

## 2023 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, 2022 through July 31, 2023

Number of Full-time Employees: More than 5

Small Market Exception: No

During the Reporting Period, a total of 58 positions were filled. Chicago Public Media is also referred to as CPM throughout this report.

## INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(6)

### First 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 2022-2023, 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 occasionally posts job openings 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.

### Second Initiative:

*Establishment of an internship and fellowship program designed to assist members of the community to acquire skills needed for broadcast employment.*

Radio Production and Journalism Internships and Fellowships

For students and recent graduates from participating colleges or universities interested in careers in broadcasting and journalism. Internships are available once per year during the summer. Fellowships are available annually beginning in the Fall.

- Internships: June through August - applications are due in January.
- Fellowships: September through August - applications are due in February.

Recruitment is conducted through our company website and announcements are made at local colleges and universities specializing in journalism and broadcasting. Internships and fellowships are full-time consisting of 40-hours per week. Interns and Fellows are paid.

Internships are available year-round with the (above) application deadlines with approximately 8 participants every year. An HR Manager oversees the program.

### **Third Initiative:**

*Establishment of a mentoring program for station personnel.*

CPM established a mentorship program for all new hires at the organization including full-time hires, fellows, and interns. All new hires are assigned a specific mentor who has worked at the organization for at least one year. The purpose of the program is to assist in acclimation, job training, and to increase support for new hires while providing leadership opportunities for mentors.

### **Fourth Initiative:**

*Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

CPM's Director of Editorial Training and Operations develops and conducts trainings and training series for station staff throughout the year related to content, editorial work and systems. The training improves employee skills that allows them to apply for higher level positions. CPM also identifies outside training opportunities for staff.

### **Fifth Initiative:**

*Training of management level personnel on methods of ensuring equal employment opportunity and discrimination prevention.*

Annual on-line sexual harassment training sponsored by the Corporation for Public Broadcasting was completed by all employees as of September 30, 2022. In addition, in person anti-harassment training was held and completed by all employees as of June 30, 2023. This training consisted of three hours for managers and two hours for employees.

Additionally, Chicago Public Media also implemented a new applicant tracking system, Greenhouse, designed to create a structured hiring process with the goal of cultivating inclusion and belonging in Chicago Public Media's candidate experience. During the hiring process, Greenhouse guides CPM management level personnel through every step of the hiring process with tools built directly into Greenhouse Recruiting to mitigate unconscious bias and ultimately make objective hiring decisions by holding all candidates to the same standards.

This has allowed us to build an inclusive hiring culture that attracts and engages candidates from a wide range of experiences, cultures and demographics. It also minimizes the opportunity for unconscious bias by ensuring mental shortcuts and assumptions don't interfere with the chance of hiring great candidates. Through this new applicant tracking system integration, we are able to identify areas for improvement and evaluate the impact of our inclusive hiring efforts to see where we are able to refine our process.

#### **Sixth Initiative:**

*Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.*

#### **FOIA Fest 2023 Sponsorship:**

FOIA, which is short for Freedom of Information Act, is a federal law that requires the full or partial disclosure of unreleased documents and information controlled by the federal government. States have similar laws. This tool is used by journalists and citizens to request and obtain documents and data. FOIA Fest 2023 was a hybrid conference featuring dozens of panels and a mentorship program for early career journalists of color. The conference's popularity has grown over the years.

In celebration of the 11th year of FOIA Fest and its first in-person efforts since the height of the COVID-19 pandemic, Chicago Public Media partnered with FOIA Fest and the Chicago Headline Club and sponsored the official FOIA Fest 2023 Mixer. This event took place on Friday, March 10, 2023 from 7pm-9pm at TechNexus in Downtown, Chicago. During this event, journalists and community members enjoyed an evening of connection and conversation designed to help launch a weekend of learning more about the Freedom of Information Act, its necessity and its impact on the media industry. The conversation was streamed live and in addition, virtual and in-person attendees were able to ask questions.

