On behalf of our entire organization, I am proud to share NPR’s 2022 Annual Report. This past year has been a remarkable journey for us, filled with captivating storytelling, groundbreaking journalism and an unwavering commitment to our mission of providing independent, high-quality news to the public.

In the face of global challenges, NPR rose to the occasion, delivering comprehensive coverage of critical issues. From Russia’s invasion of Ukraine and a new era of disinformation, to a rapidly changing climate and a continually evolving society, our journalists diligently reported on the stories and people that shaped our world.

We also expanded our reach and impact like never before. Through innovative partnerships and collaborations, we were able to reach new audiences through multiple platforms, ensuring that NPR remains accessible to all.

Our successes were made possible by you – our dedicated donors and audiences. Your generosity and commitment allowed us to provide programming that informed, educated and entertained. Together, we made a difference in promoting a more knowledgeable society.

As we look towards the year ahead, we are inspired by the opportunities and challenges we face. With you, NPR and Member Stations will continue harnessing our collective power as a network to deliver trusted, world-class journalism, music and culture to engage audiences that reflect America.

Thank you for being an integral part of the NPR family.

Onward!

John Lansing
President and CEO
NPR leadership
advancing NPR’s mission

2022-2023 Board of Directors

The NPR Board of Directors is responsible for the governance of our 501(c)(3) nonprofit corporation. The board sets the policies and overall direction for NPR management, monitors the performance of NPR and provides financial oversight.

Foundation Board of Trustees

Civic, corporate, and cultural leaders from across the country who are committed to broadening NPR’s base of listener and financial support.

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2022 Annual Report
2022 by the numbers

With your support, NPR is reaching more people in more ways.

13 million visitors

NPR.org audience

24 million listeners

Broadcast audience

8 million listeners

Podcast audience

BASED ON A WEEKLY AVERAGE
The war in Ukraine

When Russia launched its attack on Ukraine, NPR journalists were on the front lines, providing first-hand accounts of events as they unfolded. Reporters, including Eleanor Beardsley, Frank Langfitt, Tim Mak and others, contextualized the conflict, helping audiences at home understand the events leading to the invasion, while also illustrating the war’s human costs.

As the war raged on, NPR stuck with the story, offering reporting that covered a broad range of issues, including the disruption of the global food supply chain, international security concerns, broader geopolitical tensions and the displacement of millions of Ukrainians fleeing the war. In 2023, NPR marked the conflict’s anniversary with wide-ranging coverage, including a live recap section that answered reader’s questions. In all of our reporting, we sought to tell the story of the conflict from the perspectives of those living through it and bring a deeper understanding to audiences at home.

By the numbers

3.5k+ stories published relating to Ukraine

State of Ukraine podcast:
As the conflict began, NPR launched a new podcast to provide audiences with the latest on the war several times a day. The podcast featured interviews with officials, experts and NPR journalists embedded in the region and around the world. It reached 21+ million downloads in its first month.

NPR opens the Kyiv Bureau: In November 2022, NPR announced the opening of a bureau in Kyiv, Ukraine led by international correspondent Joanna Kakissis. The bureau and Joanna’s leadership help strengthen NPR’s coverage of this important story, providing additional consistency and depth to our reporting.

By the numbers

3.5k+ stories published relating to Ukraine

State of Ukraine podcast:
As the conflict began, NPR launched a new podcast to provide audiences with the latest on the war several times a day. The podcast featured interviews with officials, experts and NPR journalists embedded in the region and around the world. It reached 21+ million downloads in its first month.
Bringing home the world’s stories

Last year, in addition to our comprehensive coverage of the war in Ukraine, NPR maintained our commitment to international reporting, sharing stories with audiences at home from every corner of the globe. This type of reporting is resource intensive, which is why many other news organizations have reduced their international presence. With donor support, NPR maintains 17 bureaus around the world, allowing us to provide the critical news and storytelling that people need to understand the events shaping our world.

