

## 2014 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

Reporting Period: August 1, 2013 through July 31, 2014

Number of Full-time Employees: More than 10

During the Reporting Period, a total of 16 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.*

Three out of four job fairs attended during this year of a two-year outreach period.

Human Resources Manager attended a job fair at:

- Loyola University on February 4, 2014
- Elmhurst College on March 11, 2014
- Columbia College Chicago on April 23, 2014

#### **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.

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**Third Initiative:**

*Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

In October 2013, Chicago Public Media contacted local organizations and community groups which were listed in the 2012 *Directory of Chicago Area Ethnic Organizations and Media Groups*, published by the Chicago Area Ethnic Resources organization. Each organization was asked if they wished to receive notice of employment opportunities. Of over 100 organizations listed in the directory, 17 agreed to receive notices of employment opportunities.

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**Fourth Initiative:**

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

During the reporting year, Chicago Public Media staff members were invited to area schools and colleges to speak to students to talk about careers in broadcast journalism. Production and reporting staff attended these events.

<b>Organization Name</b>	<b>Date</b>
New Trier High School	10/25/2013
Loyola University Chicago	11/14/2013
Medill School of Journalism, Northwestern University	11/22/2013
Northside College Prep	01/15/2014
Hancock High School	01/15/2014
Deerfield High School	01/29/2014
DePaul University	02/03/2014
Medill School of Journalism, Northwestern University	02/03/2014
Columbia College	02/13/2014

In addition Chicago Public Media hosted tours and presentations where staff members spoke to students about careers in broadcast journalism and promoted the internship program.

Organization Name	Date
Tribeca Flash Point Media Arts Academy	10/21/2013
Chicago State University	02/20/2014
The News Literacy Project (Chicago Chapter)	05/29/2014
Afterschool Matters	07/17/2014

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**LIST OF POSITIONS FILLED**

Date of Hire	Job Title	Recruitment Source Referring Hiree
08/05/2013, 08/13/2013	Producer, Midday (2)	Chicago Public Media website, current employee
09/09/2013	Sales Assistant	Indeed.com
10/28/2013	Membership Coordinator	Current employee
01/02/2014	Producer Midday	Current employee
01/21/2014	Philanthropy Associate	Chicago Public Media website
01/31/2014	Business Development Manager	Contract Employee
02/03/2014	Account Executive	LinkedIn.com
02/03/2014, 02/24/2014	Producer, This American Life (2)	Chicago Public Media website, current employee
02/10/2014	Web Producer	Current employee
03/17/2014	Producer, This American Life	Word of mouth
04/28/2014	Grants Manager	Current employee
04/28/2014	Sales Assistant	Current employee
05/01/2014	CEO	Executive search firm
06/23/2014	Operations Developer	Current employee

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**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Total number of persons interviewed during the reporting period: 68

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Chicago Public Media Web Site	41
Association of Fundraising Professionals	2
Current Contractor	1
Chronicle of Philanthropy	1
Employee Referrals	14
Association of Fundraising Professionals	1
LinkedIn	4
Twitter	1
Word of Mouth	3

RECRUITING SOURCES USED

Job title of Position: Producer, Midday (2)

Date of Hire: 08/05/2013, 08/13/2013

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
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, Suite 1200 Chicago, IL 60601	Rebecca 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. Suite 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 St. Chicago, IL 60601	Karen Durham	312-846-2600
Goodman Theatre	N	170 N. Dearborn Ave. Chicago, IL 60601	Willa J. Taylor	312-443-3811
Illinois Humanities Council	N	17 N. State St. 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
Journalismjobs.com	N	72 Plaza Dr. Berkeley, California 94705	Dan Rohn	info@journalismjobs.com
MacArthur Foundation	N	140 S. Dearborn St. Suite 1200 Chicago, IL 60603	Jennifer Humke	312-726-8000
Metropolitan Planning Council	N	140 S. Dearborn St. Suite. 1400 Chicago IL 60603	Mandy Burrell Booth	312-922-5616
Museum of Contemporary Art	N	220 E. Chicago Ave. 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 St. Suite 238 Chicago, IL 60637	Rachael Hudak	773-684-2742
Northeastern Illinois University	N	5500 N. St. Louis Ave. 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
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
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: Sales Assistant

