

KUOW PUGET SOUND PUBLIC RADIO (KUOW/PSPR Station Employment Unit)

FCC EEO Report 10/01/2011 - 09/30/2012

Full Time Vacancies

Position Information	Total Applicants / Total Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Source that Referred Hiree
1 Announcer KUOW2 Programming/KUOW2 University Req # 77227 Date Filled: 10/17/11	104/3	Seattle Times Classified Website (NW Source) Seattle Times Newspaper KUOW Jobs Website (www.kuow.org/about/jobs) University of Washington Jobs Website (UW Hires) Facebook (www.facebook.com/kuowpublicradio) Craigslist Washington State Association of Broadcasters (WSAB) Jobs Website WA ESD/WorkSource Greater Seattle Chamber of Commerce 'Istimeforbusiness.com' website Sources Requesting Job Opening Notification* Staff email	Staff email (1) KUOW Website (1) WA ESD/WorkSource (1)	Staff email
2 Talk Show Producer (Weekday) Programming University Req # 77543 Date Filled: 11/29/2011	138/14	Seattle Times Classified Website (NW Source) Seattle Times Newspaper KUOW Jobs Website (www.kuow.org/about/jobs) University of Washington Jobs Website (UW Hires) Facebook (www.facebook.com/kuowpublicradio) Craigslist Washington State Association of Broadcasters (WSAB) Jobs Website Corporation for Public Broadcasting (CPB) Jobs Website JournalismJobs.com National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) WA ESD/WorkSource Greater Seattle Chamber of Commerce 'Istimeforbusiness.com' website Sources Requesting Job Opening Notification* Staff email	UW Jobs website (4) Employee referral (8) CPB Jobline(1) Craigslist (1)	Employee referral
3 Editor Programming University Req # 76874 Date filled: 1/4/2012	218/6	Seattle Times Classified Website (NW Source) Seattle Times Newspaper KUOW Jobs Website (www.kuow.org/about/jobs) University of Washington Jobs Website (UW Hires) Facebook (www.facebook.com/kuowpublicradio) Craigslist Corporation for Public Broadcasting (CPB) Jobs Website Washington State Association of Broadcasters (WSAB) Jobs Website National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) JournalismJobs.com Current (Print Edition) Current online (www.current.org/jobs) AIR (airmedia.org) WA ESD/WorkSource Greater Seattle Chamber of Commerce 'Istimeforbusiness.com' website Sources Requesting Job Opening Notification* Staff email	Staff email (1) Washington Post (1) Employee referral (1) JournalismJobs.com (2) AIR Listserv (1)	Staff email
4 Reporter Programming University Req # n/a Date Filled: 1/12/2012		This position was filled from within the department by promoting a Talk Show Producer to this more senior position. The employee promoted into this position was recruited in November 2011 (req#77543) using full recruitment efforts. This promotion was deemed acceptable by the University of Washington's EEO and Compensation Office. This position left vacant by the promotion was filled by selecting another candidate from the original recruitment pool.		
5 Talk Show Producer (Weekday) Programming University Req # 81140 Date Filled: 1/12/2012		This position came open again 1 month after it was filled due to an internal promotion to a more senior reporter position. As it had only been 1 month since the original recruitment for this position one of the interviewees from the earlier recruitment was hired. This was deemed acceptable by the University of Washington's EEO and Compensation Office.		
Position Information	Total Applicants / Total Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Source that Referred Hiree

