

EEO Annual Public File Report 10/01/12 to 09/30/13
KUOW/Puget Sound Public Radio Station Employment Group
(KUOW, KUOW & KQOW)

Position Information	# Applicants / # Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Hiree referral source
1. Content Producer Operations University Req # 86048 Date filled: 11/08/2012	68 / 3	KUOW Staff email Washington State Association of Broadcasters (WSAB) Jobs Website WA ESD/WorkSource Sources Requesting Job Opening Notification* University of Washington Jobs Website (UW Hires) KUOW Website (www.kuow.org/about/jobs) Facebook (www.facebook.com/kuowpublicradio) Seattle Times Newspaper Seattle Times Classified Website (NW Source)	UW Jobs Website (3)	UW Jobs Website
2. Community Engagement Mgr. Development University Req # 88355 Date filled: 11/21/2012	151 / 16	KUOW Staff email Washington State Association of Broadcasters (WSAB) Jobs Website WA ESD/WorkSource Sources Requesting Job Opening Notification* University of Washington Jobs Website (UW Hires) KUOW Website (www.kuow.org/about/jobs) Facebook (www.facebook.com/kuowpublicradio) Seattle Times Newspaper Seattle Times Classified Website (NW Source) Craigslist (Seattle) Seattle Weekly online (classifiedads.com) Northwest Development Officers Association (NDOA)	Staff email / internal candidate (1) kuow.org (7) Craigslist (1) Employee referral (3) Convos w/ KUOW staff @ PMDMC Conf (1) Glassdoor.com (1) Other (2)	Craigslist
3. Editor Programming University Req # 87670 Date filled: 01/04/2013	248 / 7	KUOW Staff email Washington State Association of Broadcasters (WSAB) Jobs Website WA ESD/WorkSource Sources Requesting Job Opening Notification* University of Washington Jobs Website (UW Hires) KUOW Website (www.kuow.org/about/jobs) Facebook (www.facebook.com/kuowpublicradio) Seattle Times Newspaper Seattle Times Classified Website (NW Source)	kuow.org (2) JournalismJobs.com (2) CPB Jobline (1) Current.org (1) Employee referral (1)	Employee referral

Position Information	# Applicants / # Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Hiree referral source
3. Editor cont.		JournalismJobs.com CPB Jobline Current (print and online edition) National Association of Hispanic Journalists (NAHJ) Asian American Journalists Association (AAJA) National Association of Black Journalists (NABJ) Public Radio Program Directors Association (PRPDA)		

Position Information	# Applicants / # Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Hiree referral source
4. Social Media Producer	300 / 4	KUOW Staff email	Twitter (1)	Facebook
Development		Washington State Association of Broadcasters (WSAB) Jobs Website	Employee referral (1)	
University Req # 91419		WA ESD/WorkSource	Facebook (1)	
Date filled: 04/02/2013		Sources Requesting Job Opening Notification*	Other (1)	
		University of Washington Jobs Website (UW Hires)		
		KUOW Website (www.kuow.org/about/jobs)		
		Facebook (www.facebook.com/kuowpublicradio)		
		Twitter		
		Seattle Times Newspaper		
		Seattle Times Classified Website (NW Source)		
		Mashable		
		Idealist		

Position Information	# Applicants / # Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Hiree referral source
5. Program Producer - RadioActive*	156 / 4	KUOW Staff email	Staff email / internal candidate (2)	Staff email / internal candidate (2)
Programming		Washington State Association of Broadcasters (WSAB) Jobs Website	kuow.org (2)	
University Req # 94317		WA ESD/WorkSource		
Date filled: 06/06/2013		Sources Requesting Job Opening Notification*		
		University of Washington Jobs Website (UW Hires)		
		KUOW Website (www.kuow.org/about/jobs)		
		Facebook (www.facebook.com/kuowpublicradio)		
		Seattle Times Newspaper		
		Seattle Times Classified Website (NW Source)		
		CPB Jobline		