Date of Hire: 09/09/2013

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
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. Suite 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. Suite. 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 St. Chicago, IL 60601	Karen Durham	312-846-2600
Goodman Theatre	N	170 N. Dearborn Ave. Chicago, IL 60601	Willa J. Taylor	312-443-3811
Illinois Humanities Council	N	17 N. State St. 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 St. Suite 1200 Chicago, IL 60603	Jennifer Humke	312-726-8000
Metropolitan Planning Council	N	140 S. Dearborn St. Suite 1400 Chicago IL 60603	Mandy Burrell Booth	312-922-5616
Museum of Contemporary Art	N	220 E. Chicago Ave. Chicago, Illinois, 60611	Erika V. Hanner	312-280-2660
National Association of Black Journalists	N	1100 Knight Hall, Suite3100 College Park, Maryland 20742	Career Center	301-405-0248
Neighborhood Writing Alliance	N	1313 E. 60th St. Suite 238 Chicago, IL 60637	Rachael Hudak	773-684-2742

Northeastern Illinois University	N	5500 N. St. Louis Ave. 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
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
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: Membership Coordinator

Date of Hire: 10/28/2013

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Alpha Kappa Alpha Sorority	Y	5656 S Stony Island Ave. Chicago IL 60637	Cynthia Howell	exec@aka1908.com
Chicago Urban League	Y	4510 S Michigan Ave. Chicago IL 60653	Sherice Johnson	sjohnson@thechicagourbanleague.org
Arab American Action Network	Y	3148 W 63rd St. Chicago IL 60629	Rasmea Youssef	rasmea@aan.org
Asian Human Services, Inc.	Y	4753 N Broadway Suite 700 Chicago IL 60640	Tamara Jakupopic	tjakupopic@ahshicago.org
Assyrian National Council of Illinois	Y	2450 W Peterson Ave. Chicago IL 60659	Ishou Lilou	info@ancil.org
Chinese American Service League	Y	2141 S Tan Court Chicago IL 60616	Chi Tong	chi_tong@caslservice.org



Hellenic Foundation	Y	6251-53 W Touhy Ave. Chicago IL 60646	Zoran Zivkovic	zzivkovic@hellenicfoundation.org
Casa Central	Y	1343 N California Ave. Chicago IL 60622	Yovanna Pomarico	ypomarico@casacentral.org
Indo-American Center	Y	6328 N California Ave. Chicago IL 60659	Tanvi Shah	tshah@indoamerican.org
Iraqi Mutual Aid Society	Y	6328 N Clark St. Suite 1 Chicago IL 60660	Anass Albayati	anass.albayati@iraqimutualaid.org
Japanese American Service Committee of Chicago	Y	4427 N Clark St. Chicago IL 60640	Carol Yoshino	events@jasc-chicago.org
Korean American Community Services	Y	4300 N California Chicago IL 60618	Eunyoung Lee	elee@kacschicago.org
Polish American Assoc	Y	3834 N Cicero Ave. Chicago IL 60641	Bianka Kaminski	bianka@polish.org
American Friends Service Committee	Y	637 S Dearborn 3rd Floor Chicago IL 60605	Darlene Gramigna	dgramigna@afsc.org
Puerto Rican Cultural Center	Y	2739 W Division St. Chicago IL 60622	Matthew Rodriguez	mattr@prcc-chgo.org
Illinois Coalition for Immigrant & Refugee Rights	Y	55 E Jackson Suite 2075 Chicago IL 60604	Joshua Hoyt	josh@icirr.org
Chicago Reader	N	350 North Orleans St. Chicago, Illinois 60654	Classifieds Department	classified-ads@chicagoreader.com
NPO.net	N	407 S Dearborn St. Suite 800 Chicago, IL 60605	Job Board	312-372-4872
Greater Public	N	401 North 3rd St. Suite 370 Minneapolis, MN 55401	Job Board	612-677-1505
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Matthew Green	312-893-2956

