HR Talent Manager

Digital News Producer

Editor - Podcasts

Job Name	Requisition ID Department	Offices	Open Date (Job) Days C	Open (Job) Hiring Managers	Candidates Added Active	Candidate Candidate	es to Reach Assessment N Candidates to Reach F	ace to Face Offers E	Extended Candid	dates Hired
Senior Philanthropy Officer	5 WBEZ Development	WBEZ	2/3/2023	23 Patrick Cliff	0	0	0	0	0	0
Leadership Giving Officer	6 WBEZ Development	WBEZ	2/6/2023	31 Patrick Cliff	2	1	2	2	0	1
Director of Software Engineering	8 DIGITAL DEVELOPME	NWBEZ	2/10/2023	75 Alicia Fields	3	3	1	1	0	0
Manager, Sustainer Programs	9 WBEZ Membership	WBEZ	2/10/2023	123 Amy Wielunski	6	6	0	0	0	0
Manager, Board and Volunteer Relations	10 WBEZ Development	WBEZ	2/10/2023	29 Alicia Fields	4	3	4	4	1	1
Manager of Grants & Institutional Giving	11 WBEZ Development	WBEZ	2/10/2023	75 Kate Walsh	6	6	5	4	0	0
Director of Audience Insights	13 Business Intelligence	WBEZ	2/10/2023	46 Celeste LeCompte	4	3	3	3	0	1
Chief People Officer	15 Executive	WBEZ	2/14/2023	112 Matt Moog	11	11	9	9	0	0
Editor, Curious City	17 Podcasts - WBEZ	WBEZ	2/14/2023	205 Kevin Dawson	2	1	2	2	0	1
Senior Producer, Podcasts	18 Podcasts - WBEZ	WBEZ	2/14/2023	57 Kevin Dawson	1	0	1	1	1	1
Data Journalist/Interactives Developer	23 DIGITAL NEWS - WBE	ZWBEZ	4/3/2023	127 Alden Loury	30	25	8	7	0	1
Senior Director, Membership	26 WBEZ Membership	WBEZ	3/20/2023	37 Amy Wielunski	11	11	2	2	0	0
Product Developer	27 DIGITAL DEVELOPME	NWBEZ	3/21/2023	29 Celeste LeCompte	49	49	0	0	0	0
Benefits and Compliance Senior Manage	r 28 Finance	WBEZ	3/1/2023	21 Debra Chamra	5	4	1	1	1	1
Director of Strategic Planning and Specia	al 29 Executive	WBEZ	3/21/2023	102 Matt Moog	67	65	3	3	1	1
Master Control Engineer	30 Broadcasting - WBEZ	WBEZ	3/21/2023	29 Steve Wright	21	5	5	3	0	0
Vice President, Product and Engineering	31 DIGITAL DEVELOPME	NWBEZ	3/21/2023	114 Celeste LeCompte	77	75	15	5	0	0
Senior Data Engineer	32 Business Intelligence	WBEZ	3/29/2023	146 Celeste LeCompte, Sarah Da	ar 113	0	38	15	0	1
Education Reporter	34 Education Desk - WBE	Z WBEZ	4/28/2023	201 Kate Grossman	0	0	0	0	0	0
Executive Assistant	36 Executive	WBEZ	5/24/2023	40 Matt Moog, Lori Malatesta	150	57	25	10	0	1
Assistant General Counsel, Labor & Emp	olc 37 Executive	WBEZ	6/5/2023	52 Cindy Abbott	39	23	17	8	1	1
Member Services Associate	38 WBEZ Membership	WBEZ	6/5/2023	39 Amy Wielunski	54	52	15	6	1	1
Graphic Design & Marketing Intern	39 Marketing - WBEZ	WBEZ	6/12/2023	87 Laura Vergara	96	47	28	7	1	0
Membership Associate	40 WBEZ Membership	WBEZ	7/12/2023	12 Amy Wielunski	41	40	1	1	1	1