6	Membership Coordinator Membership Department University Req # 80410 Date filled: 03/02/2012	36/6	Seattle Times Classified Website (NW Source) Seattle Times Newspaper KUOW Jobs Website (www.kuow.org/about/jobs) University of Washington Jobs Website (UW Hires) Facebook (www.facebook.com/kuowpublicradio) Craigslist Washington State Association of Broadcasters (WSAB) Jobs Website UW Nonprofit Management ListServe WA ESD/WorkSource Greater Seattle Chamber of Commerce 'Itstimeforbusiness.com' website Sources Requesting Job Opening Notification* Staff email	UW Jobs Website (5) KUOW Website (1)	UW Website
Position Information		Total Applicants / Total Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Source that Referred Hiree
7	Director of Finance & Administration Finance & Administration University Req # 80995 Date filled: 03/14/2012	97/9	Seattle Times Classified Website (NW Source) Seattle Times Newspaper KUOW Jobs Website (www.kuow.org/about/jobs) University of Washington Jobs Website (UW Hires) Facebook (www.facebook.com/kuowpublicradio) Craigslist Washington Society of Certified Accountants WA ESD/WorkSource Greater Seattle Chamber of Commerce 'Itstimeforbusiness.com' website Sources Requesting Job Opening Notification* Staff email	UW Jobs website (3) Linked In (1) Craigslist (2) WSCPA (1) Referral (1) Indeed (1)	UW Jobs website
Position Information		Total Applicants / Total Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Source that Referred Hiree
8	Major Gifts Officer Major Gifts Department University Req # 78281 Date Filled: 4/23/12	88/6	Seattle Times Classified Website (NW Source) Seattle Times Newspaper KUOW Jobs Website (www.kuow.org/about/jobs) University of Washington Jobs Website (UW Hires) Facebook (www.facebook.com/kuowpublicradio) Craigslist Washington State Association of Broadcasters (WSAB) Jobs Website PRADO Listserve WA ESD/WorkSource Greater Seattle Chamber of Commerce 'Itstimeforbusiness.com' website Sources Requesting Job Opening Notification* Staff email	UW Jobs Website (3) Indeed (1) KUOW Website (2)	UW Website
Position Information		Total Applicants / Total Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Source that Referred Hiree
9	Announcer Programming University Req # 81463 Date Filled: 5/30/2012	93/4	Seattle Times Classified Website (NW Source) Seattle Times Newspaper KUOW Jobs Website (www.kuow.org/about/jobs) University of Washington Jobs Website (UW Hires) Facebook (www.facebook.com/kuowpublicradio) Washington State Association of Broadcasters (WSAB) Jobs Website WA ESD/WorkSource Greater Seattle Chamber of Commerce 'Itstimeforbusiness.com' website Sources Requesting Job Opening Notification* Staff email	UW Jobs website (1) KUOW Website (2) WSAB jobs website (1)	KUOW Website
Position Information		Total Applicants / Total Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Source that Referred Hiree
10	Announcer Programming University Req # 86886 Date Filled: 8/17/2012	54/4	Seattle Times Classified Website (NW Source) KUOW Jobs Website (www.kuow.org/about/jobs) University of Washington Jobs Website (UW Hires) Facebook (www.facebook.com/kuowpublicradio) WA ESD/WorkSource Greater Seattle Chamber of Commerce Sources Requesting Job Opening Notification* Staff email	Employee referral (1) KUOW Website (2) Friend/relative (1)	Employee referral
Position Information		Total Applicants / Total Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Source that Referred Hiree
11	News Director Programming University Req # 85180 Date filled: 8/27/2012	49/3	Seattle Times Classified Website (NW Source) Seattle Times Newspaper KUOW Jobs Website (www.kuow.org/about/jobs) University of Washington Jobs Website (UW Hires) Facebook (www.facebook.com/kuowpublicradio) Washington State Association of Broadcasters (WSAB) Jobs Website National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) JournalismJobs.com	Employee referral (1) Listserv (1) KUOW website (1)	Employee referral

Current (Print Edition)
Current online (www.current.org/jobs)
WA ESD/WorkSource
Greater Seattle Chamber of Commerce
Sources Requesting Job Opening Notification*
Staff email

*Sources Requesting Job Opening Notification

Antioch University - Student Life Office
Northwest Center
Compass Housing Alliance
Evergreen State College
Seattle YMCA
Seattle YMCA Transitions
Annex Theatre
Greater Seattle Chamber of Commerce
Henry Art Gallery
KEXP Radio
Stanford Alumni Association
The LDS Church - Bellevue Washington South Stake
Washington Bus
My Air Check

EEO Annual Report 10/01/11 to 09/30/12
KUOW/Puget Sound Public Radio Station Employment Group
KUOW (94.9 FM Seattle)
KUOW (1340 AM Tumwater)
KQOW (90.3 FM Bellingham)