\*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: Midday Producer

Date of Hire: 01/02/2014

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Alpha Kappa Alpha Sorority	Y	5656 S Stony Island Ave. Chicago IL 60637	Cynthia Howell	exec@aka1908.com
Chicago Urban League	Y	4510 S Michigan Ave. Chicago IL 60653	Sherice Johnson	sjohnson@thechicagourbanleague.org
Arab American Action Network	Y	3148 W 63rd St. Chicago IL 60629	Rasmea Youssef	rasmea@aan.org
Asian Human Services, Inc.	Y	4753 N Broadway Suite 700 Chicago IL 60640	Tamara Jakupopic	tjakupopic@ahshicago.org

Assyrian National Council of Illinois	Y	2450 W Peterson Ave. Chicago IL 60659	Ishou Lilou	info@ancil.org
Chinese American Service League	Y	2141 S Tan Court Chicago IL 60616	Chi Tong	chi_tong@caslservice.org
Hellenic Foundation	Y	6251-53 W Touhy Ave. Chicago IL 60646	Zoran Zivkovic	zzivkovic@hellenicfoundation.org
Casa Central	Y	1343 N California Ave. Chicago IL 60622	Yovanna Pomarico	ypomarico@casacentral.org
Indo-American Center	Y	6328 N California Ave. Chicago IL 60659	Tanvi Shah	tshah@indoamerican.org
Iraqi Mutual Aid Society	Y	6328 N Clark St, Suite 1 Chicago IL 60660	Anass Albayati	anass.albayati@iraqimutualaid.org
Japanese American Service Committee of Chicago	Y	4427 N Clark St. Chicago IL 60640	Carol Yoshino	events@jasc-chicago.org
Korean American Community Services	Y	4300 N California Chicago IL 60618	Eunyoung Lee	elee@kacschicago.org
Polish American Assoc	Y	3834 N Cicero Ave. Chicago IL 60641	Bianka Kaminski	bianka@polish.org
American Friends Service Committee	Y	637 S Dearborn 3rd Floor Chicago IL 60605	Darlene Gramigna	dgramigna@afsc.org
Puerto Rican Cultural Center	Y	2739 W Division St. Chicago IL 60622	Matthew Rodriguez	mattr@prcc-chgo.org
Illinois Coalition for Immigrant & Refugee Rights	Y	55 E Jackson Suite 2075 Chicago IL 60604	Joshua Hoyt	josh@icirr.org
Chicago Reader	N	350 North Orleans St. Chicago, Illinois 60654	Classifieds Department	classified-ads@chicagoreader.com
NPO.net	N	407 S Dearborn St. Suite 800 Chicago, IL 60605	Job Board	312-372-4872
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Matthew Green	312-893-2956
Jounralismjobs.com	N	72 Plaza Dr. Berkeley, California 94705	Dan Rohn	info@journalismjobs.com
National Association of Black Journalists	N	1100 Knight Hall Suite3100 College Park, Maryland 20742	Career Center	301-405-0248

\*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: Philanthropy Associate

Date of Hire: 01/21/2014

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Alpha Kappa Alpha Sorority	Y	5656 S Stony Island Ave. Chicago IL 60637	Cynthia Howell	exec@aka1908.com