Understanding the rising tension between the United States and China

Throughout the year, NPR journalists covered the strained relationship between the United States and China. From diplomacy efforts and high-level meetings, to curbing access to advanced technology and Nancy Pelosi’s controversial trip to Taiwan, your support helped NPR to share the latest in this complex relationship between superpowers.

Historic floods in Pakistan

In summer 2022, catastrophic floods swept through Pakistan, destroying lives, livelihoods and infrastructure. NPR’s Diaa Hadid visited the affected regions, telling the stories of people in small villages struggling to rebuild.

The life and reign of Queen Elizabeth II

For 70 years, Queen Elizabeth II served as the constitutional monarch of the United Kingdom, the longest rule in British history. After her death, NPR correspondents were on the ground to share reactions from across the UK and around the world, helping audiences to understand her legacy and what it means for the future of the kingdom.

Powerful visual journalism

NPR’s Visuals Team is at the forefront of reimagining public radio’s journalism to serve millions of people across digital platforms, including YouTube, Instagram, and through a visual blog entitled The Picture Show. From bite-sized videos on social media, to richly reported documentaries, our efforts are resonating with viewers and introducing a new generation to public media.

We aim to help our audience understand complex global issues – from politics and health, to geopolitics and culture – in ways that are accessible, human, and interesting. NPR couldn’t cover the world as it does with groundbreaking, compelling, important, and resonant journalism without the generous support of donors who value international coverage and view it as vital to our audience.

Didi Schanche
CHIEF INTERNATIONAL EDITOR

This year, the White House News Photographers Association honored the NPR Visuals Team for outstanding work in their 2023 ‘s annual ‘Eyes of History’ contest.

- NPR staff photographer Claire Harbage won 2nd place in the Feature Photography category for her work in Afghanistan on coal mining relying on child labor.
- Photographer Carol Guzy took home top honors as Photographer of the Year for her work in Ukraine for NPR and ZUMA Press.
- The Association also honored Guzy’s work in Ukraine for NPR with prizes in the Portrait, Picture Story, Feature, International News and other categories.
The rise of false information poses an urgent threat to our democracy. It fuels distrust in our institutions, distorts public debate and undermines confidence in our elections, our nation and one another.

With your support, last year NPR launched a team to explore the ways that disinformation is shaping our country’s politics, policies and culture. Since then, this team has broken stories, revealed the business models that fuel disinformation and elevated possible solutions. In its coverage of disinformation, NPR aimed to reveal how and why conspiracy theories have become a daily feature of life, while also educating listeners about how to spot and respond to manipulative media.

- **The local impacts of disinformation:** As false information continues to spread, NPR’s disinformation reporting team is partnering with local stations to explore how this problem is affecting lives in communities across the country. Through 2022, we produced stories in collaboration with Colorado Public Radio, Georgia Public Broadcasting, KPCC/LAist and other Member Stations. This reporting revealed troubling trends and the human cost of this growing problem.

- **COVID-19 and the surge of false medical information:** Throughout the year, NPR continued to cover the COVID-19 pandemic, including the false information about the illness and its vaccines that continue to proliferate. Examples of this coverage include an in-depth investigation of a woman who died as a direct result of conspiracy theories and a story that explored the black market of alternative COVID medications.

The goal of this team is to cover the harms that happen when people intentionally spread falsehoods and understand why, at this time in particular, this is so much more common than it has been at other points in our history. We want to look at solutions, and we want to identify people and institutions who are spreading disinformation most actively. We want to know which players are the most engaged in making it difficult to have a fact-based discourse in our society and other societies. Thank you to our supporters.