List of full time openings filled by KUOW and date filled

Announcer (KUOW2)	10/17/2011
Talk Show Producer (Weekday)	11/29/2011
Editor	01/04/2012
Reporter	01/12/2012
Talk Show Producer (Weekday)	01/12/2012
Membership Program Coordinator	03/02/2012
Director of Finance & Administration	03/14/2012
Major Gifts Officer	04/23/2012
Announcer	05/30/2012
Announcer	08/17/2012
News Director	08/27/2012

See the attached for a chart containing information pertaining to the recruitment for each open position for the license year ending 9/30/12. It includes:

- Recruitment resources-where jobs were posted for each position.
- Recruitment source for each person interviewed for each position.
- Recruitment source for the person hired for each position.
- Date position filled.
- Total number of persons interviewed for full time positions.
- Summary of total number of interviewees referred by each recruitment source utilized for each position

Recruitment & Referral Sources Used to Seek Job Applicants

University of Washington Recruitment Website (UWHires)

<http://www.washington.edu/admin/hr/jobs>
Joanie Moran UW Upper Campus Human Resources
206-685-2528

KUOW Website

www.kuow.org
Jenna Montgomery – Director of Web Department
206-221-2749

Seattle Times Newspaper Classified Advertising

Sunday Edition Print Version
1120 John St.
Seattle, Washington

Seattle Times Classified Website Advertising

www.NWclassifieds.com

Facebook

www.facebook.com/kuowpublicradio

Craigslist

www.seattle.craigslist.org

Journalism Jobs

www.journalismjobs.com

Corporation for Public Broadcasting (CPB)

www.cpb.org/jobline

Washington State Association of Broadcasters (WSAB)

www.wsab.org

National Association of Hispanic Journalists (NAHJ)

www.nahj.org

Asian American Journalists Association (AAJA)

www.aaja.org

National Association of Black Journalists (NABJ)

www.nabj.org

Northwest Development Officers Association

www.ndoa.org

Current Newspaper

6930 Carroll Ave
Suite 350
Takoma Park, MD 20912

Current Newspaper Online

www.current.org/jobs

Washington Society of CPAs (WSCPA)

www.wscpa.org

Public Radio Association of Development Officers (PRADO) Listserv

prado@listserv.syr.edu

UW Non-Profit Management Listserv

UWNonprofitManagement@googlegroups.com

Philanthropy NW Job Bank

<https://services.philanthropynw.org/jobbank>
jobbank@philanthropynw.org

Greater Seattle Chamber of Commerce
www.itstimeforbusiness.com

Washington State Employment Security Dept. /WorkSource
employersvs@esd.wa.gov
www.fortress.wa.gov/esd/worksource

Community Sources Requesting Job Opening Notifications:

Antioch University
Julia Hohlbein/ Julia Bodura – Student Life Office
206-268-4025
studentlife@antiochsea.edu

Northwest Center
Walter Tablit
206-285-9140
wtablit@nwcenter.org

The Compass Housing Alliance
Rachel Williams
206-357-3142
rwilliams@compasshousingalliance.org

Evergreen State College
Heather Schofner – Human Resources
306-867-5361
jobline@evergreen.edu

Seattle YMCA
Bev Kashino
bkashino@seattleyymca.org

Seattle YMCA Transitions
Julie Jacobson
jjacobson@seattleyymca.org

Annex Theater
Stephen McCandless
stephen.mccandless@annextheatre.org

Greater Seattle Chamber of Commerce
Kim Sklar
206-389-7200
comm@seattlechamber.com

Henry Art Gallery
206-543-2280
info@henryart.org

KEXP Radio

Michele Myers

michelem@kexp.org

Stanford Alumni Association

Randal Smith

randal_smith@stanfordalumni.org

The LDS Church – Bellevue Washington South Stake

Steve Olson

stevengolson@gmail.com

Washington Bus

Alex Miller

alex@washingtonbus.org

My Air Check

Scott Russell

1-604-740-1374

registration@myaircheck.com

As is our annual practice 4 on-air announcements (spots) were aired on KUOW requesting information on groups who would like to be notified when KUOW has openings for full time positions.

The announcement stated: "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."

Since we began making these announcements (beginning 10/20/05), we have received information from 14 non-profit organizations on the list above who have responded affirmatively. No additional organizations requested to be added in this year.