Chicago Public Media was represented by several staff members who served as keynote speakers throughout the conference as well as branding visibility via a designated area where the CPM human resources team was able to speak to conference attendees about career objectives, industry trends and current open positions, establishing a diverse talent pipeline for current and future employment opportunities.

#### **2023 Public Media Village Sponsorship:**

In collaboration with nearly 40 public media organizations, Chicago Public Media is a Founding Villager Sponsor within the Public Media Village. The Public Media Village is the unified presence of nearly 40 public media organizations at some of the largest gatherings of journalists each year – NAHJ, AAJA, NABJ, NLGJA, NAJA and AMEJA – where the work of minority journalists are celebrated through workshops, panel discussions and keynote addresses. Since its launch in 2016, the Public Media Village, composed of public media organizations big and small, has had one of the largest footprints of all media organizations at most of these journalism conferences with nearly 3,000 minority journalists registered with the Village to date. Through

the Public Media Village, Chicago Public Media has the opportunity to recruit staff and spread the word about careers in public media under the banner Think.Public.Media.

In 2023, through the Public Media Village, Chicago Public Media sponsored a series of conventions for NABJ, NAHJ and AAJA. CPM employees participated in various seminars, workshops and special events. It also actively participated in the job fairs for each convention where it informed, educated and interviewed diverse prospects for present and future job opportunities.

### LIST OF POSITIONS FILLED

Last Hire Date	Title	Recruitment Source Referring Hiree
8/8/2022	Audio Curator	Chicago Public Media Website
8/22/2022	Technical Project Manager	Indeed.com
8/16/2022	Data Analyst	LinkedIn Recruiter
8/15/2022	Producer, Reset	Referral
9/6/2022	Donor Engagement & Stewardship Manager	Referral
9/19/2022	Digital Audio Anchor	Chicago Public Media Website
9/19/2022	Full Stack Software Engineer	Chicago Public Media Website
9/6/2022	Senior Product Manager	Indeed.com
9/19/2022	Senior Producer, Reset	Chicago Public Media Website
9/19/2022	Luminary Podcast Fellow	Northwestern University
9/19/2022	Luminary Podcast Fellow (2)	Northwestern University
9/6/2022	Visual Producer	Internal
9/19/2022	Digital Engagement Producer, Reset	Internal
9/19/2022	Podcasts Fellow	Internal
9/19/2022	Reset Production Fellow	NABJ
9/19/2022	Producer 1, Reset	NABJ
10/3/2022	Membership Manager	Chicago Public Media Website
9/19/2022	Prospect Research Manager	Chicago Public Media Website
9/13/2022	Vocalo Intern	Loyola University Chicago
10/3/2022	Digital Reporting Fellow	Chicago Public Media Website
10/31/2022	Political/City Hall Reporter	Chicago Public Media Website
10/31/2022	Development Associate	Chicago Public Media Website
11/28/2022	UX Designer	Chicago Public Media Website
11/28/2022	Higher Education Reporter	Chicago Public Media Website
10/31/2022	Senior Editor - Podcasts	Referral
11/7/2022	Producer II, Reset	Referral
11/14/2022	Temporary Higher Education Reporter	Referral
12/8/2022	Temporary Visual Producer	Referral

