

2019 EEO PUBLIC FILE REPORT

This report covers Chicago Public Media, Inc Station Employment units (SEU), which consists of the following full-service FM Radio Broadcast stations:

<u>Call Sign</u>	<u>Type of Station</u>	<u>Location</u>
WBEZ	Non-Commercial	Chicago, IL
WBEQ	Non-Commercial	Morris, IL
WBEW	Non-Commercial	Chesterton, IN
WBEK	Non-Commercial	Kankakee, IL
WRTE	Non-Commercial	Chicago, IL

Reporting Period: August 1, 2018 through July 31, 2019

Number of Full-time Employees: More than 5

Small Market Exception: No

During the Reporting Period, a total of 23 full time positions were filled. The information required by FCC Rule 73.208(c)(6) is provided in the charts to follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.208(c)(6)

First Initiative:

In this second year of a two year outreach period, Chicago Public Media attended two job fairs:

- During the reporting period, Chicago Public Media in partnership with NPR, Oregon Public Broadcasting, WNYC, and WBUR attended the following minority journalism conferences to promote job openings in public broadcasting.
 - National Association of Black Journalists (NABJ) August 2-5, 2018
 - Asian American Journalism Association (AAJA) August 8-11, 2018

Second Initiative:

Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment.

Radio Production and Journalism Internships

For students and recent graduates from participating colleges or universities interested in careers in broadcasting and journalism. Internships are available two times a year.

- July through December – applications are due by late April.
- January through June – applications due by late October.

Internships specialize in one of four areas:

1. Broadcast Journalism
2. Radio Talk Show Production
3. Multimedia Journalism
4. Audio Production

Recruitment is conducted through company website and announcements made within local colleges and universities specializing in broadcasting.

Internships are available year-round are available with the (above) application deadlines with about 20 participants every year. The HR Manager of Internships oversees the program.

Third Initiative:

Participated in at least 4 events or programs sponsored by educational institutions relating to careers in Broadcasting.

During the reporting period, Chicago Public Media staff members were invited by area schools and colleges to speak to students to talk about careers in broadcast journalism. Some groups also visited our facilities to speak reporters to learn about careers in journalism.

Organization Name	Date
University of Illinois (Springfield)	10/27/2018
University of Illinois Urbana	11/04/2018
Chicago Public Education Fund	11/16/2018
Northwestern University	11/30/2018
Francis Parker High School	03/08/2019
Whitney Young High School	03/25/2019

HR Manager, Reporter(s), Studio Operations Director attended these events.

Fourth Initiative:

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

On 8/20/2018 and 8/22/2018, Chicago Public Media hired The Morton Group. An outside firm to conduct Diversity and Inclusion training for all staff members of the organization, including management.

Topics included:

- Analyzing the conceptual framework of racism in the United States and in the Chicagoland area.
- Exploration of best practices for racial justice and racial equity.

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hiree
08/06/2018	Fundraising Campaign Associate	Chicago Public Media Website
08/06/2018	Major Gifts Officer	Chicago Public Media Website
08/15/2018	Senior Director, Membership and Marketing	Kindred Partners
08/27/2018	News Editor	Glassdoor.com
09/10/2018	Managing Director, Content Development	Chicago Public Media Website
09/17/2018	Director of Accounting	Temporary converted to full-time
10/08/2018	Producer	Employee referral
10/16/2018	Facilities Manager	Chicago Public Media Website
10/22/2018	Manager, Audience Analytics	Word of mouth
11/05/2018	Archivist	Word of mouth
11/12/2018	Reporter	Word of mouth
12/03/2018	Event Marketing and Audience Engagement Manager	Indeed.com
12/04/2018	Reporter	Employee Referral
12/10/2018	Director, Digital Product Management	Word of mouth
01/04/2019	Managing Editor	Blinkhorn L.L.C
03/01/2019	Senior Director of Technology	Stanton Chase
03/18/2019	Digital Producer	Indeed.com
04/08/2019	News Producer	Employee Referral
05/13/2019	Director of IT	Glassdoor.com
06/03/2019	Lead Software Engineer	Glassdoor.com
06/25/2019	Product Manager	LinkedIn
07/01/2019	Vice President of Membership	Employee Referral
07/08/2019	Member Services Manager	Chicago Public Media Website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total number of persons interviewed during the reporting period: 68

Recruitment Sources Used in Reporting Period	Number of Persons Hired that the Source Referred
Blinkhorn L.L.C	7
Chicago Public Media Website	10
Employee Referral	14
Glassdoor.com	4
Indeed.com	9
Kindred Partners	4
LinkedIn	8
Stanton Chase	3
Word of Mouth	9

RECRUITING SOURCES USED

Job Title of Position: Fundraising Campaign Associate

Date of Hire: 08/06/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

*Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Major Gifts Officer

Date of Hire: 08/06/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Senior Director, Membership and Marketing

Date of Hire: 08/15/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792
Kindred Partners	N	535 Mission St. 22 nd Floor, Suite 2250 San Francisco, CA 94105		650-573-5500

*Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: News Editor

Date of Hire: 08/27/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Managing Director, Content Development

Date of Hire: 9/10/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Director of Accounting

Date of Hire: 9/17/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Producer

Date of Hire: 10/8/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Facilities Manager

Date of Hire: 10/06/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Manager, Audience Analytics

Date of Hire: 10/22/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Archivist

Date of Hire: 11/5/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Reporter

Date of Hire: 11/12/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Event Marketing and Audience Engagement
 Job Title of Position: Manager

Date of Hire: 12/03/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Director, Digital Product Management

Date of Hire: 12/10/2018

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Managing Editor

Date of Hire: 1/14/2019

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792
Blinkhorn L.L.C	N	23 Grant Ave. Old Greenwich CT, 06870	Ann Blinkhorn	203-274-8838

*Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Senior Director of Technology

Date of Hire: 03/01/2019

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792
Stanton Chase	N	300 South Wacker Drive, Suite 201 Chicago, IL 60606	Lyn Cason	312-724-4000

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Job Title of Position: Digital Producer

Date of Hire: 03/18/2019

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: News Producer

Date of Hire: 04/08/2019

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Director of IT

Date of Hire: 05/13/2019

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Job Line	202-879-9600

*Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Lead Software Engineer

Date of Hire: 06/03/2019

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Product Manager

Date of Hire: 6/25/2019

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Job Line	202-879-9600

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Job Title of Position: Vice President of Membership

Date of Hire: 07/01/2019

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Member Services Manager

Date of Hire: 07/08/2019

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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