RS)	RS Referring Hiree
Membership Services Program Coordinator Development Date filled: 6/19/2017	36 / 16	1-11, 14-15, 22-23, 31-43	28
Director of Business Support Business Support Date filled: 7/17/2017	17 / 4	1-8, 10-11, 14, 16, 21-23, 31-43	1
Assistant Finance Director Finance and Administration Date filled: 8/7/2017	144 / 11	1-8, 11, 14, 22, 31-43	3
Development Services Officer - Campaigns Development Date filled: 8/14/2017	46 / 9	1-11, 31-43	14
Chief Marketing Officer Marketing Date filled: 9/11/2017	182 / 9	1-11, 14-16, 21-23, 31-43	29
Radio Producer – The Record Programming Date filled: 9/15/2017	86 / 5	1-9, 17-20, 27, 31-43	30
News Director Programming Date filled: 9/22/2017	20 / 6	1-8, 16, 24-27, 31-43	29

RECRUITMENT SOURCE LIST

RS Number	Recruitment Source Information	Source requested notification? (Yes/No)	No. of interviewees referred by RS over reporting period
1	KUOW All Staff Email	N	5
2	University of Washington UW Hires Website Joanie Moran UW HR Operations, Box 359532, Seattle, WA 98195 (206) 543-2354 www.washington.edu/admin/hr/jobs	N	26
3	KUOW Website Jenna Montgomery 4518 University Way NE, Suite 310, Seattle, WA 98105 (206) 543-2710 www.kuow.org/job-opportunities	N	2

RS Number	Recruitment Source Information	Source requested notification? (Yes/No)	No. of interviewees referred by RS over reporting period
4	KUOW Facebook Page Bond Huberman 4518 University Way NE, Suite 310, Seattle, WA 98105 (206) 543-2710 www.facebook.com/kuowpublicradio	N	2
5	KUOW Twitter Account Bond Huberman 4518 University Way NE, Suite 310, Seattle, WA 98105 (206) 543-2710 www.twitter.com/kuow	N	2
7	Seattle Times (Online) (206) 624-7355 www.NWclassifieds.com	N	0
8	Indeed.com 177 Broad St, 6 th Floor, Stamford, CT 06901 www.indeed.com	N	2
9	Craigslist https://seattle.craigslist.org	N	4
10	Idealist 302 5th Ave, 11th Floor, New York, NY 10001 https://www.idealist.org	N	1
11	Greater Public 401 North 3 rd St, Suite 601, Minneapolis, MN 55401 (800) 545-2314 https://www.greaterpublic.org/jobline/	N	0
12	Journalism Jobs (510) 653-1521 www.journalismjobs.com	N	2
13	Corporation for Public Broadcasting Jobline jobline@cpb.org 401 Ninth St NW, Washington, DC 20004-2129 (202) 879-9600 www.cpb.org/jobline	N	2
14	Public Radio Association of Development Officers prado-request@listserve.syr.edu www.pradoweb.org	N	5
15	AFP Washington Chapter 2150 N 107th St, Ste 205 Seattle, WA 98133 (206) 367.8704 www.afp washington.org/career-center	N	0
16	Current Newspaper (print & online) currentpublicmedia@gmail.com 6930 Carroll Ave, Suite 350, Takoma Park, MD, 20912 www.current.org/jobs	N	0