Outreach Activities

Internship Programs - General Internships

The KUOW internship programs offer individuals the opportunity to learn and contribute to the production of public radio. KUOW offers 3 main types of internship opportunities; programming; web; and our youth media program 'RadioActive Youth Media'.

The programming internship provides the basic skills for producing public affairs programming such as assisting with the production of live, call-in programs or reporting news for local broadcast.

The web internship involves packaging news and programming for an online audience. Interns work with web producers who are responsible for all activities on KUOW.org, KUOW2.org and NWNewsNetwork.org.

KUOW interns work regularly scheduled hours for a period of 3-12 months. A unique schedule is developed for each intern reflecting the needs of the department they are working with and the intern's availability. KUOW's internships are unpaid and are offered to students and adults looking to gain experience in public radio journalism or web production. Information about the KUOW Internship Program and how to apply is found on KUOW's website.

During the period 10/1/11-9/30/12 KUOW hosted 22 interns who worked between 4 to 40 hours per week.

Those who work directly with interns in Programming and Web are:

Steve Scher – Host of "Weekday"

Katy Sewall– Producer of "Weekday"

Jason Pagano – Assistant Producer "Weekday"

Ross Reynolds – Host "The Conversation"

David Hyde – Producer "The Conversation"

Arwen Nicks – Assistant Producer "The Conversation"

Megan Sukys - Managing Editor, "KUOW Presents"

Guy Nelson – News Director

Phyllis Fletcher – Editor

Jim Gates – Senior Editor

Jenna Montgomery – Director of Web Development

Serena Careaga – Web Producer

Outreach Activities

RadioActive Youth Media

Now in its ninth year, RadioActive (previously called Weekday High) is KUOW's youth radio program designed to train the next generation of public radio journalists and empower youth through storytelling. KUOW has expanded and rebranded the program to be a year-round opportunity with spring and fall after-school sessions, a six-week summer session and on-going Saturday workshops.

RadioActive offers youth a free, hands-on opportunity to discover public radio journalism, enhance writing and storytelling skills, and learn how to use professional audio recording equipment and software.

RadioActive's mission is to *"create a space where youth delight in discovering public radio journalism. RadioActive supports young people's growth as media makers by sharing access to public radio's knowledge, skills, and institutions."*

During the reporting period RadioActive has held 2 full workshop sessions and ongoing Saturday workshops. The winter afterschool workshop ran from Tuesday February 7 through Thursday March 15, 2012 meeting every Tuesday and Thursday and every other Saturday. This session was held in partnership with the Metrocenter YMCA in downtown Seattle. There were 5 participants ranging in age from 16-18 years. Each youth learnt the basics of radio storytelling and produced a final feature story. The six-week summer session ran from Monday July 9 through Friday August 17, 2012. There were 8 participants ranging in age from 16-18 years. The participants spent the first three weeks building hands-on radio storytelling skills. During the second three weeks, participants hosted and produced original content for their KUOW.org podcast. Each youth also produced a feature story or interview that was broadcast on KUOW-FM. Advanced workshops were held every Saturday from October 15th through June 30th 2012 offering storytelling workshops for returning program alumni.

Students from the following Seattle-area high schools participated in the RadioActive workshops during 2012:

- Roosevelt High School (Seattle)
- South Whidbey High School (Langley)
- Redmond High School (Redmond) – exchange student from Ghana
- Holy Names Academy (Seattle)
- Seattle Preparatory School (Seattle)
- Franklin High School (Seattle)
- Chief Sealth International School (Seattle)
- The Bush School (Seattle)
- Garfield High School (Seattle)
- University of Washington Academy (Seattle)
- West Seattle High School (Seattle)

KUOW has made a strong commitment to expanding the RadioActive Youth Media program with 2 full-time dedicated managing editors and a part-time administrator. In addition to facilitating the workshops the co-managing editors worked to create a complete, written curriculum. The program has also focused on outreach which strengthened connections with local youth media

programs, established new connections with regional schools and youth-serving organizations and increased both the number and geographic diversity of applications. Many other staff members were involved in the growth of the program throughout the year.

