

2021 EEO PUBLIC FILE REPORT

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

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

Reporting Period: August 1, 2020 through July 31, 2021

Number of Full-time Employees: More than 5

Small Market Exception: No

During the Reporting Period, a total 14 full time positions were filled. The information required by FCC Rule 73.208(c)(6) is provided in the charts to follow.

These initiatives can include job fairs, scholarship and internship programs and community events designed to inform the public about employment opportunities in broadcasting and also include training and mentoring for existing staff.

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:

Participated in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.

Chicago Public Media did not participate in any events sponsored by organizations due to the limited number of events available during the COVID-19 Pandemic.

Second Initiative:

Participated in job banks, internet programs and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification about specific job vacancies.)

Throughout the reporting period of 2020-2021, Chicago Public Media maintained a Career Page on LinkedIn that provides a vehicle to post open positions, display pictures and stories about Chicago Public Media's workplace culture and commitment to diversity. Chicago Public Media's LinkedIn account also acts as a venue to promote community-based activities, via posts through the LinkedIn page, and encourages followers to opt in to be alerted for any job openings that are posted on this site.

Chicago Public Media also makes an effort to post all of their roles to NABJ, NAHJ, AAJA, CPB as well as current.org. These websites act as a diverse source to post openings that Chicago Public Media has throughout the year.

Third Initiative:

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

Radio Production and Journalism Internships

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

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

Internships specialize in one of five areas:

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

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

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

Fourth Initiative:

Chicago Public Media established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Chicago Public Media did not participate in any training events sponsored by organizations due to the limited number of events available during the COVID-19 Pandemic. However, Chicago Public Media offered online internal learning and development opportunities for its staff.

Fifth Initiative:

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

Annual on-line sexual harassment training continued to be held for all employees throughout the reporting period.

LIST OF POSITIONS FILLED

Last Hire Date	Title	Recruitment Source Referring Hiree
12/7/2020	Email Marketing Manager	LinkedIn
12/7/2020	Host - Reset	Chicago Public Media Website
1/19/2021	Digital and Engagement Producer, Curious City	Chicago Public Media Website
2/22/2021	AM Audio News Producer	Chicago Public Media Website
3/1/2021	Senior Editor-Audio News	Employee Referral
3/4/2021	Master Control Engineer	Chicago Public Media Website
4/5/21	AM News Editor	Chicago Public Media Website
4/6/2021	Chief People Officer	GattiHR
5/17/2021	Data Reporter	Chicago Public Media Website
6/17/21	Grant Writer	Word of Mouth
6/28/2021	Digital Media Producer, Vocalo	Employee Referral
7/12/2021	Data/Visuals Reporter	Chicago Public Media Website
7/15/2021	Metro Reporter, Audio	CPB Jobline
7/15/2021	Metro Reporter, Audio News	Employee Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total number of persons interviewed during the reporting period: 127

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Chicago Public Media Website	29
Employee Referral	19
LinkedIn	24
Indeed.com	17
Glassdoor.com	3
GattiHR	6
Internal candidate	3
Word of Mouth	26
NABJ	0
NAHJ	0
NAAJ	0
Current.org	0
CPB	0

RECRUITING SOURCES USED

Job Title of Position: Email Marketing Manager

Date of Hire: 12/07/2020

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318

*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 - Reset

Date of Hire: 12/07/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Facbook (WBEZ page)	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
CPB	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318
NABJ	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	Angela Robinson	301-405-0248
NAHJ	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	info@nahjcareers.org	626-792-3846
AAJA	N	575 Market Street, San Francisco, CA 94105	justins@aaja.org	415-346-2051
Current.org (publicmediajobs.org)	N	440 Massachusetts Ave. NW Suite LL05 Washington, D.C. 20016-8122	rogers@current.org	202-885-6412
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Digital and Engagement
Producer, Curious City

Date of Hire: 01/19/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: AM Audio News Producer

Date of Hire: 02/22/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
Facebook (WBEZ page)	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
CPB	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318
NABJ	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	Angela Robinson	301-405-0248
NAHJ	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	info@nahjcareers.org	626-792-3846
AAJA	N	575 Market Street, San Francisco, CA 94105	justins@aaja.org	415-346-2051
Current.org (publicmediajobs.org)	N	440 Massachusetts Ave. NW Suite LL05 Washington, D.C. 20016-8122	rogers@current.org	202-885-6412
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Senior Editor-Audio News

Date of Hire: 03/01/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Master Control Engineer

Date of Hire: 03/04/2021

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

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Job Title of Position: AM News Editor

Date of Hire: 04/05/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Chief People Officer

Date of Hire: 04/06/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792
GattiHR	N	445 W Erie St #103, Chicago, IL 60654	J.L. Backer	312-667-8801

*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 Reporter

Date of Hire: 5/17/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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

Job Title of Position: Grant Writer

Date of Hire: 06/17/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Digital Media Producer, Vocalo

Date of Hire: 06/28/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Data/Visuals Reporter

Date of Hire: 07/12/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Metro Reporter, Audio

Date of Hire: 07/15/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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Job Title of Position: Metro Reporter, Audio News

Date of Hire: 07/15/2021

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Nick DePrey	312-893-2956
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Brooke Geyer	402-739-6318
Glassdoor.com	N	100 Shoreline Highway Building A Mill Valley, CA 94941	Alex Bloom	800-918-3229
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Selina Zhang Cen	212-379-7792

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