RS Number	Recruitment Source Information	Source requested notification? (Yes/No)	No. of interviewees referred by RS over reporting period
17	National Association of Black Journalists 1100 Knight Hall, Suite 3100, College Park, MD 20742 (301) 405-0248 www.nabj.org	N	0
18	National Association of Hispanic Journalists www.nahj.org	N	0
19	Native American Journalists Association www.naja.com	N	0
20	Asian American Journalists Association 5 Third Street, Suite 1108, San Francisco, CA 94103 (415) 346-2051 www.aaaja.org	N	0
21.	Public Relations Society of America 120 Wall Street, 21st Floor, New York, NY 10005 (212) 460-1406 https://jobs.prsa.org/	N	0
22.	Leadership Tomorrow 1301 Fifth Avenue, Suite 1500, Seattle WA, 98101 206-389-7279 https://www.leadershiptomorrowseattle.org/home/get-involved/opportunities	N	0
23.	Public Media Women in Leadership (FB group)	N	0
24.	Mediabistro 825 Eighth Avenue, 29th Floor, New York, NY 10019 (800) 205-7792 https://www.mediabistro.com/jobs/openings/	N	0
25.	Online News Association https://journalists.org/resources/career-center/	N	0
26.	Poynter Institute http://www.careers.poynter.org/jobs	N	0
27.	Association for Women in Communications 1717 E. Republic Rd., Ste. A, Springfield, MI 65804 (417) 886-8606 https://awc.careerwebsite.com/	N	0
28.	Employee Referral / Personal recruitment /Word of Mouth	n/a	30
29.	Livingston Associates (Executive Search Firm)	N	23

RS Number	Recruitment Source Information	Source requested notification? (Yes/No)	No. of interviewees referred by RS over reporting period
30.	Other / Unknown	n/a	20
31.	Annex Theater Stephen McCandless 1100 E Pike St, Seattle, WA 98122 Stephen.mccandless@annextheatre.org (206) 728-0933	Y	0
32.	CenterPoint Institute for Life & Career Renewal Leah Krieger 4000 NE 41st St, Bldg D W, Ste 2, Seattle, WA 98105 front.office@cpinst.org (206) 686-5433	Y	0
33.	Crosscut Public Media Berit Anderson 105 S Main St, Suite 330, Seattle, WA 98104 editor@crosscut.com (206) 382-6137	Y	0
34.	Evergreen State College 2700 Evergreen Parkway NW, Olympia, WA 98505 jobline@evergreen.edu (360) 867-6000	Y	0
35.	KAOS – Olympia Community Radio Ruth Brownstein 2700 Evergreen Parkway NW, Olympia, WA 98505 brownst@evergreen.edu (360) 867-6888	Y	0
36.	KEXP 90.3 Michelle Myers 113 Dexter Avenue N, Seattle, WA 98109 michelem@kexp.org (206) 520-5800	Y	0
37.	KNKX Ruby Brown rbrown@knkx.org	Y	0
38.	LDS Church – Bellevue Washington South Stake Steve Olson stevengolson@gmail.com	Y	0
39.	Northwest Center Walter Tablit 7272 W. Marginal Way S, Seattle, WA 98108 wtablit@nwcenter.org (206) 285-9140	Y	0
40.	Seattle Central College Lisa Sandoval lisa.sandoval@seattlecolleges.edu (206) 934-5575	Y	0

RS Number	Recruitment Source Information	Source requested notification? (Yes/No)	No. of interviewees referred by RS over reporting period
41.	The Washington Bus Alex Miller/Katie Stultz PO Box 20188 Seattle, WA 98102 alex@washingtonbus.org / katie@washingtonbus.org (206) 325-1889	Y	0
42.	UW History Fellows Program/History Dept. Michael Aguirre aguirremikey@gmail.com	Y	0
43.	YMCA of Greater Seattle Bev Kashino 909 Fourth Ave, Seattle, Washington 98104 bkashino@seattleyymca.org 206.382.5000	Y	0

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.

Four on-air announcements (spots) were aired in 2017. The announcement read as follows: "KUOW is seeking the names of organizations that regularly distribute information about employment opportunities to their constituents. If your organization would like to receive notification of job vacancies at KUOW please contact us at eeo@kuow.org. Please include your name, address, phone number and contact person as well as your e-mail address. Current information about job openings is always posted on our web site."

