

2013 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
WBEW	Non-Commercial	Chesterton, IN
WBEQ	Non-Commercial	Morris, IL
WRTE	Non-Commercial	Chicago, IL

Reporting Period: August 1, 2012 through July 31, 2013

Number of Full-time Employees: More than 10

During the Reporting Period, a total of 12 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:

Participation in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.

1. Director of Internships and Mentorships attended a job fair at Elmhurst College on November 7, 2012.
2. Director of Internships and Mentorships attended a job fair at Illinois Institute of Technology on November 7, 2012.
3. Human Resource Manager, attended a job fair at Loyola University Chicago on February 5, 2013.
4. Director of Internships and Mentorships, attended a job fair at the Medill School of journalism on April 10, 2013.

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 from participating colleges or universities interested in careers in broadcasting and journalism. Internships are available four times a year.

- For Fall Internships – applications due by August
- For Winter Internships – applications due by late November
- For Spring Internships – applications due by mid-February
- For Summer Internships – applications due by mid-April

Internships specialize in one of four areas:

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

Recruitment 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 60 participants every year. The Director of Internships and Mentorships oversees the internship program.

Third Initiative:

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

Chicago Public Media's Human Resources Department required all supervisors and management level personnel to attend a one-hour introductory workshop on Diversity. The workshops were held on May 14, 2013 and May 17, 2013.

The workshop covered the following areas:

1. Defining what makes up a diverse workforce
 2. Recognizing and avoiding bias
 3. Understanding responsibilities as managers and supervisors under EEO
 4. Creating a more inclusive environment
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Fourth Initiative:

Sponsored at least two events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

Over the reporting period Chicago Public Media conducted four training events in the community to expose participants to broadcast journalism. Workshops covered basic storytelling for radio. Each workshop consisted of four sessions over the course of five weeks.

1. Storyteller Training I: Traditional Radio Reporting – A community storyteller training for youth, focused on creation of stories for radio.
2. Storyteller Training II: Personal Narratives – A community storyteller training for youth, focused on creation of stories for radio.
3. Storyteller Training III: Collaboration with “The Mash” a teen publication of The Chicago Tribune – A community storyteller training for youth, focused on creation of stories for radio.
4. Storyteller Training IV: Vocalo programming – A community storyteller training for youth, focused on creation of stories for radio.

The Managing Director of Vocalo (WBEW) organized the workshops.

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hiree
08/20/2012	Reporter, Business	Contract Employee
08/30/2012	Administrative Assistant, This American Life	Chicago Public Media Website
09/04/2012	Account Executive	Chicago Public Media Website
10/08/2012, 04/15/2013	Reporter / Host	Chicago Public Media Website
11/26/2012	Web Producer	Employee Referral
12/10/2012	Producer, This American Life	Employee Referral
03/12/2012	Senior Producer, Curious City	Acquisition of Program Producer
03/18/2013	Web Producer, Curious City	Acquisition of Program Producer
03/25/2013	Content Partnership Producer	Rehired Former Employee
07/01/2013	Web Developer	Authenticjobs.com
07/15/2013	Junior Accountant	Indeed.com

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total number of persons interviewed during the reporting period: 36

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Personnel worked for a third party programmer which the licensee acquired	2
Authenticjobs.com	1
Chicago Public Media Web Site	12
Current Contractor	1
Employee Referrals	5
Former Employee	1
Former Intern	1
Indeed.com	2
Journalismjobs.com	1
Mediabistro.com	3
NPO.net	1
Simplyhired.com	1
Society of Broadcast Engineers	2
Word of Mouth	3