Position Information	# Applicants / # Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Hiree referral source
6. Senior Host - Morning Drive Programming University Req # 95590 Date filled: 07/03/2013	51 / 2	KUOW Staff email Washington State Association of Broadcasters (WSAB) Jobs Website WA ESD/WorkSource Sources Requesting Job Opening Notification* University of Washington Jobs Website (UW Hires) KUOW Website (www.kuow.org/about/jobs) Facebook (www.facebook.com/kuowpublicradio) Twitter Seattle Times Newspaper Seattle Times Classified Website (NW Source) CPB Jobline AllAccess.com	Staff email / internal candidate (1) KUOW Website (1)	Staff email / internal candidate

Position Information	# Applicants / # Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Hiree referral source
7. Underwriting Account Sales Rep. Underwriting University Req # 95590 Date filled: 07/08/2013	50 / 6	KUOW Staff email Washington State Association of Broadcasters (WSAB) Jobs Website WA ESD/WorkSource Sources Requesting Job Opening Notification* University of Washington Jobs Website (UW Hires) KUOW Website (www.kuow.org/about/jobs) Facebook (www.facebook.com/kuowpublicradio) Linked In Seattle Times Newspaper Seattle Times Classified Website (NW Source) Craigslist (Seattle)	UW Jobs Website (3) Seattle Times (1) Employee referral (1) Linked In (1)	UW Jobs Website

Position Information	# Applicants / # Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Hiree referral source
8. Online Editor Development University Req # 96896 Date filled: 09/12/2013	170 / 3	KUOW Staff email Washington State Association of Broadcasters (WSAB) Jobs Website WA ESD/WorkSource Sources Requesting Job Opening Notification* University of Washington Jobs Website (UW Hires) KUOW Website (www.kuow.org/about/jobs) Facebook (www.facebook.com/kuowpublicradio)	Facebook (1) Employee referral (1) Indeed.com (1)	Facebook

Position Information	# Applicants / # Interviewed	Recruitment Resources Used	Interviewees Recruitment/Referral Source	Hiree referral source
8. Online Editor, cont.		Seattle Times Newspaper Seattle Times Classified Website (NW Source)		

Managing Editor - Following a thorough recruitment and interview process in early 2012 (Jan-March 2012) for a Managing Editor, the position was offered to one of the 3 final candidates. That candidate declined the offer and the position was put on hold while the Programming Dept re-evaluated its structure and staffing needs. This position was later filled from within the department by promoting the News Director into a combined Managing Editor/News Director position during department reorganization. The employee promoted into this position was recruited in August 2012 (req#85180) using full recruitment efforts.

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PRONG 1 - DISSEMINATION OF NOTICE OF FULL-TIME VACANCIES

List of full time openings filled by KUOW and date filled

Content Producer	11/08/2012
Community Engagement Manager	11/21/2012
Editor	01/04/2013
Social Media Producer	04/02/2013
Program Producer – RadioActive (2 positions)	06/06/2013
Senior Host - Morning Drive	07/03/2013
Underwriting Acct Sales Representative	07/08/2013
Online Editor	09/12/2013

See the attached chart for information pertaining to the recruitment for each open position for the license year ending 9/30/13. 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

A list of all recruitment sources with contact information and number of referrals from that source is given below.