A notice is posted on the station's website that reads "If your organization would like to be added to our contact list for future job openings so you can refer qualified applicants, please email KUOW [eeo@kuow.org] with your contact information. Please note that we are unable to notify individuals of job openings".

During 2017 no organizations were added and three organizations requested to be removed or could no longer be reached (Northwest Center, YMCA of Greater Seattle, and Centerpoint Institute for Life & Career Renewal), bringing the total to 10. A total of eleven individuals have requested to be notified of job vacancies and are included on the mailing list.

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

Annex Theater
CenterPoint Institute for Life & Career Renewal (removed during 2017)
Crosscut Public Media
Evergreen State College
KAOS – Olympia Community Radio
KEXP 90.3
KNKX
LDS Church – Bellevue Washington South Stake
Northwest Center (removed during 2017)
Seattle Central College
The Washington Bus
UW History Fellows/History Dept.
YMCA of Greater Seattle (removed during 2017)

PRONG 3 – PARTICIPATION IN RECRUITMENT INITIATIVES AND OUTREACH ACTIVITIES

The Station Employment Unit for these stations has more than 10 full-time employees and broadcasts in a major market, (Seattle, WA). Therefore, it is required to engage in at least four (4) Outreach Activities in each two-year period. The KUOW Unit has engaged in more than four such activities as outlined below.

1. 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 reaches more than 800 young people through pop-up journalism discovery workshops in schools and community centers around the region. The 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 flagship Intro Workshop receive a stipend and the opportunity to earn ongoing payments through their leadership work.

Intro to Journalism Workshops

Offered twice a year.

- The after-school workshop, open to youth age 16-18, meets 2-3 times a week from January-April after school for 14 consecutive weeks, and a mid-winter break intensive. Summer workshops meet 5 days a week for six weeks.
- The after school workshop accepts 10-12 youth
- The summer workshop accepts 8 youth
- All workshops are free of charge to participants. RadioActive offers a stipend to all youth who complete our flagship Introductory Workshops. Youth receive \$600 for completing the after-school workshop, and \$1,200 for completing the full time summer workshop.

Advanced Producer Programs

Offered year-round to graduates of the introductory workshop.

- Two leadership committees meet twice a month and youth commit to engaging with RadioActive for 8 hours/month to complete projects.
 - Editorial committee produces the monthly RadioActive podcast on the topics of their choosing. They report, write, coordinate with other youth, host and edit stories. They receive a \$75 stipend for each completed project.
 - Outreach committee engages youth around the Seattle area in RadioActive programming. They table at community events and run workshops for other youth. They receive an hourly wage for outreach events.
- Trainings, outings and events including meeting public radio and storytelling luminaries such as Ira Glass, Sarah Koenig, Sherman Alexie.

During the reporting period RadioActive held 2 Intro to Journalism workshops and worked with 30 youth in the Advanced Producer Program.

Session	Students	Dates	Location	Curriculum
Intro to Journalism Spring 2017	10	1/5/17-4/20/17 Total of 120 hours	New Holly Community Center	Intro to journalism, audio recording, audio editing, interviewing, writing for broadcast and speaking on the air.
Intro to Journalism Summer 2017	8	7/10/17-8/18/17 Total of 220 hours	KUOW, Seattle	Intro to journalism, audio recording, audio editing, interviewing, writing for broadcast and speaking on the air.
Advanced Producer Program	30	7/1/16-6/30/17	KUOW, Seattle	Leadership committee meetings and advanced editorial and outreach trainings. Production of a regular podcast, participation in outreach events.

In addition to the core workshops RadioActive provides mobile and pop-up workshops out in the community.

Mobile workshops

Skill-building workshops on interviewing, writing for radio and finding stories in your community. Offered in schools and community centers throughout the year (see list below).