Name Job Summary

Filters Property Operator Value

Open Date (Job) between 01/01/2023 - 07/31/2023

Offices is equal to WBEZ

Enterprise News Reporter

POYNTER-KOCH MEDIA AND JOURNALISM FELLOWSHIP PARTICIPATING ORGANIZATION PARTICIPATION AGREEMENT

On behalf of Chicago Public Media, Inc. (the "Participating Organization"), I agree to the following terms of this Poynter-Koch Media and Journalism Fellowship (the "Fellowship") Participating Organization Participation Agreement (this "Agreement"):

- The Fellowship is made possible by collaboration between the Poynter Institute, Charles Koch Institute, and the Charles Koch Foundation. The Poynter Institute ("Poynter") and Charles Koch Institute ("CKI") are educational organizations described under Internal Revenue Code ("Code") sections 501(c)(3) and 170(b)(1)(A)(ii). Poynter provides its expertise in media and journalism to collaborate with CKI to carry out the Fellowship. CKI also provides funding to the Participating Organization for participation of the Participating Organization's employee(s) in the Fellowship as a student in the Fellowship (the "Fellow(s)"). The Charles Koch Foundation (the "Foundation"), an organization described under Code section 501(c)(3), provides grant funding to enable the Participating Organization to help defray costs associated with the Participating Organization's employment of the Fellow(s). The Foundation's grant funding allows the Fellow(s) to gain valuable work experience at the Participating Organization in contemporary areas of media while advancing a free and independent press in an open society, which improves or enhances a literary, artistic, or other similar capacity, skill, or talent of the Fellow(s), which is an educational and charitable purpose (the "Purpose").
- 2) The Fellowship's duration. The Fellowship runs from September 1, 2021 to September 30, 2022.
- 3) Fellows. Only individuals who participate in the Fellowship's classroom educational programs as students may participate as a Fellow, and the Participating Organization agrees to allow the Fellow to participate in all Fellowship classroom sessions.
- 4) Purpose of the Participating Organization's participation in the Fellowship. The Participating Organization shall participate in the Fellowship according to its "Statement of Purpose," which states the Participating Organization's charitable and educational purposes for participating in the Fellowship. The Participating Organization's completed and signed Statement of Purpose is attached to this Agreement as Attachment A.
- **Selection of the Fellows.** CKI, on behalf of the Foundation, and in collaboration with Poynter has selected Fellows to participate in the Fellowship using selection processes that are objective, non-discriminatory, and aimed at achieving the Purpose. The Participating Organization has selected the Fellow(s) for employment and has agreed to allow the Fellow(s) to prepare for, attend, and complete course work, both inside and outside of the classroom, for Fellowship sessions.
- Payments to the Participating Organization. The Participating Organization will receive an aggregate grant for each Fellow employed at the Participating Organization in the amount and on the dates stated in the "Grant Table" in Attachment B, subject to the terms of this Agreement, which is comprised of: (a) payments from CKI totaling \$8,000 for each Fellow employed at the Participating Organization, and (b) payments from the Foundation totaling an amount corresponding to the specified percentage of each Fellow's salary, less \$8,000. The Participating Organization shall use the payments from CKI and the Foundation only for the salary of the Fellow(s). The Participating Organization agrees that it cannot knowingly deploy said grants or the Fellow as a way of replacing existing employees or to facilitate layoffs. If a Fellow does not fully participate in the Fellowship, payments may be prorated as determined respectively by CKI and the Foundation. The Participating Organization shall maintain the grant funds provided by the Foundation in a separate fund dedicated to use for the Fellowship as stated in this Agreement.