Brett Neely
SUPERVISING EDITOR, DISINFORMATION TEAM

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**By the numbers**

66 stories exploring the causes and impacts of disinformation published

23.5m million views on disinformation stories in 2022

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Maricopa County Board of Supervisors Chairman Bill Gates gives an update about the ballot counting during a news conference at the Maricopa County Recorders Office in Phoenix, Thursday, Nov. 10, 2022. Ross D. Franklin/AP

A protest against the Moldovan government and pro-EU President Maia Sandu in the capital Chisinau on Feb. 19, 2023. Elena Covalenco /AFP via Getty Images

A voter fills out his ballot at an early voting location in Alexandria, Va., on Sept. 26, 2022. Andrew Harnik/AP
Centering climate change

In October 2022, NPR launched a dedicated Climate Desk to strengthen our coverage of climate and the environment. Led by NPR’s Chief Science Editor Andrea Kissack and Deputy Senior Supervising Climate Editor Neela Banerjee, this eight-person team includes reporters dedicated to specialized beats, including a climate and corporations correspondent and a climate solutions reporter. The new desk also includes a supervising editor that will partner with Member Station reporters to strengthen coverage of climate and the environment locally.

Already, the team has produced high-impact reporting on an array of topics related to our changing climate, including new diseases, food insecurity, the failure of public utilities and forced migration. We are so grateful for your support, which helped launch our Climate Desk, and is allowing public media to cover this critical topic with more depth, breadth and focus than ever before.

NPR Climate Desk Reporter Lauren Sommer reported that outdated rainfall records prevented American cities from adequately bracing for climate-related disasters. In addition, the federal government did not provide funding for updated studies to the National Oceanic and Atmospheric Administration (NOAA). Following Sommer’s article, NPR learned that NOAA’s 2023 budget includes $429 million for flood forecasting and mapping. This will help agencies in coastal and inland areas become better prepared for disasters.

By the numbers

40
Member Stations participate in NPR’s Public Media Climate Collaborative, which seeks to strengthen public media’s capacity to cover climate and the environment locally

3k+
stories related to climate and the environment

8
journalists assigned to NPR’s newly established Climate Desk

NPR used to cover climate more as a science story, and science certainly underpins any kind of analysis of things that happened, like the terrible floods happening in Kentucky for example. But what we’re seeing is that climate change affects everything in our lives. It affects your food, your health, national security, trade, investments — it affects everything.

Lauren Sommer
REPORTER, SCIENCE DESK

Drag queen Pattie Gonia’s dress was made by Zero Waste Daniel, a designer in Brooklyn, N.Y., who focuses on sustainable clothing and accessories. Grace Kaiser/Pattie Gonia

Volunteer firefighters rest west of Yakutsk, Russia, in August 2021. Wildfires are getting more common in Siberia, undercutting the ability of the region’s vast forests to absorb carbon dioxide from the atmosphere. Ivan Nikiforov/AP

An iceberg in Ilulissat, Greenland. Ice sheets in Greenland and Antarctica are melting rapidly, and that melt will accelerate as the Earth heats up. Ryan Kellman/NPR

An iceberg in Ilulissat, Greenland. Ice sheets in Greenland and Antarctica are melting rapidly, and that melt will accelerate as the Earth heats up. Ryan Kellman/NPR

An iceberg in Ilulissat, Greenland. Ice sheets in Greenland and Antarctica are melting rapidly, and that melt will accelerate as the Earth heats up. Ryan Kellman/NPR
This year, we remained steadfast in our commitment to NPR’s most important priority: diversifying our audience to reflect, serve, and inspire America. With your support, we made meaningful progress in this work.

Central to our strategy is creating content that allows audiences to see themselves and their communities represented in NPR’s reporting and storytelling. We also seek to reach younger and more diverse audiences on the platforms where they are, including social media sites like TikTok, Instagram and others. We are pleased to share some highlights of this work, made possible by you.

Meeting new audiences where they are

Younger and more diverse audiences often encounter NPR for the first time through social media. That’s why the work of the NPR Visuals Team to produce compelling journalism and storytelling for these platforms is critical to introducing new audiences to all that public media has to offer.