RECRUITING SOURCES USED

Job title of Position: Reporter, Business

Date of Hire: 08/20/2012

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Access Living	N	115 W. Chicago Ave. Chicago, IL 60654	Gary Arnold	312-640-2100
Affinity Community Services	N	P.O. Box 377948 Chicago, IL 60637-7948	Kim L. Hunt	773-324-0377
Alliance Française de Chicago	N	810 N. Dearborn St. Chicago, IL 60610	Renee Saito	312-337-1070
American Friends Service Committee	N	637 S. Dearborn St. Chicago, IL 60605	Mary Zerkel	312 427-2533
Argonne National Laboratory	N	9700 South Cass Ave. Argonne, IL 60439	Matthew Howard	630-252-2000
Center for Black Diaspora at DePaul University	N	2320 N. Kenmore, Suite 551 Chicago, IL 60614	Juelle Daley	773-325-7512
Chicago Architecture Foundation	N	224 S. Michigan Ave. Chicago, IL 60604	Kristy Peterson	312-922-3432
Chicago Cultural Alliance	N	70 E. Lake St, STE 1200 Chicago, IL 60601	Rebeccah A. Sanders	312-846-6814
Chicago Public Library	N	400 S. State St., Room 2N-7 Chicago, 60605	Ruth Lednicer	312-747-4300
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Matthew Green	312-893-2956
Chicago Urban Art Society	N	600 West Cermak Rd., Unit 1B Chicago, IL 60616	Lauren Pacheco	773-951-8101
Community Media Workshop	N	c/o Columbia College 600 S. Michigan Ave. Chicago, IL 60605	Nora Ferrell	312-369-6400
Community Renewal Society	N	332 S. Michigan Ave., Ste. 500 Chicago, Illinois 60604	Al Shaw	312-427-4830
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Job line	202-879-9600
Culinary Historians of Chicago	N	c/o Catherine Lambrecht, 280 Laurel Ave. Highland Park, IL 60035	Catherine Lambrecht	greatermidwestfoodways@gmail.com
Ellen Stone Belic Institute for the Study of Women and Gender in the Arts and Media at Columbia College Chicago	N	218 S. Wabash, 7th floor Chicago, IL 60604	Kipa L. Davis	312-369-8829
Fourth Presbyterian Church	N	190 E. Delaware Place Chicago, IL 60611	Adam Fronczek	312-787-4570

Free Spirit Media	N	931 S. Homan Chicago, IL 60624	Melissa Bryan	773-533-7600
Free Write Jail Arts	N	NBJ Literacy and Creative Media Program c/o Nancy B. Jefferson Alternative School 1100 S. Hamilton Chicago, IL 60612	Sage Morgan- Hubbard	
Gene Siskel Film Center	N	164 N. State Street Chicago, IL 60601	Karen Durham	312-846-2600
Goodman Theatre	N	170 N. Dearborn Avenue Chicago, IL 60601	Willa J. Taylor	312-443-3811
Illinois Humanities Council	N	17 N. State Street, Suite # 22C Chicago, IL 60602-3296	Geoffrey Banks	312-422-5585
Jobs For Youth, Chicago	N	17 N. State St., 6th Floor Chicago, IL 60602	Keisha Heard	312-499-4778 ext. 108
Jounralismjobs.com	N	72 Plaza Drive Berkeley, California 94705	Dan Rohn	info@journalismjobs.com
MacArthur Foundation	N	140 S. Dearborn Street, Suite 1200, Chicago, IL 60603	Jennifer Humke	312-726-8000
Metropolitan Planning Council	N	140 S. Dearborn St., Ste. 1400 Chicago IL 60603	Mandy Burrell Booth	312-922-5616
Museum of Contemporary Art	N	220 E. Chicago Avenue Chicago, Illinois, 60611	Erika V. Hanner	312-280-2660
National Association of Black Journalists	N	1100 Knight Hall, Suite 3100 College Park, Maryland 20742	Career Center	301-405-0248
Neighborhood Writing Alliance	N	1313 E. 60th Street, Suite 238 Chicago, IL 60637	Rachael Hudak	773-684-2742
Northeastern Illinois University	N	5500 N. St. Louis Avenue Chicago, Illinois 60625	Dana Navarro	773-268-7500
Peggy Notebart Nature Museum	N	2430 N. Cannon Dr. Chicago, IL 60614	Jill Doub	773-755-5100
Raven Foundation	N	2624 Patriot Blvd. Glenwood, IL 60026	Maura Junius	224-521-2470
Remy Bumpo Theater Company	N	3717 N Ravenswood, Suite 245 Chicago IL 60613	Chelsea Keenan	773-244-8119
Sixty Inches From Center	N	c/o Clarion New Media 601 S LaSalle St., Suite 600 Chicago, Il 60605	Tempestt Hazel	tempestt.hazel@sixtyinchesfro mcenter.org
Stop Smiling	N	1371 North Milwaukee Ave. Chicago, IL 60622	J.C. Gabel	jc@stopsmilingonline.com