- 7) **Editorial control.** The Participating Organization maintains complete editorial control over the Fellows' work and is solely responsible for the work produced by the Fellows.
- 8) Educational and Charitable Purpose. The Participating Organization shall not require or allow any Fellows to perform any activity using grant funds from CKI or the Foundation, or the services of Poynter, that may jeopardize CKI's, the Foundation's, or Poynter's status as a tax-exempt organization described in section 501(c)(3) of the Code, or subject the Foundation to liability for any private foundation excise taxes. This means that no part of the grant funds can be used to engage in any political activity, electioneering, or lobbying as defined by all applicable federal laws, rules, and regulations. This also means that the Participating Organization shall not use the grant funds to engage in any transaction with: (a) Charles Koch or his immediate family members; (b) Koch Industries, Inc. or its affiliates; or (c) any other organization controlled by Koch Industries or Charles Koch or his immediate family members unless the organization is described under Code section 501(c)(3).
- 9) The Participating Organization's compliance with laws. The Participating Organization shall abide by all applicable federal, state, and local laws, rules, and regulations with respect to its employment of the Fellow(s).
- **10) Reporting.** The Participating Organization shall provide a report within one month from the end of the Fellowship regarding the progress the Fellow(s) and the Participating Organization have made towards achieving the Purpose during the Fellowship. The Participating Organization shall also provide reports as reasonably requested by Poynter, CKI, and/or the Foundation and meet with representatives of Poynter, CKI, and/or the Foundation to help Poynter, CKI, and the Foundation understand the effectiveness of their efforts with respect to the Fellowship.
- **Indemnity.** The Participating Organization agrees to indemnify and hold harmless CKI, Poynter, and the Foundation (including the officers and directors, employees and affiliates and the respective successors of CKI, Poynter, and the Foundation) against any loss, liability, damage and expense arising out of or based upon any false representation or failure by the undersigned to comply with any agreement made by the undersigned herein.
- **Standards for Ethical Journalism.** The Fellowship expects Participating Organizations and Fellows to meet an industry standard of ethical journalism particularly in regards to knowingly spreading misinformation. Accordingly, the Fellowship program reserves the right to remove the Participating Organizations or Fellows at any time deemed to be in violation of these standards.
- **13**) **Termination.** Adherence to this Agreement is extremely important to Poynter, CKI, and the Foundation. Violation of any of these provisions may lead to the termination of the Fellowship relationship between Poynter, CKI, and/or the Foundation and the Participating Organization and may result in the Participating Organization being required to reimburse CKI and/or the Foundation for any amounts provided to the Participating Organization that were diverted for a prohibited purpose.

The Participating Organization has executed this Agreement is effective as of September 1, 2021.	Agreement as dated below, but agrees that this
Name of the Participating Organization	
Signature	
Printed Name	
Title	
Date	

ATTACHMENT A STATEMENT OF PURPOSE

POYNTER-KOCH MEDIA AND JOURNALISM FELLOWSHIP PARTICIPATING ORGANIZATION - STATEMENT OF PURPOSE

The Poynter-Koch Media and Journalism Fellowship

The Poynter Institute ("Poynter"), Charles Koch Institute (the "CKI"), and Charles Koch Foundation (the "Foundation") have collaborated to create the Media and Journalism Fellowship (the "Fellowship"). The Fellowship is designed for individuals who are passionate about fostering a free and independent press in an open society, and provides an opportunity for individuals to gain experience in the field of media and/or journalism in support of our shared beliefs. Any organization interested participating in the Fellowship ("Organization") as an employer of individuals selected to participate in the Fellowship ("Fellows") must complete this Statement of Purpose.

The Statement of Purpose provides Poynter, CKI, and the Foundation with information to determine whether the organization is committed to advancing the educational and charitable purposes of the Fellowship, employs creative professionals suited for the Fellowship, and is engaged in the field of media and/or journalism. This information is necessary for Poynter, CKI, and the Foundation to ensure the Fellowship is beneficial for Fellows and to further the educational and charitable purposes of Poynter, CKI, and the Foundation. A sample Statement of Purpose is attached as Attachment A.

Organization Information

Organization Name: Chicago Public Media/WBEZ

Organization EIN: 36-3687394

Organization Point of Contact: Tracy Brown

Point of Contact Phone: 404-309-0732 Point of Contact Email: tbrown@wbez.org

Educational and Charitable Purposes

The Organization's goals for participating in the Fellowship are to Provide an opportunity for young journalists learn and develop skills in storytelling, research and production of multimedia and audio content for digital and broadcast platforms. Our mission pushes us to serve and connect different audiences across Chicago and the metro area, and we do that by elevating voices and perspectives through our reporting, and training across all platforms. The Organization wishes to participate in the Fellowship for educational and charitable purposes. As our mission indicates, we are an organization that employs creative professionals suited for the Fellowship, and we are engaged in the field of media and/or journalism. By working at the Organization, Fellows will gain valuable work experience while advancing a free and open society, which improves or enhances a literary, artistic, or other similar capacity, skill, or talent, which is an educational and charitable purpose.