Chicago Urban League	Y	4510 S Michigan Ave. Chicago IL 60653	Sherice Johnson	sjohnson@the chicagourbanleague.org
Arab American Action Network	Y	3148 W 63rd St. Chicago IL 60629	Rasmea Youssef	rasmea@aan.org
Asian Human Services, Inc.	Y	4753 N Broadway Suite 700 Chicago IL 60640	Tamara Jakupopic	tjakupopic@ahshicago.org
Assyrian National Council of Illinois	Y	2450 W Peterson Ave. Chicago IL 60659	Ishou Lilou	info@ancil.org
Chinese American Service League	Y	2141 S Tan Court Chicago IL 60616	Chi Tong	chi_tong@caslservice.org
Hellenic Foundation	Y	6251-53 W Touhy Ave. Chicago IL 60646	Zoran Zivkovic	zzivkovic@hellenicfoundation. org
Casa Central	Y	1343 N California Ave. Chicago IL 60622	Yovanna Pomarico	ypomarico@casacentral.org
Indo-American Center	Y	6328 N California Ave, Chicago IL 60659	Tanvi Shah	tshah@indoamerican.org
Iraqi Mutual Aid Society	Y	6328 N Clark St, Suite 1 Chicago IL 60660	Anass Albayati	anass.albayati@iraqimutualaid. org
Japanese American Service Committee of Chicago	Y	4427 N Clark St. Chicago IL 60640	Carol Yoshino	events@jasc-chicago.org
Korean American Community Services	Y	4300 N California Chicago IL 60618	Eunyoung Lee	elee@kacschicago.org
Polish American Assoc	Y	3834 N Cicero Ave. Chicago IL 60641	Bianka Kaminski	bianka@polish.org
American Friends Service Committee	Y	637 S Dearborn 3rd Floor Chicago IL 60605	Darlene Gramigna	dgramigna@afsc.org
Puerto Rican Cultural Center	Y	2739 W Division St. Chicago IL 60622	Matthew Rodriguez	mattr@prcc-chgo.org
Illinois Coalition for Immigrant & Refugee Rights	Y	55 E Jackson Suite 2075 Chicago IL 60604	Joshua Hoyt	josh@icirr.org
Chicago Reader	N	350 North Orleans St. Chicago, Illinois 60654	Classifieds Department	classified- ads@chicagoreader.com
NPO.net	N	407 S Dearborn St. Suite 800 Chicago, IL 60605	Job Board	312-372-4872
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Matthew Green	312-893-2956
LinkedIn	N	2029 Stierlin Court Mountain View, CA 94043	Job Board	www.linkedin.com
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Job Line	202-879-9600
Association of Fundraising Professionals Chicago Chapter	N	1717 North Naper Blvd. Suite 102 Naperville, IL 60563	Job Board	630-416-1166

\*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: Business Development Manager

Date of Hire: 01/31/2014

The individual hired as the Business Development Manager was a former employee of Chicago Public Media who was laid off in 2010 due to budgetary concerns. She was then hired in August, 2011, as an independent contractor. In 2012, she was converted to a part-time employee and served Chicago Public Media in various roles before taking on a position as our Business Development Manager in early 2013. Because our finances had improved, we were able to convert this individual in January, 2014, to a full-time employee in the same position she had been working in part-time since early 2013.

The former employee was initially recruited under our standard recruiting practices in full compliance with the FCC's EEO rules and regulations prior to her termination. Chicago Public Media understands and has completed its regular EEO outreach procedures for all other positions. We believe our departure from our standard recruiting practices was warranted under the exigent circumstances due to the initial compliance with these practices when the employee was first hired, the employee's unique skills, the employee's proven adeptness in her position, and her knowledge of the job and our organization. See Second Report and Order and Third Notice of Proposed Rule Making, 17 FCC Rcd 24018 at para. 83-85 (2002).

Job title of Position: Account Executive

Date of Hire: 02/03/2014

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	Matthew Green	312-893-2956
NPO.net	N	407 S Dearborn St., Suite 800 Chicago, IL 60605	Job Board	312-372-4872
LinkedIn	N	2029 Stierlin Court Mountain View, CA 94043	Job Board	www.linkedin.com

\*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 (3)

Date of Hire: 02/03/2014, 02/24/2014, 03/17/2014

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	Matthew Green	312-893-2956
Mediabistro	N	475 Park Avenue South, 4th Floor New York, New York 10016	Job Board	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: Web Producer, Data