Pop-up workshops

Story production workshops for under-served communities that last from 2 days-1 week. In FY17 we offered these pop-up workshops:

Rainier Vista Middle School Workshop - Dec 2016

An introductory radio workshop for 11 middle-schoolers age 11-14 from December 19-22, 2016. The workshop was held at the Rainier Vista Boys and Girls Club in partnership with Rainier Vista Housing Community, Refugee Women’s Alliance, Horn of Africa Services, and the Youth Tutoring Program at Rainier Vista Boys & Girls Club. In the workshop, middle schoolers were mentored by 6 members of RadioActive’s Advanced Producer Outreach Leadership Committee (high school and college students). Participants created 1-3 minute radio stories around the themes of community and identity. Their stories were played at a community listening party at Rainier Vista attended by 30+ community members.

King County Interagency Detention Center

RadioActive offered two day-long workshops at the Seattle Juvenile Detention Center for incarcerated youth. In these workshops students wrote and recorded original poems or interview-based audio stories. They listened and were inspired by other youth-produced radio pieces, learned the basics of digital audio recording, wrote original scripts on topics of their choice, and recorded their voice with professional microphones in a portable sound booth. They learned audio editing basics and had the opportunity to add music, sound effects, and recorded interview clips and sounds from within the workshop space to their finished pieces.

KUOW continues to grow and be committed to the RadioActive Youth Media program. During 2017 a third full-time staff member (Associate Producer) was added to the team, allowing them to build the quality and quantity of their programs.

Alumni career accomplishments:

- 2008 alum Ann Kane moved on from her role as Associate Producer at RadioActive and has been filling in as a producer on KUOW’s The Record.
- 2006 alum Tatevik Aprikyan recently landed a full time job as a reporter at Q13 Fox in Seattle.
- 2006 alum Eilis O’Neill is now KUOW’s Earthfix reporter.
- 2014 alum Ahlaam Ibraahim is working part-time at KUOW as a producer on KUOW’s “Ask A” series

2. Participation in events or programs sponsored by educational institutions

Date	Organization	Outreach Activity	Number of Participants	Staff
9/15/2016	Washington Journalism Education Association / University of Washington Seattle	Two storytelling workshops for UW Journalism Day, an event for high school journalism students from all over the region	25	L. Kitaeff
10/11/2016	Cleveland High School Beacon Hill (Seattle)	Four interview & storytelling workshops for mixed freshmen/sophomore classes working on a podcast project	100	L. Kitaeff
10/13/2016	Cleveland High School Beacon Hill (Seattle)	Three interview & storytelling workshops for mixed freshmen/sophomore classes working on a podcast project	73	L. Kitaeff
10/19/2016	Tyee High School Tukwila	Career exploration visit: storytelling workshop, tour and listening session	22	L. Kitaeff, S. Shandera
10/20/2016	Hamilton Middle School Wallingford (Seattle)	Storytelling workshop for a new journalism class of 7th and 8th graders	25	L. Kitaeff
11/2/2016	Rainier Beach High School Rainier Beach (Seattle)	Writing and voicing mobile workshop for civics class doing a podcast project.	24	L. Kitaeff
11/3/2016	Rainier Beach High School Rainier Beach (Seattle)	Writing and voicing mobile WS for civics class doing a podcast project	26	L. Kitaeff
11/8/2016	Issaquah High School Issaquah	Interviewing workshop for a group starting a new online radio station	9	L. Kitaeff
11/10/2016	Highline Evergreen High School Burien	Career exploration visit: career panel, listening, tour of KUOW	20	L. Kitaeff, J. Asarnow, S. Shandera
11/10/2016	Rainier Beach High School Rainier Beach (Seattle)	Tabling at career fair		L. Kitaeff
12/12/2016	Kent-Meridian High School Kent	Tabling during lunch		B. Freeland
12/13/2016	Kentwood High School Kent	Tabling during lunch		B. Freeland
12/14/2016	Kentlake High School Kent	Tabling during lunch		B. Freeland
2/27/2017	Seattle University Seattle	Talk on “Marketing the Arts” to MFA in Arts Leadership class.	20	M. Sillman
3/30/2017	Foster High School Tukwila	Tabling at Foster High School career fair.		B. Freeland