The Organization plans to make the following job opportunities available for Fellows:

Job Title: Metro Reporter/Education

Description: Chicago Public Media, home to WBEZ, Chicago's NPR news station, is looking for a versatile, experienced reporter to join its Education news team, one who can hit the ground running and deliver well-sourced, thoughtful, distinctive reporting. This position requires someone who curious, aggressive and skillful writer who is equally adept at both quick-turn breaking news articles and developing in-depth features. While this position is digitally focused, it will also allow the reporter the opportunity to do audio storytelling and be smart in thinking about reporting in broadcast and digital.

Job Title: Description:	
Job Title: Description:	
Organization Confirmation	
On behalf of the Organization I confirm that the above information is cothis information significantly changes I will promptly contact Institute of Consigned by:	
Tracy Brown	7/8/2021 3:31 PM PDT
Tracy Brown	Date
Chief Content Officer	

ATTACHMENT B GRANT TABLE

Fellow	Percentage of Salary Provided	CKI Payments	Foundation Payments	Total	Payment Date
Anna Savchenko	60%	\$3,000	\$15,000	\$18,000	Within thirty days of September 1, 2021.
		\$3,000	\$15,000	\$18,000	Within thirty days of November15, 2021.
Total Payment		\$6,000	\$30,000	\$36,000	

Poynter.



From the Institute

News Releases

Introducing the 2021-22 Poynter-Koch Media and Journalism Fellows

More than 50 journalists from news organizations across the country are accelerating their careers through a yearlong program.



POYNTER

- KOCH

MEDIA AND

JOURNALISM

FELLOWSHIP

By: Tina Dyakon

June 30, 2021









ST. PETERSBURG, Fla. (June 30, 2021) – The Poynter Institute is proud to welcome 53 emerging journalists to the third year of its prestigious Poynter-Koch Media and Journalism Fellowship program. The fellowship kicked off this month with a two-day online opening summit.

This impressive class of early-career media professionals includes reporters, editors, producers and developers from news organizations across the country who aspire to be future industry leaders. They represent a variety of outlets spanning from local stations to niche publications such as The Sacramento Bee, Gay City News, KALB-TV and WBEZ Chicago.

Fellows are placed as paid, full-time employees at participating news organizations and receive intensive, yearlong training to hone their leadership skills and accelerate their careers in journalism. They will connect with seasoned mentors and award-winning journalists on a weekly basis and follow a robust, real-world curriculum led by Poynter faculty Samantha Ragland.

"The fellowship offers our nation's up-and-coming newsmakers a cross-disciplinary approach to journalism," said Ragland, who served as a fellowship mentor and instructor before taking over the program in 2020. "Newsrooms are rapidly changing to meet the demands of the evolving media landscape, and our Fellows will be working together to tap into exclusive opportunities that will help shape the future of journalism."

The participants will complete a series of experiential learning workshops and discussions about today's most pressing issues facing the journalism industry. They'll dive deep into a diverse curriculum with a Covering the Frontlines panel series sharing lessons learned from the pandemic, racial justice and natural disasters as well as the internal lessons and best practices for newsroom diversity. The weekly sessions will evolve to respond to the Fellows' needs and desires for growth in the industry and will include opportunities to build skills in data reporting, investigative journalism, self-editing, digital storytelling and more.

"After one of the most challenging years of journalism in recent history, my goal is to foster a renewed sense of hope for our Fellows over the next 12 months," said Ragland. "Fellows will learn how to identify and overcome obstacles in journalism with actionable solutions. We'll build a community that learns from each other and sparks creativity and innovative thinking."

Ragland works alongside Tim McCaughan, senior manager of media programs for the <u>Charles Koch Institute</u>, to design the instruction around four key areas including the foundations of journalism, the craft of storytelling, audience engagement strategies and leadership and innovation.

"Local journalism plays a critical role in ensuring communities have access to news that impacts their lives," said Charles Koch Institute's Tim McCaughan, who co-leads the program with Poynter following a 25-year career in journalism. "We are proud to support and accelerate the early careers of journalists working in their communities who represent the future of the institution and the spirit that will identify the solutions to ensure a vibrant, unfettered press corps for years to come."