Oye: uplifting Latinx creatives

In September 2022, NPR and LAist Studios hosted Oye, a talent accelerator designed to connect early-career creators to these powerhouse audio organizations. Over six-weeks, NPR and LAist journalists worked with a small cohort of talented storytellers to develop new programming centering the Latinx experience. The “Born Again” pilot was picked up.
New programs and series

Delving deep into police reform

In July, Embedded hosts Kelly McEvers and Dan Girma partnered with The Marshall Project to give listeners an inside look at the Yonkers Police Department, where the police chief worked to change policing from within, while the federal government tried to push reform from the outside. The four-part series “Changing the Police” explored whether true cultural change is possible in a police department with a decades-long history of misconduct.

Investigating race, class and power in American schools

Code Switch, NPR’s flagship podcast on race and identity, announced a limited-run series called School Colors, produced in partnership with Brooklyn Deep, a community journalism outlet based in Brooklyn, NY. In its acclaimed first season, the series analyzed how race, class and power shape American cities and schools. In season two, hosts Mark Winston Griffith and Max Freedman took listeners to the most diverse place on the planet—New York City School District 28 in Queens—to find out why the area’s parents opposed a suggested school diversity plan.

Exploring representation in Hollywood

Last fall, Pop Culture Happy Hour’s three-part series “Screening Ourselves” explored calls for better on-screen representation for groups that have been traditionally under- or misrepresented within Hollywood. The program revisited three movies that are now considered classics, The Godfather, Basic Instinct and The Color Purple.

Telling a story of immigration and identity that leads to the World Cup

In November, NPR and Futuro Studios partnered to present The Last Cup, a dual language podcast hosted by NPR’s Jasmine Garsd. Timed to coincide with the World Cup, the series shared the journey of Lionel Messi, one of the greatest soccer players in history, from his early days playing soccer in his hometown in Argentina to his arrival at Barça Football Club in Spain. NPR’s first sports-related podcast is available in both English and Spanish, and had a total reach of over 1 million downloads.

Celebrating Latinx heritage through ‘El Tiny’

To recognize Hispanic Heritage Month, NPR’s Tiny Desk hosted its second annual ‘El Tiny’ takeover in September, featuring performances from an array of artists from across the Spanish-speaking world. Artists including Jessie Reyez, Susana Baca, Carla Morrison and more. ‘El Tiny’ is part of a broader effort to reach and serve Hispanic and Latinx audiences.

Relaunching Alt.Latino

Alt.Latino, a podcast exploring Latino cultures and music genres, relaunched in September with co-hosts Felix Contreras and Anamaria Sayre. The newly imagined show places a focus on artist conversations, delving deep into the stories shaping the music, shining a light on the culture, heritage and struggles of the Latinx community.

With your support, we created and revamped a wide range of programs to represent more voices and foster a more inclusive space for diverse audiences.
Welcoming new hosts

Ayesha Rascoe
Weekend Edition Sunday and Up First’s Saturday
Previously a White House correspondent for NPR

Regina G. Barber
Scientist in Residence on Short Wave
Previously taught physics and astronomy at Western Washington University

Juana Summers
All Things Considered and Consider This
Previously covered race, justice and politics as NPR’s political correspondent

Nick Fountain
Planet Money
Previously produced Planet Money and produced and directed Morning Edition

Jeff Guo
Planet Money
Previously covered economics and policy for The Washington Post

B.A. Parker
Code Switch
Previously co-hosted and produced New York Magazine’s The Cut

Lori Lizarraga
Code Switch
Previously a broadcast race and justice reporter in Denver and a bilingual anchor/reporter in Bakersfield

Anamaria Artemisa Sayre
Alt.Latino
Previously produced Alt.Latino

Brittany Luse
It’s Been a Minute
Previously hosted For Colored Nerds, The Nod and Sampler podcasts, and co-hosted and executive produced The Nod with Brittany and Eric

Marielle Segarra
Life Kit
Previously reported and hosted at Marketplace, worked at WHYY in Philadelphia, and taught audio journalism

Adrian Ma
The Indicator from Planet Money
Previously covered business at member stations WBUR and WCPN

Wallin Wong
The Indicator from Planet Money
Previously covered tech and startups for the Chicago Tribune and emerging market economies for Dow Jones Newswires.