Date	Organization	Outreach Activity	Number of Participants	Staff
4/5/2017	College Access Now South Seattle	Presentation to coaches from Franklin and Garfield High School		L. Kitaeff
4/12/2017	Mt. Rainier High School Des Moines	Tabling during two lunch periods		L. Kitaeff, A. Reyes
4/19/2017	The Evergreen School Seattle	Talk to 3 rd grade class re. interviewing techniques	25	M. Sillman
4/28/2017	University of Alaska	Videoconference presentation on social media best practices and communication techniques to a class of science communication graduate students.		B. Huberman

3. Participation in events sponsored by community organizations interested in broadcast employment issues

NPR Next Generation Radio Project

“The Next Generation Radio Project is a week-long digital journalism training project designed to give competitively selected participants, who are interested in radio and journalism, the skills and opportunity to report and produce their own multimedia story. Those chosen for the project are paired with a professional journalist who serves as their mentor.”

In April 2017 KUOW hosted six early career journalists (those with less than 5 years professional experience) as part of NPR’s Next Generation Radio Project.

KUOW reporters, Liz Jones and Jamala Henderson, were mentors for two of the fellows while Northwest News Network (KUOW) Managing Editor, Phyllis Fletcher was the workshop’s managing editor for the week.

KUOW was proud to support Next Generation Radio’s goal of getting a greater diversity of journalists into public media newsrooms.

<http://seattle2017.nextgenerationradio.org/>

Additional community outreach

Date	Organization	Outreach Activity	Number of Participants	Staff
8/15/2016	Foundation for International Understanding through Students (FIUTS)	Tour, then listening and conversation with a group of youth from the Caribbean	25	L. Kitaeff, S. Shandera
9/10/2016	Vera Project Downtown Seattle	Tabling at Women's Creative Industries Forum		L. Washington
9/15/2016	Washington Journalism Education Association / University of Washington Seattle	Two storytelling workshops for UW Journalism Day, an event for high school journalism students from all over the region	25	L. Kitaeff
11/3/2016	New Holly Community Center South Seattle	Tabling at New Holly Family night		L. Kitaeff, A. Ibrahim, H. Jama
12/16/2016	Muslim Association of Puget Sound (MAPS) Redmond	Tabling at MAPS Youth Career Fair		B. Freeland
12/19/16-12/22/16	Refugee Women's Alliance (ReWA) Rainier Vista, Seattle	3-day middle school pop-up workshop. Youth created short vox pops and personal statements. Partnership between Rainier Vista, ReWA (Refugee Women's Alliance), YTP (Youth Tutoring Program), HOaS (Horn of African Services)	11	L. Kitaeff
1/7/2017	Young Execs Of Color University of Washington	Tabling at a career fair		Z. Ahmed, B. Freeland, A. Reyes
1/27/2017	FIUTS University District, Seattle	Hosted a group of youth from Southern Africa for podcast and feature story listening, Q&A, and tour of KUOW	6	L. Kitaeff, S. Shandera
2/4/2017	Young Women Empowered (Y-WE) Beacon Hill, Seattle	Podcast listening & interview starters/stoppers mobile workshop for a group of young women working on making podcasts	18	L. Kitaeff
2/11/2017	Juvenile Detention Center First Hill, Seattle	Pop-up workshop for a group of incarcerated youth. Youth learned skills, did listening, and worked in pairs to create short radio stories.	8	L. Kitaeff, M. Heisey, B. Freeland, A. Kane
3/8/2017	Refugee Women's Alliance (ReWA) Rainier Vista, Seattle	Podcast listening & interview mobile workshop for refugee teen group making their own podcasts.	18	L. Kitaeff, B. Freeland
3/11/2017	Juvenile Detention Center First Hill, Seattle	Pop-up workshop for a group of incarcerated youth. Youth learned skills, did listening, and worked in pairs to create short radio stories.	8	L. Kitaeff, Mary, B. Freeland, A. Kane
3/18/2017	Gates Foundation Seattle Center, Seattle	Tabling at Teen Action Fair (a youth-planned social justice event)		B. Freeland, A. Ibrahim
3/31/2017	FIUTS University District, Seattle	Hosted a group of youth from South America for podcast and feature story listening, Q&A, and tour of KUOW	13	M. Heisey, S. Shandera
4/5/2017	College Access Now South Seattle	Presentation to coaches from Franklin and Garfield HS		L. Kitaeff
4/6-9/2017	Journalism Education Association (JEA)	KUOW staff presented and participated on panels at the National High School Journalism Convention held in Seattle. ●How To Do a Better Interview – Ross Reynolds	3,837 (total conference attendees)	R. Reynolds P. Murphy