12/28/2022	Benefits & Compliance Senior Manager	Search Firm
12/14/2022	Staff Accountant	Search Firm
1/9/2023	Digital Fundraising Strategist	Linkedin Recruiter
1/9/2023	Digital News Producer (Producer 1)	Chicago Public Media Website
1/9/2023	Social Media Editor (Editor)	Linkedin Recruiter
1/9/2023	BGM Podcast Producer (Producer 2)	Referral
1/9/2023	Vocalo Intern	Loyola University Chicago
1/9/2023	Master Control Engineer	Referral
3/20/2023	Senior Philanthropy Officer	LinkedIn
3/20/2023	Design & Marketing Intern	LinkedIn
3/27/2023	Leadership Giving Officer	LinkedIn
4/3/2023	Manager, Board & Volunteer Relations	LinkedIn
4/3/2023	Benefits & Compliance Senior Manager	Search Firm
4/17/2023	Director of Audience Insights	Referral
4/17/2023	Senior Audience Analyst	Referral
6/5/2023	Master Control Engineer	Chicago Public Media Website
5/8/2023	Manager of Grants & Institutional Giving	LinkedIn Recruiter
5/22/2023	Director of Product Engineering	Referral
6/5/2023	Audio Intern	Chicago Public Media Website
6/5/2023	Events Intern	Chicago Public Media Website
6/5/2023	Digital Intern	Chicago Public Media Website
6/5/2023	Reset Intern	Chicago Public Media Website
6/6/2023	Chief People Officer	Search Firm
7/3/2023	Senior Director of Membership	Referral
7/5/2023	Senior Director of Strategy & Special Projects	Chicago Public Media Website
7/5/2023	Data Intern	University of Chicago
7/5/2023	Data Fellow	Arizona State
7/31/2023	Executive Assistant	Indeed
7/31/2023	Member Service Associate	Indeed
7/31/2023	Membership Associate	Referral

## INTERVIEWEE REFERRAL SOURCE SUMMARY

Total number of persons interviewed during the reporting period: 848

<b>Recruitment Sources Used in Reporting Period</b>	<b>Number of Persons Interviewed that the Source Referred</b>
Chicago Public Media Website	228
Employee Referral	10
LinkedIn	267
Indeed.com	243
BuiltIn	6
CareerBuilder	23
Connect Search, LLC	14
CPB	8
Hunt Club Search Firm	11
Current.org	3
Internal candidate	8
Word of Mouth/Outside Referral	4
NABJ	14
NAHJ	5
NAAJ	4
Northwestern University	6

**RECRUITING SOURCES USED**

Audio Curator

8/8/2022

Job Title of Position: \_\_\_\_\_ Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Technical Project Manager

8/22/2022

Job Title of Position: \_\_\_\_\_ Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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



## RECRUITING SOURCES USED

Data Analyst

8/16/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Producer, Reset

8/15/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
Employee Referral	N	848 E. Grand Ave. Chicago, IL 60611	Dan Tucker	(312) 948-4600 / dtucker@wbez.org

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

## RECRUITING SOURCES USED

Donor Engagement & Stewardship Manager

9/6/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
Word of Mouth/Outside Referral	N	Unknown	Unknown	Unknown

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

## RECRUITING SOURCES USED

Digital Audio Anchor

9/19/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Full Stack Software Engineer

9/19/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
BuiltIn	N	203 N LaSalle St #2200	Online Job Board	support@builtinchicago.org

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

## RECRUITING SOURCES USED

Senior Product Manager

9/6/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
BuiltIn	N	203 N LaSalle St #2200	Online Job Board	support@builtinchicago.org

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

## RECRUITING SOURCES USED

Senior Producer, Reset

9/19/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Job Title of Position: Luminary Podcast Fellow Date of Hire: 9/19/2022

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Northwestern University	N	848 E. Grand Ave. Chicago, IL 60611	Dorina Aguilar Rasmussen	847.491.3586 <a href="mailto:da-rasmussen@northwestern.edu">da-rasmussen@northwestern.edu</a>

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



## RECRUITING SOURCES USED

Job Title of Position: Luminary Podcast Fellow (2) Date of Hire: 9/19/2022

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Northwestern University	N	848 E. Grand Ave. Chicago, IL 60611	Dorina Aguilar Rasmussen	847.491.3586 <a href="mailto:da-rasmussen@northwestern.edu">da-rasmussen@northwestern.edu</a>

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

## RECRUITING SOURCES USED

Visual Producer

9/6/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Jennifer Tanaka	jtanaka@wbez.org