In addition to the regularly scheduled workshops the RadioActive team developed one- to two-hour 'mobile' workshops on interviewing and audio editing that they shared with youth programs and classrooms around the region. By teaching these short workshops, more youth were exposed to public radio and encouraged to apply to the regular workshops. Mobile workshops were held at New Start High School in White Center and College Access Now at West Seattle High School. The team also attended resource fairs at the UW's Dream Project, Rainier Vista Boys and Girls Club, High Point, and Chief Sealth High School.

Additional outreach provided by the RadioActive team is listed below;

- 12/13/11, Jenny Asarnow visited NOVA High School in Seattle's central district to share information about public radio and youth radio storytelling.
- 5/3/12-5/4/12, Nathan Friend attended a resource fair at the University of Washington Dream Project High School BBQ. He spoke to youth about RadioActive opportunities and talked in general about public broadcasting.
- 5/4/12, Nathan Friend attended a resource fair at the BOOM Youth Summit held by the White Center Community Development Association.
- 5/4/12, Nathan Friend attended the Chief Sealth High School Summer Family Symposium.
- 7/18/12, Nathan Friend and Jenny Asarnow gave an overview of youth radio, how to get into radio and led a station tour for a group of 25 youth from the Coalition for American Islamic Relations – Muslim Youth Leadership Program.
- 7/25/12, RadioActive summer program participants led a workshop on how to pitch a story for radio to 'Youth in Focus', a youth photography program.
- 8/23/12, Nathan Friend and Jenny Asarnow led an interviewing and audio editing workshop to 'The Service Board', a youth service and leadership organization.
- 9/7/12, Nathan Friend and Jenny Asarnow led an interview workshop and listening session at Big Picture High School in Highline.
- 9/11/12, Nathan Friend and Jenny Asarnow led an interview workshop and listening session at Burien Library Teen Zone.

Other Outreach Activities

KUOW/Puget Sound Public Radio actively encourages its employees to participate in community events to bring information about public radio and careers at KUOW to all segments of the community. Specific examples of this community outreach include:

Mentoring:

- Jeannie Yandel provided a job shadowing opportunity to a University of Washington Journalism student.
- Students from the Seattle Digital Literacy Initiative learned interviewing techniques while conducting interviews with KUOW staff during a field trip.
- 12/12/11 – 12/16/11 – Tom Banse and Austin Jenkins hosted a student from Carleton College for an externship (mini internship). The student job-shadowed them and then was put to work monitoring legislative committees and local ‘Occupy’ protests.
- 12/13/11 – Arvid Hokanson provided an informational interview.
- 12/21/11 – Arvid Hokanson provided an informational interview to a WWU student.
- 1/30/12 – Phyllis Fletcher met a recent graduate of the SALT Institute about a possible short-course KUOW News internship. This student went on to become a KUOW newsroom intern.
- 3/14/12 – Arvid Hokanson provided an informational interview to someone interested in announcing.
- 3/25/12, 4/2/12, 4/9/12 – Arvid Hokanson provided a job shadowing opportunity to a Nathan Hale HS student.
- 6/19/12 – Arvid Hokanson provided an informational interview.
- 8/13/12 – Arvid Hokanson provided an informational interview.
- 9/5/12 – Arvid Hokanson provided an informational interview.
- 9/10/12 - Phyllis Fletcher met with the UW Communication Department Alumni Board to publicize KUOW as a possible internship/work-study possibility for undergraduates in the Communication Department.

Speeches and Lectures to Groups and Educational Institutions:

- 11/21/11 – Phyllis Fletcher spoke to a group of c. 12 Ph.D. students at UW School of Social Work about how to raise public awareness of academic findings through media coverage.
- 4/4/12 – Phyllis Fletcher represented KUOW at a “speed networking” event for City Year corps members. She spoke to corps members (college students and/or recent high school or college graduates) in groups of 4 about her career path, and entry-level opportunities (internships and fellowships) in public radio.
- 4/13/12 – Phyllis Fletcher spoke at the semi-annual conference of the Journalism Educators’ Association at the Washington State Convention Center. She spoke to about 25 high school journalists from around the country about how to develop a beat and a beat reporter mentality and encouraged them to seek internships, and youth media production opportunities with their local public broadcasters.
- 5/24/12 – Phyllis Fletcher spoke to 20 journalism students from the UW Communication class about career paths in public radio, and opportunities for them including internships at KUOW.
- 7/17/12 – Phyllis Fletcher spoke to approximately 100 UW Library staff about how journalists use their resources to produce news and information stories. Specifically, she spoke about how she used UW Library resources, including archival newspapers, to research and produce a radio history investigation that won three national awards this year.