Darian Woods
The Indicator from Planet Money
Previously worked as an advisor to the Secretary of the New Zealand Treasury

Return to live events

NPR x SUNDANCE
6 virtual live shows in January

Code Switch Live!
Virtual live show in January + live show in November

NPR Music Listening Party
Virtual live show in March

Tiny Desk Contest Top Shelf
2 virtual live shows in April + May

Planet Money Live: A Superhero… and Musical!
Live show in May

Tiny Desk Contest On The Road
5 live shows across the country in May + June

Dinners with Ruth: In Conversation with Nina Totenberg Scott Simon
Live show in September

The NPR Politics Podcast Live!
2 live shows in September + October

Rough Translation Live
Live show in October

Jazz Night in America
Live show in October

NPR Music Celebrates 15 Years!
2 live shows in November

Wait, Wait…Don’t Tell Me!
12 virtual shows + 34 live shows in 2022

Wait, Wait…Don’t Tell Me! Stand Up Tour
2 virtual shows + 10 live shows in 2022
The NPR Network

Expanding the NPR and Member Station Partnership

The NPR Network is a vision for public media’s future. It strengthens the partnership between NPR and Member Stations to better serve communities, reach new and more diverse audiences, and grow support for our public service mission. With elements impacting sponsorship, podcasting, marketing and fundraising, the NPR Network is not a project, but a new way of operating.

At a time when audience habits are changing and the economics of media are shifting, the NPR Network prepares public media to thrive in an on-demand world. It will align NPR and stations around shared goals and strategies, and help us to operate as a cohesive local-national network. This work, and all that we do, is made possible by you.

Creating a sustainable future for public media

In the past year, NPR and Member Stations launched several innovative programs designed to realize the collaborative vision of the NPR Network, many of which drive audience and revenue to stations. Some of those projects include:

- **NPR Network donation**: An option for digital audiences to give to support the public media network as a whole on NPR platforms, creating a pathway to membership for NPR’s digital audience of 34 million weekly users. After launching in November 2022, 3,600 people gave to the NPR Network in the first two months.

- **The NPR Podcast Network**: 50 stations are participating in this pilot, which provides shared branding and cross-promotion for public media podcasts. In the first week after Seattle station KUOW joined, they saw nearly 800 listeners delivered to their podcast Seattle Now from NPR Network advertising.

- **The NPR+ podcast bundle**: Launched in November with 33 pilot stations, the NPR+ bundle provides an ad free experience to new members of Member Stations. The NPR+ podcast bundle attracted 500 new donors to public radio in the first two months and now includes Up First and NPR News Now, with additional offerings coming in 2023.

On the air, online, and in our workplaces, staff at Member Stations and NPR are harnessing our collective power as a network to deliver trusted, world-class journalism, music, and culture to inform, empower, and engage audiences that reflect America. We Are the NPR Network!

John Lansing
PRESIDENT + CEO, NPR

The NPR Politics Podcast Live from Buckhead Theatre in Atlanta, Georgia on October 20th, 2022. Photo by Josephine Figueroa for NPR.
### Financial Statements