Recruitment & Referral Sources Used to Seek Job Applicants

Recruitment Source	Website	Email	Phone	# of referrals
All Access	www.allaccess.com	n/a	n/a	0
Asian American Journalists Association	www.aaja.org	national@aaja.org	415-346-2051	0
Corporation for Public Broadcasting Jobline	www.cpb.org/jobline			1
Craigslist	www.seattle.craigslist.org	n/a	n/a	0
Current Newspaper	www.current.org/jobs	currentpublicmedia@gmail.com	301-270-7240	1
Facebook	www.facebook.com/kuowpublicradio	n/a	n/a	2
Idealist	www.idealist.org	n/a	646-786-6886	0
Journalism Jobs	www.journalismjobs.com	info@journalismjobs.com	510-653-1521	2
KUOW All Staff Email	n/a	n/a	n/a	4
KUOW website	www.kuow.org	n/a	n/a	12
Linked In	www.linkedin.com	n/a	n/a	1
Mashable	www.mashable.com	contact@mashable.com	n/a	0
National Association of Black Journalists	www.nabj.org	n/a	301-405-0248	0
National Association of Hispanic Journalists	www.nahj.org	nahj@nahj.org	202-662-7145	0
Northwest Development Officers Association	www.ndoa.org	office@ndoa.org	206-367-8704	0
Public Radio Program Directors Association	www.prpd.org	info@prpd.org	315-824-8226	0
Seattle Times (Print & Online)	www.NWclassifieds.com	sales@nwjobs.com	206-624-7355	1
Seattle Weekly Classified Website Advertising	www.usedseattle.com	n/a	n/a	0
Twitter	www.twitter.com/kuow	n/a	n/a	0
University of Washington (UWHires)	http://www.washington.edu/admin/hr/jobs	n/a	n/a	6
Washington State Association of Broadcasters	www.wsab.org	wsabjobbank@earthlink.net	360-705-0774	0
Washington State Employment Security Dept./ WorkSource	www.fortress.wa.gov/esd/worksource			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 2013. The announcements aired on 7/11/13 (AM), 7/19/13 (PM), 7/25/13 (AM) and 7/31/13 (PM).

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 eeo@kuow.org with your contact information."

Five organizations were added during 2013 and 2 requested to be removed from the list, bringing the total to 16.

Community Sources Requesting Job Opening Notifications:

Organization	Contact Name	Email Address
Annex Theater	Stephen McCandless	stephen.mccandless@annextheatre.org
Antioch University	Student Life Office	studentlife@antiochsea.edu
Centerpoint Institute for Life & Career Renewal	Leah Krieger	Front.office@cpinst.org
Compass Housing Alliance	Floren Lee Sempel	flsempel@compasshousingalliance.org
Crosscut Public Media	Berit Anderson	editor@crosscut.com
Evergreen State College	Heather Schofner	jobline@evergreen.edu
KAOS – Olympia Community Radio	Ruth Brownstein	brownst@evergreen.edu
KEXP Radio	Michele Myers	michelem@kexp.org
KPLU 88.5	Ruby Brown	brownrm@plu.edu
LDS Church – Bellevue Washington South Stake	Steve Olson	stevengolson@gmail.com
My Air Check	Scott Russell	registration@myaircheck.com
Northwest Center	Walter Tablit	wtablit@nwcenter.org
Seattle YMCA Transitions	Julie Jacobson	jjacobson@seattleyymca.org
The Washington Bus	Alex Miller	alex@washingtonbus.org
WWU Dept. of Communications	Ann Reynolds	Ann.Reynolds@wwu.edu
YMCA of Greater Seattle	Bev Kashino	bkashino@seattleyymca.org

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 every two-year period. The KUOW Unit has engaged in more than four such activities during this period, including the following activities during license year 2012-13.

Internship Program

The KUOW internship program offers individuals the opportunity to learn and develop the skills needed to contribute to the production of public radio.

During the period 10/1/12-9/30/13 KUOW hosted 11 interns who worked between 8 to 40 hours per week (2083 total intern hours).

The KUOW newsroom, Weekday production staff, The Conversation production staff, and RadioActive Youth Media hosted interns during the 2013 reporting period. These internships provided the basic skills for producing public affairs programming such as assisting with the production of live, call-in programs, producing feature stories or reporting news for local broadcast.

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.

Participation through Job Banks

KUOW posts every full-time vacancy on the Washington State Association of Broadcasters (WSAB) job bank and the Washington State Employment Security Dept. /WorkSource website.

Scholarship Program

The 2013 KUOW Strategic Plan identifies plans for a KUOW Fellowship Program that is currently in development. The fellowship will be designed to fulfill an important goal: to discover, encourage and train a new generation of public media talent.

Training and Mentoring

RadioActive Youth Media is KUOW's youth radio program designed to train the next generation of public radio journalists and empower youth through storytelling. Following a 2 year pilot period KUOW has committed to the program with full funding within the FY14 budget. During 2013 KUOW hired 2 full-time, RadioActive program producers (Jenny Asarnow and Lila Kitaef). The program also employs 1 part-time administrative assistant and a part-time intern.