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

## RECRUITING SOURCES USED

Digital Engagement Producer, Reset

9/19/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Jennifer Tanaka	jtanaka@wbez.org

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

## RECRUITING SOURCES USED

Podcasts Fellow

9/19/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Kevin Dawson	kdawson@wbez.org

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

## RECRUITING SOURCES USED

Reset Production Fellow

9/19/2022

Job Title of Position: \_\_\_\_\_ Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
National Association of Black Journalists (NABJ)	N	1100 Knight Hall, Suite 3101. College Park, Maryland USA 20742	Online Job Board	(301) 405-0248 / contact@nabj.org
National Association of Hispanic Journalists (NAHJ)	N	1050 Connecticut Ave, NW 5th Fl Washington, DC 20036	Online Job Board	(866) 624-5674 / membership@nahj.org

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

## RECRUITING SOURCES USED

Membership Manager

10/3/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Producer 1, Reset

9/19/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
National Association of Black Journalists (NABJ)	N	1100 Knight Hall, Suite 3101. College Park, Maryland USA 20742	Online Job Board	(301) 405-0248 / contact@nabj.org
National Association of Hispanic Journalists (NAHJ)	N	1050 Connecticut Ave, NW 5th Fl Washington, DC 20036	Online Job Board	(866) 624-5674 / membership@nahj.org

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

## RECRUITING SOURCES USED

Prospect Research Manager

9/19/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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



**RECRUITING SOURCES USED**

Job Title of Position: \_\_\_\_\_ Vocalo Intern \_\_\_\_\_ Date of Hire: \_\_\_\_\_ 9/13/2022 \_\_\_\_\_

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Loyola University		51 E Pearson St, Chicago, IL 60611	Dr. Pamela Morris	pmorris1@luc.edu

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

## RECRUITING SOURCES USED

Digital Reporting Fellow

10/3/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
National Association of Black Journalists (NABJ)	N	1100 Knight Hall, Suite 3101. College Park, Maryland USA 20742	Online Job Board	(301) 405-0248 / contact@nabj.org
National Association of Hispanic Journalists (NAHJ)	N	1050 Connecticut Ave, NW 5th Fl Washington, DC 20036	Online Job Board	(866) 624-5674 / membership@nahj.org

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

## RECRUITING SOURCES USED

Job Title of Position: Political/City Hall Reporter Date of Hire: 10/31/2022

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Angela Rozas O'Toole	aotoole@wbez.org

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

## RECRUITING SOURCES USED

Job Title of Position: Development Associate Date of Hire: 10/31/2022

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

UX Designer

11/28/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Higher Education Reporter

11/28/2022

Job Title of Position: \_\_\_\_\_ Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Kate Grossman	kgrossman@wbez.org

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

## RECRUITING SOURCES USED

Senior Editor - Podcasts

10/31/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Kevin Dawson	kdawson@wbez.org

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

## RECRUITING SOURCES USED

Producer II, Reset

11/7/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
National Association of Black Journalists (NABJ)	N	1100 Knight Hall, Suite 3101. College Park, Maryland USA 20742	Online Job Board	(301) 405-0248 / contact@nabj.org
National Association of Hispanic Journalists (NAHJ)	N	1050 Connecticut Ave, NW 5th Fl Washington, DC 20036	Online Job Board	(866) 624-5674 / membership@nahj.org

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



## RECRUITING SOURCES USED

Temporary Higher Education Reporter

11/14/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Kate Grossman	kgrossman@wbez.org

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

## RECRUITING SOURCES USED

Temporary Visual Producer

12/8/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Jennifer Tanaka	jtanaka@wbez.org

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

## RECRUITING SOURCES USED

Benefits & Compliance Senior Manager

12/28/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder.c om
ConnectSearch	N	311 S. Wacker Drive Suite 1000, Chicago, IL 60606	Meade Kelley	meade.kelley@connectsearch llc.com