#### National Public Radio, Inc. (Parent Company Only)

#### Supplemental Balance Sheets

<table>
<thead>
<tr>
<th>September 30</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$2,277,978</td>
<td>$8,264,876</td>
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<tr>
<td>Restricted cash</td>
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<td>$2,825,009</td>
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<td>Accounts receivable, net</td>
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<td>Pledge receivable, net</td>
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<tr>
<td>Investments</td>
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<td>Property and equipment, net</td>
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<tr>
<td>Operating lease right-of-use assets</td>
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<td>6,285,394</td>
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<tr>
<td>Prepaid expenses and other assets</td>
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<td>9,243,377</td>
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<tr>
<td>Investment in NPR Asset Holding Company, Inc.</td>
<td>4,377,930</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$409,698,714</td>
<td>$423,960,780</td>
</tr>
</tbody>
</table>

| **Liabilities and Net Assets** | | |
| **Liabilities** | | |
| Accounts payable and accrued expenses | $11,794,898 | $9,360,219 |
| Accrued compensation, benefits, and taxes | 16,236,963 | 21,543,684 |
| Acquired programming obligations | 3,991,382 | 5,194,939 |
| Deferred revenue | 23,870,520 | 23,772,317 |
| Due to subsidiaries | 10,437,878 | 10,942,068 |
| Accrued interest payable | 2,803,767 | 2,827,449 |
| Other liabilities | 2,009,381 | 2,779,219 |
| Conditional contribution refundable advances | 3,255,984 | 1,989,917 |
| Operating lease liabilities | 7,029,581 | 7,643,054 |
| Bonds payable | 185,650,000 | 188,392,000 |
| **Total Liabilities** | $289,729,512 | $272,716,951 |

| **Net Assets** | | |
| Net assets without donor restrictions | 116,808,338 | 120,506,334 |
| Net assets with donor restrictions | 24,950,444 | 30,005,537 |
| **Total Net Assets** | $141,758,782 | $150,511,871 |
| **Total Liabilities and Net Assets** | $409,698,714 | $423,960,780 |

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#### Supplemental Statements of Activities

<table>
<thead>
<tr>
<th>National Public Radio, Inc. (Parent Company Only)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year Ended September 30</strong></td>
</tr>
<tr>
<td><strong>Operating Revenue</strong></td>
</tr>
<tr>
<td>Core and other programming fees</td>
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<tr>
<td>Corporate sponsorships</td>
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<tr>
<td>Contributions</td>
</tr>
<tr>
<td>Net assets released from donor restrictions</td>
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<tr>
<td><strong>Total Contributions</strong></td>
</tr>
<tr>
<td>NPR Foundation board-designated and endowment support distributions</td>
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<tr>
<td>Satellite interconnection and distribution</td>
</tr>
<tr>
<td>Use of current year net investment returns for operations</td>
</tr>
<tr>
<td>Contributions of nonfinancial assets</td>
</tr>
<tr>
<td>Other</td>
</tr>
<tr>
<td><strong>Total Operating Revenues</strong></td>
</tr>
</tbody>
</table>

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#### Notes to Financial Statements

The financial information above is considered "unaudited" and presented for convenience and information purposes only. The audited consolidated financial statements are available on [www.npr.org/about-npr/178660742/public-radio-finances](http://www.npr.org/about-npr/178660742/public-radio-finances). While reasonable efforts have been made to ensure the integrity of such information on [www.npr.org](http://www.npr.org), the audited consolidated financial statements presented should not be relied upon and an official printed copy of audited consolidated financial statements will be provided upon request.
Awards
Honors and recognitions received in 2022

**AAJA Awards**
Excellence in Audio Storytelling
*Throughline - “Our Own People”*

Excellence in Sports Reporting
“For Fans Hungry for Baseball, Taiwanese Announcer Made Right Call in Unusual Season”

**Edward R. Murrow Awards**
Radio Network, Digital
*NPR’s COVID-19 Trackers*

Radio Network: Excellence in Innovation
*Joy Generator*

Radio Network: Excellence in Writing
*Embedded – “The Capital Gazette”*

Radio Network: Feature Reporting
*“Pair Your Pints With a Trip Through History on This British Pub Crawl Across London”*

Radio Network: Investigative Reporting
*“How States Charge the Poorest Families and Children for the Cost of Foster Care”*

