

2018 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

Reporting Period: August 1, 2017 through July 31, 2018

Number of Full-time Employees: More than 10

During the Reporting Period, a total of 30 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 first year of a two year outreach period, Chicago Public Media attended four job fairs:

HR Manager, and Manager, Talent Acquisition attended a job fair at:

- A job fair sponsored by the Chicago Chapters of the National Association of Hispanic Journalists and National Association of Black Journalists on April 28, 2018
- In 2017 Chicago Public Media in partnership with American Public Media, NPR, Oregon Public Broadcasting, WNYC, WGBH and WBUR, attended the following minority journalism conferences to promote job openings in public broadcasting. The partnering organizations purchased a booth during the minority conferences to recruit for open positions under the umbrella *Public Media Village*. Manager, Talent Acquisition, VP. Human Resources, and Producer attended the following conferences:
 - National Association of Black Journalists (NABJ) August 9-13, 2017
 - National Association of Hispanic Journalists (NAHJ) September 7-9, 2017

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 – application 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 / 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. 10 interns participated In the January through June semester and, 15 in the June through December semester. The HR Manager of Internships and Recruitment 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 year, Chicago Public Media staff members were invited by area schools and colleges to speak to students to talk about careers in broadcast journalism.

Organization Name	Date
Austin Career Education Center	November 15, 2017
Northwestern University	December 4, 2017
University of Chicago Lab School	January 22, 2018
John C. Haines School	March 22, 2018
Kilmer Elementary School	April 12, 2018
Medill Scholl of Journalism	May 7, 2018
Columbia College, Chicago	July 16, 2018

HR Manager, Reporter, News Anchor, Studio Operations Director attended these events.

Fourth Initiative:

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

Chicago Public Media required all supervisors and management level personnel to attend a one-hour workshop on recognizing and preventing sexual and gender based harassment. The workshops were held on January 11, 2018 and January 23, 2018.

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hiree
08/07/2017	Podcast Producer	Chicago Public Media Website
08/14/2017	VP. Chief Content Officer	Employee Referral
08/16/2017	Digital Producer	Temp Employee converted to FT
08/21/2017	Director Development & Major Gifts	Staton Chase
08/23/2017	Chief Digital Officer	Kindred Partners
09/11/2017	Director of Development	Staton Chase
09/18/2017	Reporter	Employee Referral
09/25/2017	Data Analyst	Indeed.com
10/23/2017	Host/Producer	Temp Employee converted to FT
01/02/2018	Director, Member Retention	LinkedIn.com
01/02/2018	Editor	Employee Referral
01/08/2018	Manager of Institutional Giving	Chicago Public Media Website
01/08/2018	Senior Accountant	Chicago Public Media Website
01/08/2018	Reporter	Employee Referral
01/28/2018	Managing Director, Programing	Employee Referral
02/06/2018	Membership Engagement Coordinator	Chicago Public Media Website
02/12/2018	Director of Communications	Chicago Public Media Website
02/19/2018	Staff Accountant	Chicago Public Media Website
03/26/2018	Producer	Employee Referral
04/02/2018	Reporter	Employee Referral
04/02/2018	Master Control Engineer	Employee Referral
04/23/2018	Senior Manager, Project Management	Employee Referral
05/21/2018	Reporter	Employee Referral
05/21/2018	Producer	Employee Referral
05/29/2018	Rreporter	Employee Referral
05/31/2018	Reporter	Chicago Public Media Website
06/05/2018	Director, Community Engagement & Live Events	Indeed.com
07/02/2018	Development Associate	Idealist.org
07/18/2018	Manager of Institutional Giving	Employee Referral
07/23/2018	Senior Editor	Employee Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total number of persons interviewed during the reporting period: 112

Recruitment Sources Used in Reporting Period	Number of Persons Hired that the Source Referred
Chicago Public Media Website	9
Employee Referral	14
Indeed.com	2
LinkedIn	1
Staton Chase	2
Kindred Partners	1
Idealist.org	1

RECRUITING SOURCES USED

Job Title of Position: Podcast Producer

Date of Hire: 08/07//2017

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: VP. Chief Content Officer

Date of Hire: 08/14/2017

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Digital Producer

Date of Hire: 08/16/2017

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Director, Development & Major Gifts

Date of Hire: 08/21/2017

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928
Stanton Chase	N	300 S Wacker Dr. Chicago, IL 60606	Lyn Cason	(312) 724-4000

*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 Digital Officer

Date of Hire: 08/23/2017

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	Issac Kim	312-893-2956
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Job Line	202-879-9600
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928
Kindred Partners	N	535 Mission St. Suite 2250 San Francisco, CA 94105	Loren Hyde	(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: Director of Development

Date of Hire: 09/11/2017

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928
Stanton Chase	N	300 S Wacker Dr. Chicago, IL 60606	Lyn Cason	(312) 724-4000

*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

Date of Hire: 09/18/2017

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Data Analyst

Date of Hire: 09/25/2017

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Host/Producer

Date of Hire: 10/23/2017

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Director of Member Retention

Date of Hire: 01/02/2018

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Editor

Date of Hire: 01/02/2018

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Manager of Institutional Giving

Date of Hire: 01/08/2018

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	Issac Kim	312-893-2956
NPO.net	N	407 S Dearborn St. Suite 800 Chicago, IL 60605	Job Board	312-372-4872
LinkedIn	N	www.Linkedin.com	Jeff Hookie	415-500-9233
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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 Accountant

Date of Hire: 01/08/2018

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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

Date of Hire: 01/08/2018

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Managing Director, Programming

Date of Hire: 01/28/2018

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Director of Communications

Date of Hire: 02/12/2018

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	Issac Kim	312-893-2956
LinkedIn	N	www.Linkedin.com	Jeff Hookie	415-500-9233
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Staff Accountant

Date of Hire: 02/19/2018

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	Issac Kim	312-893-2956
NPO.net	N	407 S Dearborn St. Suite 800 Chicago, IL 60605	Job Board	312-372-4872
LinkedIn	N	www.Linkedin.com	Jeff Hookie	415-500-9233
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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

Date of Hire: 04/02/2018

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Master Control Engineer

Date of Hire: 04/02/2018

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	Issac Kim	312-893-2956
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Job Line	202-879-9600
LinkedIn	N	www.Linkedin.com	Jeff Hookie	415-500-9233
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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 Manager, Project Management

Date of Hire: 04/23/2018

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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

Date of Hire: 05/21/2018

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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

Date of Hire: 05/21/2018

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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

Date of Hire: 05/29/2018

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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

Date of Hire: 05/31/2018

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

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Job Title of Position: Director Community Engagement & Live Events

Date of Hire: 06/05/2018

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	Issac Kim	312-893-2956
LinkedIn	N	www.Linkedin.com	Jeff Hookie	415-500-9233
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Development Associate

Date of Hire: 07/02/2018

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	Issac Kim	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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: Manager of Institutional Giving

Date of Hire: 07/18/2018

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	Barbara Mousigian	312-893-2956
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

*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 Editor

Date of Hire: 07/26/2018

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	Barbara Mousigian	312-893-2956
Corporation for Public Broadcasting	N	401 9th St., NW Washington DC 20004	Job Line	202-879-9600
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Michael Peterson	212-379-7928

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