Street-Level Youth Media	N	1637 N. Ashland Ave. Chicago, IL 60642	Marc Furigay	marc@street-level.org
The Chicago Council on Global Affairs	N	332 S. Michigan Ave. Suite 110, Chicago, IL 60604	Betsy Hushek	312-726-3860
The Victory Gardens Biograph Theater	N	2433 North Lincoln Ave. Chicago, IL 60614	Will Rogers	773-871-3000
Woman Made Gallery	N	685 N. Milwaukee Ave. Chicago, IL 60642	Nina Corwin	312-738-0400
Young Chicago Authors	N	1180 N. Milwaukee Ave. Chicago, IL 60622	Rebecca Hunter	773-486-4331

*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: Administrative Assistant, This American Life Date of Hire: 08/30/2012

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	Dorse Kelly	312-948-4613
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Jobline	202-879-9600
Mediabistro	N	475 Park Avenue South, 4th Floor New York, New York 10016	Rachel LaMariana	212-389-2000

*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: Account Executive Date of Hire: 09/04/2012

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	Dorse Kelly	312-948-4613
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Jobline	202-879-9600
Current	N	46930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Kathleen Unwin	877-745-8776, ext. 1

*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: Reporter / Host

Date of Hire: 10/08/2012, 04/15/2013

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	Dorse Kelly	312-948-4613

*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: Web Producer

Date of Hire: 11/26/2012

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	Dorse Kelly	312-948-4613
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Jobline	202-879-9600
Jounralismjobs.com	N	72 Plaza Drive Berkeley, California 94705	Dan Rohn	info@journalismjobs.com
NPO.net	N	407 S Dearborn St., Suite 800 Chicago, IL 60605	Job Board	312-372-4872

*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: Producer, This American Life

Date of Hire: 12/10/2013

We learned that a former intern was available and about to be hired by a national network, which left us without sufficient time to conduct a broad outreach before we could make a competing offer to this talented individual with unique skills and knowledge of the our stations. In order to secure the services of this person before she accepted the other position, the position was offered without recruitment.

Job title of Position: Senior Producer, Curious City

Date of Hire: 03/12/2013

Curious City was a project produced by the national Localore initiative from the Association of Independents in Radio. Localore was funded in large part by the Corporation for Public Broadcasting. Because the funding from the third party sources ended in 2013, the project was acquired by Chicago Public Media for continuation. The existing staff positions were part of the acquisition of Curious City.

Job title of Position: Web Producer, Curious City Date of Hire: 03/18/2013

Curious City was a project produced by the national Localore initiative from the Association of Independents in Radio. Localore was funded in large part by the Corporation for Public Broadcasting. Because the funding from the third party sources ended in 2013, the project was acquired by Chicago Public Media for continuation. The existing staff positions were part of the acquisition of Curious City.

Job title of Position: Content Partnership Producer** Date of Hire: 03/25/2013

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	Dorse Kelly	312-948-4613

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

** This former employee was laid off due to budget cutbacks and was rehired for this position.

Job title of Position: Web Developer Date of Hire: 07/01/2013

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Access Living	N	115 W. Chicago Ave. Chicago, IL 60654	Gary Arnold	312-640-2100
Affinity Community Services	N	P.O. Box 377948 Chicago, IL 60637-7948	Kim L. Hunt	773-324-0377
Alliance Française de Chicago	N	810 N. Dearborn St. Chicago, IL 60610	Renee Saito	312-337-1070
American Friends Service Committee	N	637 S. Dearborn St. Chicago, IL 60605	Mary Zerkel	312 427-2533
Argonne National Laboratory	N	9700 South Cass Ave. Argonne, IL 60439	Matthew Howard	630-252-2000
Authentic Jobs	N	221 Beach Road #177 Sarasota, FL 34242	n/a	941-677-8878
Center for Black Diaspora at DePaul University	N	2320 N. Kenmore, Suite 551 Chicago, IL 60614	Juelle Daley	773-325-7512
Chicago Architecture Foundation	N	224 S. Michigan Ave. Chicago, IL 60604	Kristy Peterson	312-922-3432
Chicago Cultural Alliance	N	70 E. Lake St, STE 1200 Chicago, IL 60601	Rebeccah A. Sanders	312-846-6814
Chicago Public Library	N	400 S. State St., Room 2N-7 Chicago, 60605	Ruth Lednicer	312-747-4300
Chicago Public Media Facebook Page	N	http://www.facebook.com/wbez915	n/a	n/a
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Matthew Green	312-893-2956