Date of Hire: 02/10/2014

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Alpha Kappa Alpha Sorority	Y	5656 S Stony Island Ave. Chicago IL 60637	Cynthia Howell	exec@aka1908.com
Chicago Urban League	Y	4510 S Michigan Ave. Chicago IL 60653	Sherice Johnson	sjohnson@thechicagourbanleague.org
Arab American Action Network	Y	3148 W 63rd St. Chicago IL 60629	Rasmea Youssef	rasmea@aan.org
Asian Human Services, Inc.	Y	4753 N Broadway Suite 700 Chicago IL 60640	Tamara Jakupopic	tjakupopic@ahshicago.org
Assyrian National Council of Illinois	Y	2450 W Peterson Ave. Chicago IL 60659	Ishou Lilou	info@ancil.org
Chinese American Service League	Y	2141 S Tan Court Chicago IL 60616	Chi Tong	chi_tong@caslservice.org
Hellenic Foundation	Y	6251-53 W Touhy Ave. Chicago IL 60646	Zoran Zivkovic	zzivkovic@hellenicfoundation.org
Casa Central	Y	1343 N California Ave. Chicago IL 60622	Yovanna Pomarico	ypomarico@casacentral.org
Indo-American Center	Y	6328 N California Ave. Chicago IL 60659	Tanvi Shah	tshah@indoamerican.org
Iraqi Mutual Aid Society	Y	6328 N Clark St. Suite 1 Chicago IL 60660	Anass Albayati	anass.albayati@iraqimutualaid.org
Japanese American Service Committee of Chicago	Y	4427 N Clark St. Chicago IL 60640	Carol Yoshino	events@jasc-chicago.org
Korean American Community Services	Y	4300 N California Chicago IL 60618	Eunyoung Lee	elee@kacschicago.org
Polish American Assoc	Y	3834 N Cicero Ave. Chicago IL 60641	Bianka Kaminski	bianka@polish.org
American Friends Service Committee	Y	637 S Dearborn 3rd Floor Chicago IL 60605	Darlene Gramigna	dgramigna@afsc.org
Puerto Rican Cultural Center	Y	2739 W Division St. Chicago IL 60622	Matthew Rodriguez	mattr@prcc-chgo.org
Illinois Coalition for Immigrant & Refugee Rights	Y	55 E Jackson Suite 2075 Chicago IL 60604	Joshua Hoyt	josh@icirr.org
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Matthew Green	312-893-2956
LinkedIn	N	2029 Stierlin Court Mountain View, CA 94043	Job Board	www.linkedin.com
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Job line	202-879-9600

National Association of Black Journalists	N	1100 Knight Hall Suite3100 College Park, Maryland 20742	Career Center	301-405-0248
Jounralismjobs.com	N	72 Plaza Dr. Berkeley, California 94705	Dan Rohn	info@journalismjobs.com