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 held 3 beginning producer workshops and ongoing weekly advanced producer workshop sessions, along with multiple mobile workshops and community outreach activities.

RadioActive Workshop Sessions 10/1/2012 – 9/30/2013

Session	# Students	Dates	Total Hours	Curriculum
Beginning Producers Fall 2012	6	9/25/12-11/15/12 Tues & Thurs	40	Intro to journalism, audio recording, audio editing, interviewing, writing for broadcast and speaking on the air.
Beginning Producers Spring 2013	5	2/12/13-4/18/13 Tues & Thurs	56	Intro to journalism, audio recording, audio editing, interviewing, writing for broadcast and speaking on the air.
Beginning Producers Summer 2013	8	7/8/13-8/16/13 Mon-Thurs	120	Intro to journalism, audio recording, audio editing, interviewing, writing for broadcast and speaking on the air.
Advanced Producer Workshops	28	10/6/13-9/28/13 Saturday	60	Advance production techniques; talks from professional journalists and radio producers; listening to and critiquing youth produced work; production of a monthly podcast.

RadioActive staffs participate in additional outreach into the community through teaching mobile workshops in high schools and community organizations, tabling at community events, and hosting community listening sessions. These activities are summarized in the table below.

It is a stated goal of the RadioActive program to “serve and retain young people with limited opportunities in public media”. During the 2013 reporting period the RadioActive program has been successful in achieving this goal by seeking out partnerships with organizations and providing mobile workshops in high schools and community centers in typically underserved neighborhoods of Seattle.

RadioActive Outreach Activities 10/1/2012 – 9/30/2013

Date	Organization	City/Neighborhood	Outreach Activity	Number of Participants
12/12/2012	Franklin HS	Mount Baker/Rainier Valley	Tabled at lunch with recording equipment and laptops to play RadioActive work. Spoke to youth about RadioActive internship opportunities	20
12/12/2012	Seattle Academy	Capitol Hill	Interviewing workshop in a podcasting class and listening to Seattle Academy student work	12
12/12/2012	Rainier Scholars/2100 building	Rainier Valley	Interviewing workshop	0
12/14/2012	Franklin HS	Mount Baker/Rainier Valley	Interviewing workshop in two video classes. Tabled at lunch with recording equipment and laptops to play RadioActive work. Spoke to youth about RadioActive internship opportunities	40
1/9/2013	Renton HS	Renton	Interviewing workshop in a journalism class. Writing for radio workshop in an ELL class.	50
1/15/2013	Franklin HS	Mount Baker/Rainier Valley	Met with YMCA coordinator about interested students. Tabled at lunch with recording equipment and laptops to play RadioActive work. Spoke to youth about RadioActive spring workshop.	
1/15/2013	Rainier Scholars/2100 building	Rainier Valley	Met with two youth counselors about interested students. Dropped off fliers with Micah at Treehouse and Leon at YMCA youth & family services.	0
1/16/2013	Big Picture High School	Highline	Listened to stories from past Big Picture RA graduates. Spoke to youth about the spring program and passed out applications.	20
2/1/2013	Renton HS	Renton	Fieldtrip to KUOW to record stories written by ELL students. Participants also listened to and discussed the RA podcast, got a tour of the station and watched a broadcast of Weekday.	45

Date	Organization	City/Neighborhood	Outreach Activity	Number of Participants
3/9/2013	WJEA (Washington Journalism Education Association)	Kenmore	Taught two 50-minute workshops on "writing for radio vs. writing for print."	15
4/10/2013	Reel Grrls	Central District	Dropped off info, talked with instructors about potential students	
4/20/2013	Seattle Globalist Youth		"Podcasting workshop:" lessons in interviewing and scriptwriting. Students recorded vox pops, wrote and voiced a script.	8
4/23/2013	MMRTI (Multimedia Resources & Training Institute)	Central District	Interview workshop	8
4/24/2013	Seattle Urban Academy	Rainier Valley	Tabling at summer opportunity fair	20
4/24/2013	Yesler Terrace Community Center	Central District	Tabling	
4/25/2013	Highline High School (HS3)	Burien	Interviewing for journalism/yearbook club students	7
4/25/2013	Feet First: Street Stories at Jefferson Community Center	Beacon Hill	Interviewing for students 13-18 in a "walkability" storytelling program	10
5/1/2013	Garfield High School	Central District	Writing for Radio and Listening for Messenger journalism students	35
4/26/2013	Lakeside High School	Haller Lake (N. Sea)	Interviewing for juniors working on a senior citizen interviewing project	14
5/1/2013	Youngstown Cultural Arts Center, Youngstown alternative HS, Arts Corps	West Seattle	Dropped off info, spoke with teachers and administrators	
5/1/2013	CAIR WA	International District	Dropped off info, talked about potential students	