- 9/20/12 – Phyllis Fletcher spoke to approximately 100 high school journalism teachers and their students at a day-long conference of the Journalism Educators' Associations. She gave a talk about her research and production of a news story that ultimately resulted in a policy change that preserved student freedom of the press in Seattle. She informed the teachers of KUOW's youth media program, RadioActive, and KUOW's internships for college students and recent college graduates.

Panel Discussions

- 3/7/12 – Marcie Sillman participated in a panel at Seattle University's Arts Management class.
- 5/9/12 – Marcie Sillman moderated a panel on images of women in popular culture for Humanities Washington.
- 9/27/12 – Marcie Sillman moderated a panel for Seattle School District/City of Seattle on arts education in the public schools.
- 9/28/12 – Phyllis Fletcher participated in a roundtable discussion with UW Communication faculty about the future of their undergraduate program in journalism. The UW program is an accredited program. They discussed the opportunity to make the program more current and relevant.

Station Tours

- 9/30/11 – Carolyn Adolph gave a station tour to a group of high school students from Snohomish county high schools who are interested in careers in radio journalism or audio engineering. The tour was organized by the Workforce Development Council of Snohomish County.
- 1/31/12 – Carolyn Adolph and Deborah Wang hosted two Moldovian political analysts introduced by the World Affairs Council.
- 3/2/12 – Stephanie Shandera and Ross Reynolds hosted a group of student journalists from the Associated Collegiate Press journalism conference.
- 4/9/12 – Stephanie Shandera gave a station tour to a group of 5 seniors from the Merrill Gardens Retirement Community in Queen Anne, Seattle.
- 4/12/12 – Stephanie Shandera hosted a group of 20 kids and 2 adults as part of the JEA/NSPA Spring National High School Journalism Convention
- 4/19/12 – A station tour was provided to a group of 20 seniors and 2 staff from the University House senior living facility.
- 4/26/12 - Wayne Roth hosted Anamika Pradhan, a Rotary Exchange professional visiting from Nepal. The goal of the Rotary exchange is to provide young professionals with an opportunity to learn about and experience their profession in the U.S.
- 5/4/12 - -- Stephanie Shandera gave a tour to 18 students from the UW IELP (International English Language Program) intermediate speaking and listening course. Elizabeth Ketchum, program organizer said *"I feel proud of exposing students to this democratic institution. The students are encouraged to listen to KUOW programming as outside listening for a listening log they are required to keep for class. It's exciting for them to come to the source"*.
- 5/24/12 – Stephanie Shandera gave a tour to 18 students from the UW Journalism Program advanced reporting class.
- 7/12/12 – Stephanie Shandera gave a tour to 10 students from the UW Journalism Program advanced reporting class.
- 7/18/12 – Stephanie Shandera gave a tour and provided a brief history of KUOW to a group of 14 students from the UW IELP (International English Language Program) NEWS class.

- 8/3/12 – Stephanie Shandera provided a station tour and overview to a group of 13 students from the UW IELP (International English Language Program) NEWS B class. They were interested in learning about media and news sources and to see how a radio station operates.
- 8/14/12 - Eight students and staff of KUGS Bellingham, the community radio station at Western Washington University were given a tour of KUOW
- 8/23/12 – John Ryan and Carolyn Adolph hosted three Thai journalists who were introduced to KUOW by the World Affairs Council. They discussed the state of investigative journalism in the public radio system, their challenges as journalists and KUOWs efforts to use internet tools to drive sourcing.

SUMMARY OF EFFECTIVENESS

Number of applications for each open position

Announcer (KUOW2)	104
Talk Show Producer	138
Editor	218
Reporter	0 (internal promotion)
Talk Show Producer	0 (finalist selected from previous recruitment)
Membership Coordinator	36
Director of Finance & Administration	97
Major Gifts Officer	88
Announcer	93
Announcer	54
News Director	49
TOTAL	877

KUOW has attracted an excellent pool of candidates for each of the 13 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.