\*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: Grants Manager

Date of Hire: 04/28/2014

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Alpha Kappa Alpha Sorority	Y	5656 S Stony Island Ave. Chicago IL 60637	Cynthia Howell	exec@aka1908.com
Chicago Urban League	Y	4510 S Michigan Ave. Chicago IL 60653	Sherice Johnson	sjohnson@the chicagourbanleague.org
Arab American Action Network	Y	3148 W 63rd St. Chicago IL 60629	Rasmea Youssef	rasmea@aan.org
Asian Human Services, Inc.	Y	4753 N Broadway Suite 700 Chicago IL 60640	Tamara Jakupopic	tjakupopic@ahshicago.org
Assyrian National Council of Illinois	Y	2450 W Peterson Ave. Chicago IL 60659	Ishou Lilou	info@ancil.org
Chinese American Service League	Y	2141 S Tan Court Chicago IL 60616	Chi Tong	chi_tong@caslservice.org
Hellenic Foundation	Y	6251-53 W Touhy Ave. Chicago IL 60646	Zoran Zivkovic	zzivkovic@hellenicfoundation. org
Casa Central	Y	1343 N California Ave. Chicago IL 60622	Yovanna Pomarico	ypomarico@casacentral.org
Indo-American Center	Y	6328 N California Ave. Chicago IL 60659	Tanvi Shah	tshah@indoamerican.org
Iraqi Mutual Aid Society	Y	6328 N Clark St. Suite 1 Chicago IL 60660	Anass Albayati	anass.albayati@iraqimutualaid. org
Japanese American Service Committee of Chicago	Y	4427 N Clark St. Chicago IL 60640	Carol Yoshino	events@jasc-chicago.org
Korean American Community Services	Y	4300 N California Chicago IL 60618	Eunyoung Lee	elee@kacschicago.org
Polish American Assoc	Y	3834 N Cicero Ave. Chicago IL 60641	Bianka Kaminski	bianka@polish.org
American Friends Service Committee	Y	637 S Dearborn 3rd Floor Chicago IL 60605	Darlene Gramigna	dgramigna@afsc.org
Puerto Rican Cultural Center	Y	2739 W Division St. Chicago IL 60622	Matthew Rodriguez	mattr@prcc-chgo.org
Illinois Coalition for Immigrant & Refugee Rights	Y	55 E Jackson Suite 2075 Chicago IL 60604	Joshua Hoyt	josh@icirr.org

NPO.net	N	407 S Dearborn St. Suite 800 Chicago, IL 60605	Job Board	312-372-4872
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Matthew Green	312-893-2956
LinkedIn	N	2029 Stierlin Court Mountain View, CA 94043	Job Board	www.linkedin.com
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Job Line	202-879-9600
Association of Fundraising Professionals Chicago Chapter	N	1717 North Naper Boulevard Suite 102 Naperville, IL 60563	Job Board	630-416-1166
The Chronicle of Philanthropy	N	1255 Twenty-Third St, N.W. Washington, D.C. 2003	Job Board	202-466-1200

\*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: Sales Assistant

Date of Hire: 04/28/2014

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Alpha Kappa Alpha Sorority	Y	5656 S Stony Island Ave. Chicago IL 60637	Cynthia Howell	exec@aka1908.com
Chicago Urban League	Y	4510 S Michigan Ave. Chicago IL 60653	Sherice Johnson	sjohnson@thechicagourbanleague.org
Arab American Action Network	Y	3148 W 63rd St. Chicago IL 60629	Rasmea Youssef	rasmea@aan.org
Asian Human Services, Inc.	Y	4753 N Broadway Suite 700 Chicago IL 60640	Tamara Jakupopic	tjakupopic@ahshicago.org
Assyrian National Council of Illinois	Y	2450 W Peterson Ave. Chicago IL 60659	Ishou Lilou	info@ancil.org
Chinese American Service League	Y	2141 S Tan Court Chicago IL 60616	Chi Tong	chi_tong@caslservice.org
Hellenic Foundation	Y	6251-53 W Touhy Ave. Chicago IL 60646	Zoran Zivkovic	zzivkovic@hellenicfoundation.org
Casa Central	Y	1343 N California Ave. Chicago IL 60622	Yovanna Pomarico	ypomarico@casacentral.org
Indo-American Center	Y	6328 N California Ave, Chicago IL 60659	Tanvi Shah	tshah@indoamerican.org
Iraqi Mutual Aid Society	Y	6328 N Clark St. Suite 1 Chicago IL 60660	Anass Albayati	anass.albayati@iraqimutualaid.org
Japanese American Service Committee of Chicago	Y	4427 N Clark St. Chicago IL 60640	Carol Yoshino	events@jasc-chicago.org
Korean American Community Services	Y	4300 N California Chicago IL 60618	Eunyoung Lee	elee@kacschicago.org
Polish American Assoc	Y	3834 N Cicero Ave. Chicago IL 60641	Bianka Kaminski	bianka@polish.org