Date	Organization	City/Neighborhood	Outreach Activity	Number of Participants
5/2/2013	Franklin HS	Mount Baker/ Rainier Valley	Interviewing and Listening for students in a drop-in YMCA session	7
5/8/2013	Southwest Interagency Academy (at Youngstown)	West Seattle	Played a story, shared information about the summer workshop	20
5/8/2013	Seattle Young People's Project	International District	Dropped off info, talked about potential students	
5/9/2013	Franklin HS	Mount Baker/ Rainier Valley	Tabling during lunch	
5/9/2013	Yesler Terrace Community Center	Central District	Tabling + talked to staff about potential students	
6/21/2013	N/A	N/A	Workshop for students not accepted to summer program. Played a story, toured the station, watched Weekday, 1 hr. interviewing workshop	3
7/10/13	Edutopia	N/A	Station tour for a group of 20 teachers.	20
8/21/13	CAIR-WA Muslim Youth Leadership Program	N/A	Tour, Q&A with Ross Reynolds, listen to RadioActive stories	
10/26/12	Explorations Academy Independent middle & high school journalism class.	Bellingham	Fieldtrip to KUOW for tour of the station and basic interviewing skills workshop.	8

Additional KUOW 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. These activities are summarized in the table below.

Date	Organization	Outreach Activity	Staff	# of Participants
10/1/12	Ingraham High School	Phyllis Fletcher spoke to two Language Arts classes about interviewing for oral histories and to one journalism class about news story development.	P. Fletcher	75
10/3/12	Ingraham High School	Phyllis Fletcher spoke to two Language Arts classes about interviewing for oral histories.	P. Fletcher	50
10/4/12	Girl Scout troop 43274 Sammamish, WA	Tour of station broadcast facility learning about public radio and careers in radio. To aide in achieving goal of creating strong women leaders with self-confidence & character.	S. Shandera	12
11/6/12	Foundation for International Understanding Through Students (FIUTS)	Tour of station broadcast facility for high school students from Bosnia & Herzegovina to support their understanding of the U.S. and look at radio broadcasting in the U.S.	S. Shandera	24
11/8/12	University of Washington College of Education	Phyllis Fletcher spoke to graduate students in education policy about media coverage of education issues.	P. Fletcher	25
11/14/12	University of Washington School of Social Work	Phyllis Fletcher spoke to graduate students in social work about media coverage of social science research and policy recommendations	P. Fletcher	25
11/27/12	Cub Scout Pack 144 Northeast Seattle	Tour of station broadcast facility looking at what a radio station does, kinds of jobs, etc.	S. Shandera	13
11/28/12	University of Washington Dept. of Communication	Phyllis Fletcher spoke to college students in journalism about news story development	P. Fletcher	25
12/10/12	Garfield High School	Phyllis Fletcher spoke to high school journalism students about journalism ethics	P. Fletcher	30
1/30/13	University of Washington Dept. of Communication	Phyllis Fletcher spoke about career paths in broadcast journalism on videotape for the video producer's classmates	P. Fletcher	25
2/13/13	Town Hall Seattle	Ashley Ahearn moderated a panel discussion designed to answer questions about coal exports at the <i>'EarthFix: Exploring the Powder River Basin Coal-Train Proposals'</i> event.	A. Ahearn	