Each workshop ends with a retrospective breakout session led by veteran advisers. This year's roster of advisers includes Poynter consultant Omar Gallaga, who spent more than two decades writing for The Austin American-Statesman, as well as Gil Asakawa, cultural communications consultant, journalist and founding member and president of the Asian American Journalist Association's Denver chapter; Russell Contraras, race and justice reporter for Axios; Caitlin Dewey, enterprise reporter for The Buffalo News; Dan Lothian, interim executive producer for The World and founder/president of Little Park Media; Chris Sheridan, former media executive for ESPN, CNBC, NBC and ABC; and Benet Wilson, senior editor for The Points Guy and freelance aviation journalist and blogger.

To supplement their weekly training, Fellows will also participate in a capstone project to test their leadership and journalistic skills and attend three multi-day summits.

By the end of the program, Fellows will join a strong network of colleagues who are passionate about the future of journalism and the critical role of the free press in society.

"Journalists inspire and educate with stories that explain, provoke and expose the world around us. And, in doing so, the press builds a foundation of trust and mutual understanding that is essential for democracy to work," said Kelly McBride, senior vice president and chair of the Craig Newmark
Center for Ethics and Leadership at Poynter. "By creating a supportive community of early-career journalism professionals, we aim to enhance their skills so they in turn can enhance the profession at a time when the field offers incredible opportunities and unprecedented challenges."

Congratulations to the following 2021-22 Poynter-Koch Media and Journalism Fellows:

- Hani Albarghouthi, Breaking News Reporter, The Detroit News
- Andrew Barnett, Digital Content Producer, WBTV
- **Diego Jesus Bartesaghi Mena**, Human Connections Reporter, Montclair Local News
- Tat Bellamy-Walker, Digital Editor/Reporter, Gay City News
- Kelsey Beyeler, Education Reporter, Nashville Scene
- Tyisha Blade, Producer, WOIO Ch. 19
- Ambar Castillo, Local News Reporter, Washington City Paper
- **Jeremy Chisenhall**, Breaking News Reporter, Lexington (Kentucky) Herald-Leader
- Jason Cohen, Reporter, Bronx Times
- Madison Davis, Reporter, Alabama News Network
- Dylan Michael Domangue, Reporter/Anchor, KALB-TV
- Cassidy Grom, News App Developer, NJ.com
- Margie Gunter, Assignment Editor, WBRC

- Mark Hallum, Managing Editor, American Heritage Magazine
- Kristin Hugo, Editorial Fellow, Bay Nature Institute
- **Anna Johnson**, Local Government Reporter, The News & Observer (Raleigh, North Carolina)
- Chase Karacostas, Tourism/Business Reporter, The Myrtle Beach (South Carolina) Sun News
- Brianna Kudisch, Reporter, NJ Advance Media
- Hernz Laguerre, Jr., Multimedia Journalist, The Detroit News
- Kristin Lam, Accountability Reporter, The Modesto Bee
- Asher Lehrer-Small, Staff Reporter, The 74
- Katherine Lewin, Enterprise Reporter, The Florida Times-Union
- Brian Lopez, Local Government Reporter, Fort Worth Star-Telegram
- Tory Lysik, Assistant Editor, DC Witness
- Rudy Malcom, Assistant Editor, Baltimore Witness
- **Davide Mamone**, News Reporter, The Advocate (Baton Rouge, Louisiana)
- Farrah Mina, Reporting Fellow, The Kansas City Star
- Challis Morgan, Digital Content Producer, WBRC Fox6 News
- Tabitha Mueller, Reporter, The Nevada Independent
- **Syra Ortiz-Blanes**, Puerto Rico and Spanish Caribbean Reporter, El Nuevo Herald
- Kasturi Pananjady, Data Reporter, The Connecticut News Project
- **Ashleigh Panoo**, Higher Education Reporter, The Fresno (California) Bee
- Harvest Prude, Reporter, The Dispatch
- Nakeisha Rowe, Education Reporter, The Clarion-Ledger (Jackson, Mississippi)