Radio Network: Podcasts
*Rough Translation – “Home/Front: Marla’s War”*

**Gracie Awards**
Reporter / Correspondent / Host (Radio - Nationally Syndicated Non-Commercial)
*Rund Abdelfatah*

Blog (Digital Media, National)
*NPR: “Teaching in the Pandemic”*

Series (Radio - Nationally Syndicated Non-Commercial)
*Women in China,” aired on Morning Edition and All Things Considered*

Crisis Coverage/Breaking News (Radio - Nationally Syndicated Non-Commercial)
*“Coverage of India’s farmer protests”*

**Headliner Awards**
Criminal Justice/Crime Podcast - 1st Place
*“On Our Watch From NPR and KQED”*

Broadcast Radio Networks and Syndicators Breaking News - 3rd Place
*NPR Coverage of India’s Yearlong Farmer Protests”*

Broadcast Radio Networks and Syndicators Pandemic Coverage
*“NPR coverage of India’s spring 2021 COVID wave”*

**iHeartRadio Podcast Awards**
Best Overall Host
*Sam Sanders*

Best History Podcast
*Throughline*

Best Business & Finance Podcast
*How I Built This*

Best Spanish Language Podcast
*Radio Ambulante*

**Eyes of History Awards**
Digital Storytelling - Feature Story Award of Excellence
*A Daughter’s Journey To Reclaim Her Heritage Language”*

**George Foster Peabody Awards**
*Throughline - “Afghanistan: The Center of the World”*

**Maria Moors Cabot Prize**
*Daniel Alarcón, Radio Ambulante*

**Silver Baton Award**
*Waste Land*
Philanthropic Supporters

NPR is pleased to recognize the following donors who contributed gifts of $10,000 or more between October 1, 2021, and September 30, 2022. Thank you for supporting NPR.

A
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Mariette Pathy Allen
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C
Merle S. Cahn Foundation
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St. Joseph’s University
St. Martin’s Press
Stanford Children’s Health
Staples
State Farm
Subaru of America
Suffolk University
Supercuts
Supercrunch
Symetra Life Insurance Co.
Synchrony Financial
T T. Rowe Price
Tagger Media
Talkspace
TD Ameritrade
Teachable
Teladoc
Ten Thousand
Texas Mutual
Thorne HealthTech
TIAA-CREF
TikTok
Tire Rack
TNT
Toad&Co
Total Wine & More
Toyota Motor Sales, U.S.A.
TracFone Wireless
Trader Joe’s West
Trust
Turo
U U.S. Bank
U.S. Department of Health and Human Services
U.S. Securities and Exchange Commission
Ubiquity Global Services
UCHealth
UCLA
Udacity
Ultimate Kronos Group
Unbound
Union of Concerned Scientists
United Artists Releasing
United States Postal Service
Universal Pictures
University at Buffalo
University of Arkansas
University of California, Irvine
University of Cincinnati
University of Denver
University of Florida
University of Illinois
University of Kansas Health System
University of North Texas
University of Redlands
University of South Carolina
University of Texas at El Paso
University of Virginia
UPS Store
Upwork
USAFacts Group
UserTesting
V Vacasa
Veem
Viator
Viking River Cruises
Villanova University
Vimeo
Virgin Atlantic Airways
Viser
Visit McMinville
Visit Tampa Bay
Vitacon
VMware
VOSS
Vimeo
Virgin
W W.W. Norton & Company
Walmart
Walt Disney Studios
We Are Listen
Wealthfront
Webflow
Wells Fargo
WellSpan Health
Westcom Credit Union
WestBeth Entertainment
WGBH
When I Work
Wild Turkey Distilling Company
William Morrow & Co.
Wise US
WithSecure
Wix.com
WMATA
Wondery
Worcester Polytechnic Institute
Workday
Workhuman
Wyzant
X X-Chair
Y Yext
Yogi Tea
Your Part-Time Controller
YouTube
Z Zillow
ZipRecruiter
Zoom
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