Date	Organization	Outreach Activity	Staff	Number of Participants
2/19/13	University of Washington Dept. of Communication	Phyllis Fletcher moderated a panel discussion about career paths in communication fields.	P. Fletcher	20
2/21/13	UW International & English Programs – Business English	Tour of station broadcast facility. Insight into radio program production.	S. Shandera	16
2/21/13	University of Washington Dept. of Communication	Phyllis Fletcher spoke to college students in journalism about news story development.	P. Fletcher	25
3/7/13	Community News Lab Class UW Dept. of Communications	Tour of station broadcast facility. Talks by Ashley Ahearn (Environment reporter), Patricia Murphy (reporter) and Amy Radil (reporter). Enrichment and exposure to professional organization for advanced reporting students.	A. Ahearn, P. Murphy & A. Radil	16
3/21/13	KUOW Listeners/General Public	Evening Tour of station broadcast facility (Elizabeth Hovance & Jana Pagaran)	E. Hovance & J. Pagaran	8
4/1/13	Lawton Elementary	Patricia Murphy spoke with 3 rd and 4 th grade students at Lawton Elementary about radio journalism as part of a class project where they created a radio station.	P. Murphy	
4/3/13	City Club, Crosscut News & Seattle Channel	Marcie Sillman participated in 'Civic Cocktail'. Panel discussion/conversation discussing arts and transportation.	M. Sillman	
4/16/13	Cub Scout Pack 553 Cottage Lake Elementary	Tour of station broadcast facility looking at what a radio station does, kinds of jobs, etc.	S. Shandera	7
4/23/13	UW Journalism Class	Liz Jones participated in a reporter's roundtable titled "Reporting Across Borders" discussing reporting the immigrant experience. She discussed how she gets her stories and reporting/journalism in general.	L. Jones	
4/25/13	KUOW Broadcasters Circle News Forum	BC donors and guest were invited to the station to hear Liz Jones speak on immigration coverage in WA and Phyllis Fletcher speak on fact checking.	L. Jones & P. Fletcher	35
5/16/13	KUOW Listeners/General Public	Evening Tour of station broadcast facility.	M. Albertson, M. Hinderliter & K. Andriesen	5
5/21/13	University of Washington Dept. of Communication	Phyllis Fletcher spoke to college students in journalism about news story development.	P. Fletcher	25

Date	Organization	Outreach Activity	Staff	Number of Participants
6/5/13	Seattle Federal Executive Board	Liz Jones participated in a media panel discussion titled "Giving Federal Executives an Edge in Communications". She offered insights on what makes news, how the federal community can best partner with local news outlets, and the challenges faced in delivering daily news stories.	L. Jones	12
6/9/13	KUOW Broadcasters Circle recognition event	BC donors and guest were invited to an event to hear Liz Jones speak on immigration coverage in WA, Dave Beck talked about The Rite of Spring Centennial and Marci Sillman interviewed KUOW GM Wayne Roth on his career in public radio.	L. Jones, D. Beck, M. Sillman & W. Roth	67
6/13/13	Hindu Swayamsevak Sangh (HSS)	Morgen Asher gave a tour of the station to a group of 8 teens and 1 adult from the hindu community.	M. Asher	9
7/18/13	KUOW Listeners/General Public	Evening Tour of station broadcast facility	M. Asher & K. Andriesen	12
8/1/13	UW Libraries Staff	Tour of station broadcast facility	S. Shandera	21
9/18/13	KUGS Bellingham, Western Washington University	Tour of station broadcast facility	P. Fletcher	7
9/19/13	Washington Journalism Education Association	Phyllis Fletcher spoke to high school journalism students about news story development	P. Fletcher	40
9/19/13	Washington Journalism Education Association	Tour of station broadcast facility for high school journalism students	M. Albertson & M. Asher	20

SUMMARY OF EFFECTIVENESS

Number of applications for each open position

Content Producer	68
Community Engagement Manager	151
Editor	248
Social Media Producer	300
Program Producer - RadioActive (2 positions)	156
Senior Host – Morning Drive	51
Underwriting Account Sales Rep	50
Online Editor	170
TOTAL	1194

KUOW has attracted an excellent pool of candidates for each of the 8 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.