		•How to Succeed in a General-Assignment Newsroom – Patricia Murphy		
4/12/2017	Rainier Beach Library Rainier Beach	Played a story and presented workshop information at Teen Night	10	L. Kitaeff
4/14/2017	ReWA University District	Hosted a group of youth from ReWA's teen program for listening, tour, and talking with KUOW staff members	9	L. Kitaeff, R. Reynolds, A. Al Sadi
4/22/2017	YouthForce South Seattle	Storytelling workshop at the YouthForce Resource Fair	18	L. Kitaeff, April Reyes
4/24/2017-4/28/2017	NPR Next Generation Radio	Week-long workshop for six early career journalists	6	J. Henderson, L. Jones, P. Fletcher & A. Hokanson
4/26/2017	Puget Sound Skills Center (PSSC) Burien	Listening & presenting to two different Broadcast Communications classes	12	L. Kitaeff
4/26/2017	Coalition for Refugees from Burma Kent	Talked to a group of interested students in a refugee club at Kent-Meridian HS	10	L. Kitaeff
4/29/2017	Y-WE Bothell	Tabling at the Y-WE Career Day		B. Freeland, Zubeyda Ahmed
5/20/2017	Juvenile Detention Center First Hill, Seattle	Pop-up workshop for a group of incarcerated youth. Youth learned skills, did listening, and worked in pairs to create short radio stories.	8	L. Kitaeff, Mary

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

Racial Equity Training

During 2017 KUOW engaged a consultant to lead mandatory racial equity training for all staff, management and Puget Sound Public Radio board members. The 3-hour workshop titled “Leading with a Racial Equity Lens for Structural Transformation” led participants through exercises, discussions and presentations to explore a framework for racial justice efforts that moves beyond merely valuing racial diversity to creating racial equity.

Race & Equity Committee

In May 2016, KUOW established a Race & Equity Committee with representation from every department in an effort to have a broad, station-wide understanding of this work. During 2017 this committee continued its work to create parameters for the committee’s work, a mission statement, goals and objectives.

One of the identified goals of the committee is to “examine hiring policies and practices” with an equity lens.

SUMMARY OF EFFECTIVENESS

Number of applications for each open position

Membership Services Manager	34
Editor	30
Associate Producer, RadioActive Youth Media	105
Major Gift Officer	15
Associate Major Gifts Officer (2)	51
Managing Producer	39
Development Services Officer - Campaigns	34
Photographer	338
Major Gifts and Grants Program Coordinator	20
Producer – Operations/IT	53
Chief Content Officer	19
Membership Services Program Coordinator	36
Director of Business Support	17
Assistant Finance Director	144
Development Services Officer - Campaigns	46
Chief Marketing Officer	182
Radio Producer – The Record	86
News Director	20
TOTAL	1269

KUOW has continued to attract an excellent pool of candidates for each of its 19 open positions from this year. This is the result of a wide range of information about job openings being distributed to our community and beyond.