American Friends Service Committee	Y	637 S Dearborn 3rd Floor Chicago IL 60605	Darlene Gramigna	dgramigna@afsc.org
Puerto Rican Cultural Center	Y	2739 W Division St. Chicago IL 60622	Matthew Rodriguez	mattr@prcc-chgo.org
Illinois Coalition for Immigrant & Refugee Rights	Y	55 E Jackson Suite 2075 Chicago IL 60604	Joshua Hoyt	josh@icirr.org
NPO.net	N	407 S Dearborn St. Suite 800 Chicago, IL 60605	Job Board	312-372-4872
Chicago Public Media website	N	848 E. Grand Ave. Chicago, IL 60611	Matthew Green	312-948-4600
LinkedIn	N	2029 Stierlin Court Mountain View, CA 94043	Job Board	www.linkedin.com
On-air announcements	N	848 E. Grand Ave. Chicago, IL 60611	Marissa DeMartini	312-948-4600

\*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: Chief Executive Officer

Date of Hire: 05/1/2014

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Blinkhorn Executive Recruiting	N	23 Grant Ave. Old Greenwich, CT 06870	Ann Blinkhorn	203-274-8838
Washington Post Media	N	1150 15 <sup>th</sup> Street NW Washington, DC 20071	Classifieds	202-334-7018

Job title of Position: Operations Developer

Date of Hire: 06/24/2014

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Alpha Kappa Alpha Sorority	Y	5656 S Stony Island Ave. Chicago IL 60637	Cynthia Howell	exec@aka1908.com
Chicago Urban League	Y	4510 S Michigan Ave. Chicago IL 60653	Sherice Johnson	sjohnson@thechicagourbanleague.org
Arab American Action Network	Y	3148 W 63rd St. Chicago IL 60629	Rasmea Youssef	rasmea@aan.org
Asian Human Services, Inc.	Y	4753 N Broadway Suite 700 Chicago IL 60640	Tamara Jakupopic	tjakupopic@ahshicago.org
Assyrian National Council of Illinois	Y	2450 W Peterson Ave. Chicago IL 60659	Ishou Lilou	info@ancil.org
Chinese American Service League	Y	2141 S Tan Court Chicago IL 60616	Chi Tong	chi_tong@caslservice.org
Hellenic Foundation	Y	6251-53 W Touhy Ave. Chicago IL 60646	Zoran Zivkovic	zzivkovic@hellenicfoundation.org



Casa Central	Y	1343 N California Ave. Chicago IL 60622	Yovanna Pomarico	ypomarico@casacentral.org
Indo-American Center	Y	6328 N California Ave. Chicago IL 60659	Tanvi Shah	tshah@indoamerican.org
Iraqi Mutual Aid Society	Y	6328 N Clark St. Suite 1 Chicago IL 60660	Anass Albayati	anass.albayati@iraqimutualaid.org
Japanese American Service Committee of Chicago	Y	4427 N Clark St. Chicago IL 60640	Carol Yoshino	events@jasc-chicago.org
Korean American Community Services	Y	4300 N California Chicago IL 60618	Eunyoung Lee	elee@kacschicago.org
Polish American Assoc	Y	3834 N Cicero Ave. Chicago IL 60641	Bianka Kaminski	bianka@polish.org
American Friends Service Committee	Y	637 S Dearborn 3rd Floor Chicago IL 60605	Darlene Gramigna	dgramigna@afsc.org
Puerto Rican Cultural Center	Y	2739 W Division St. Chicago IL 60622	Matthew Rodriguez	mattr@prcc-chgo.org
Illinois Coalition for Immigrant & Refugee Rights	Y	55 E Jackson Suite 2075 Chicago IL 60604	Joshua Hoyt	josh@icirr.org
Chicago Public Media website	N	848 E. Grand Ave. Chicago, IL 60611	Matthew Green	312-948-4600
LinkedIn	N	2029 Stierlin Court Mountain View, CA 94043	Job Board	www.linkedin.com
On-air announcements	N	848 E. Grand Ave. Chicago, IL 60611	Marissa DeMartini	312-948-4600
Transgender Job Bank	N	www.tjobbank.com	Job Board	tjobbank@tjobbank.org

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