- Giuseppe Sabella, Youth Reporter, Bradenton Herald
- Anna Savchenko, Reporter, WBEZ Chicago
- William Schick, Reporter, Street Sense Media
- Lucille Sherman, State Politics Reporter, The News & Observer (Raleigh, North Carolina)
- Mackenzie Shuman, Reporter, The Tribune
- C. Isaiah Smalls II, Race & Culture Reporter, The Miami Herald
- Quentin Smith, General Assignment News Reporter/MMJ, WLBT News
- John Steppe, Reporter, The Cedar Rapids Gazette
- Lauren Teruya, Reporter, Civil Beat
- Jack Tomczuk, News Reporter, Metro Philadelphia
- DeAndria Turner, Chief Bureau Reporter, Shoals Area WAFF 48 News
- Elias Valverde, Staff Photographer, The Dallas Morning News
- Abigail Vervaeke, Social Media Producer, Washingtonian
- Bailey Vogt, Local Reporter, Washington City Paper
- Lex Weaver, Editor-in-chief, The Scope: Boston
- Alexandra Yoon-Hendricks, Reporter, The Sacramento Bee

For more information, visit poynter.org.

About The Poynter Institute

The Poynter Institute for Media Studies is a global leader in journalism education and a strategy center that stands for uncompromising excellence in journalism, media and 21st-century public discourse. Poynter faculty teach seminars and workshops at the Institute in St. Petersburg, Florida, and at newsrooms, conferences and organizations around the world. Its elearning division, News University, offers the world's largest online journalism curriculum, with hundreds of interactive courses and tens of thousands of registered international users. The Institute's website produces

24-hour coverage about media, ethics, technology and the business of news. Poynter is the home of the Craig Newmark Center for Ethics and Leadership, the Pulitzer Prize-winning PolitiFact, the International Fact-Checking Network and MediaWise, a digital information literacy project for young people, first-time voters and senior citizens. The world's top journalists and media innovators rely on Poynter to learn and teach new generations of reporters, storytellers, media inventors, designers, visual journalists, documentarians and broadcasters. This work builds public awareness about journalism, media, the First Amendment and discourse that serves democracy and the public good. Learn more at poynter.org.

Per Poynter's Ethics Policy, Poynter maintains editorial independence regarding curriculum and content. The media and journalism fellowship relationship between Poynter and the Charles Koch Institute is a teaching partnership. A list of Poynter's largest <u>funders and teaching partners can be</u> found here.

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The Poynter Institute
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727-553-4343

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'It's shocking because this is a kid in Oklahoma, which is right at the center of this incredible debate about the humanity of LGBTQ people'

February 28, 2024 | Angela Fu



Fact check: More gun ownership does not lead to less gun violence

A map claiming to show levels of gun violence across the US says states with more guns have lower levels of gun violence. That's not what data finds.

February 28, 2024 | Sofia Ahmed



Opinion | An Iowa reporter was refused legislature access for 5 years — a frightening denial of press freedom

It took a federal lawsuit for Bleeding Heartland's Laura Belin to finally gain access to the press bench at the Iowa House.

February 27, 2024 | Laura Belin



There's no evidence of rising LGBTQ+ violent extremism or 'trans terrorism'

A fraction of a fraction of mass shootings are perpetrated by transgender people. They are most commonly perpetrated by young men.

February 27, 2024 Grace Abels



How a Poynter training changed one faculty member's entire career path

Tony Elkins is now co-leading Essential Skills for Rising Newsroom Leaders, where he aims to strengthen skills for managers in news.

February 27, 2024 Barbara Allen

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Director of the Collier Prize for State Government Accountability - Gainesville, FL (32611) University of Florida

Program Specialist, MediaWise - Saint Petersburg, FL (33701)

The Poynter Institute

Multimedia Producer & Content Creator, MediaWise - Saint Petersburg, FL (33701)

The Poynter Institute

Weekend Edition Host/Producer - Pullman, WA (99163)

Washington State University

Part-time Editor fluent in English & Spanish, PolitiFact - Saint Petersburg, FL (33701) The Poynter Institute

Part-Time Lecturer, Department of Communication and Media - Elmhurst, IL (60126) Elmhurst University

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