Chicago Urban Art Society	N	600 West Cermak Rd., Unit 1B Chicago, IL 60616	Lauren Pacheco	773-951-8101
Community Media Workshop	N	c/o Columbia College 600 S. Michigan Ave. Chicago, IL 60605	Nora Ferrell	312-369-6400
Community Renewal Society	N	332 S. Michigan Ave., Ste. 500 Chicago, Illinois 60604	Al Shaw	312-427-4830
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Job line	202-879-9600
Culinary Historians of Chicago	N	c/o Catherine Lambrecht, 280 Laurel Ave. Highland Park, IL 60035	Catherine Lambrecht	greatermidwestfoodways@ gmail.com
Ellen Stone Belic Institute for the Study of Women and Gender in the Arts and Media at Columbia College Chicago	N	218 S. Wabash, 7th floor Chicago, IL 60604	Kipa L. Davis	312-369-8829
Fourth Presbyterian Church	N	190 E. Delaware Place Chicago, IL 60611	Adam Fronczek	312-787-4570
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Gene Siskel Film Center	N	164 N. State Street Chicago, IL 60601	Karen Durham	312-846-2600
Goodman Theatre	N	170 N. Dearborn Avenue Chicago, IL 60601	Willa J. Taylor	312-443-3811
Illinois Humanities Council	N	17 N. State Street, Suite # 22C Chicago, IL 60602-3296	Geoffrey Banks	312-422-5585
Jobs For Youth, Chicago	N	17 N. State St., 6th Floor Chicago, IL 60602	Keisha Heard	312-499-4778 ext. 108
LinkedIn	N	2029 Stierlin Court Mountain View, CA 94043	n/a	650-687-3600
MacArthur Foundation	N	140 S. Dearborn Street, Suite 1200, Chicago, IL 60603	Jennifer Humke	312-726-8000
Metropolitan Planning Council	N	140 S. Dearborn St., Ste. 1400 Chicago IL 60603	Mandy Burrell Booth	312-922-5616
Museum of Contemporary Art	N	220 E. Chicago Avenue Chicago, Illinois, 60611	Erika V. Hanner	312-280-2660
Neighborhood Writing Alliance	N	1313 E. 60th Street, Suite 238 Chicago, IL 60637	Rachael Hudak	773-684-2742
Nonprofit Tech Jobs Email List	N	http://tech.groups.yahoo.com/group/ Nonprofit_Tech_Jobs/	Deborah Elizabeth Finn	n/a
Northeastern Illinois University	N	5500 N. St. Louis Avenue Chicago, Illinois 60625	Dana Navarro	773-268-7500
NPO.net	N	407 S Dearborn St., Suite 800 Chicago, IL 60605	Job Board	312-372-4872

Peggy Notebart Nature Museum	N	2430 N. Cannon Dr. Chicago, IL 60614	Jill Doub	773-755-5100
PHPWomen.org	N	http://www.phpwomen.org	n/a	n/a
Raven Foundation	N	2624 Patriot Blvd. Glenwood, IL 60026	Maura Junius	224-521-2470
Remy Bumpo Theater Company	N	3717 N Ravenswood, Suite 245 Chicago IL 60613	Chelsea Keenan	773-244-8119
Sixty Inches From Center	N	c/o Clarion New Media 601 S LaSalle St., Suite 600 Chicago, IL 60605	Tempestt Hazel	tempestt.hazel@sixtyinchesfromcenter.org
Stop Smiling	N	1371 North Milwaukee Ave. Chicago, IL 60622	J.C. Gabel	jc@stopsmilingonline.com
Street-Level Youth Media	N	1637 N. Ashland Ave. Chicago, IL 60642	Marc Furigay	marc@street-level.org
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The Victory Gardens Biograph Theater	N	2433 North Lincoln Ave. Chicago, IL 60614	Will Rogers	773-871-3000
Woman Made Gallery	N	685 N. Milwaukee Ave. Chicago, IL 60642	Nina Corwin	312-738-0400
Young Chicago Authors	N	1180 N. Milwaukee Ave. Chicago, IL 60622	Rebecca Hunter	773-486-4331

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Job title of Position: Junior Accountant Date of Hire: 07/15/2013

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	Dorse Kelly	312-948-4613
NPO.net	N	407 S Dearborn St., Suite 800 Chicago, IL 60605	Job Board	312-372-4872
Illinois CPA Society	N	550 W. Jackson, Suite 900 Chicago, IL 60661	Job Board	312-993-0407