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

## RECRUITING SOURCES USED

Staff Accountant

12/14/2022

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder.c om
ConnectSearch	N	311 S. Wacker Drive Suite 1000, Chicago, IL 60606	Meade Kelley	meade.kelley@connectsearch llc.com

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

## RECRUITING SOURCES USED

Digital Fundraising Strategist

1/9/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
LinkedIn Recruiter	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Job Title of Position: Digital News Producer (Producer 1) Date of Hire: 1/9/2023

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
National Association of Black Journalists (NABJ)	N	1100 Knight Hall, Suite 3101. College Park, Maryland USA 20742	Online Job Board	(301) 405-0248 / contact@nabj.org
National Association of Hispanic Journalists (NAHJ)	N	1050 Connecticut Ave, NW 5th FI Washington, DC 20036	Online Job Board	(866) 624-5674 / membership@nahj.org

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

## RECRUITING SOURCES USED

Social Media Editor (Editor)

1/9/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
LinkedIn Recruiter	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

BGM Podcast Producer (Producer 2)

1/9/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Stephanie Bassill	sbassill@wbez.org

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



### RECRUITING SOURCES USED

Job Title of Position: Vocalo Intern Date of Hire: 1/9/2023

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. / E-Mail Address of Source
Loyola University		51 E Pearson St, Chicago, IL 60611	Dr. Pamela Morris	pmorris1@luc.edu

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

## RECRUITING SOURCES USED

Master Control Engineer

1/9/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Dave Miska	dmiska@wbez.org

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

## RECRUITING SOURCES USED

Senior Philanthropy Officer

3/20/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Design & Marketing Intern

3/20/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Leadership Giving Officer

3/27/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Manager of Board & Donor Relations

4/3/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Benefits & Compliance Senior Manager

4/3/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder.c om
ConnectSearch	N	311 S. Wacker Drive Suite 1000, Chicago, IL 60606	Meade Kelley	meade.kelley@connectsearch llc.com

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

## RECRUITING SOURCES USED

Director of Audience Insights

4/17/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Celeste LeCompte	clecompte@wbez.org

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



## RECRUITING SOURCES USED

Senior Audience Analyst

4/17/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Celeste LeCompte	clecompte@wbez.org

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

## RECRUITING SOURCES USED

Master Control Engineer

6/5/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Manager of Grants & Institutional Giving

5/8/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
LinkedIn Recruiter	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Director of Product Engineering

5/22/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Celeste LeCompte	clecompte@wbez.org

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

## RECRUITING SOURCES USED

Audio Intern

6/5/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Events Intern

6/5/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Digital Intern

6/5/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Reset Intern

6/5/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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



## RECRUITING SOURCES USED

Chief People Officer

6/6/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
Hunt Club Search Firm	N	33 N Dearborn Street Second Floor, Chicago, IL 60602	Chris Meador	chris.meador@huntclub.com

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

## RECRUITING SOURCES USED

Senior Director of Membership

7/3/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Amy Wielunski	awielunski@wbez.org

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

## RECRUITING SOURCES USED

Senior Director of Strategy & Special Projects

7/5/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Data Intern

7/5/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Data Fellow

7/5/2023

Job Title of Position: \_\_\_\_\_ Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
University of Arizona	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Executive Assistant

7/31/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
CareerBuilder	N	200 N La Salle Dr #900, Chicago, IL 60601	Online Job Board	clientsupport@careerbuilder. com

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

## RECRUITING SOURCES USED

Member Services Associate

7/31/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

<b>Referral Source</b>	<b>*</b>	<b>Address of Source</b>	<b>Contact Person at Source</b>	<b>Tel. No. / E-Mail Address of Source</b>
Chicago Public Media Website	N	848 E. Grand Ave. Chicago, IL 60611	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
Employee Referral(s)	N	200 N La Salle Dr #900, Chicago, IL 60601	Amy Wielunski/Yoli Maladondo	awielunski@wbez.org/ymala dondo@wbez.org

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

## RECRUITING SOURCES USED

Membership Associate

7/31/2023

Job Title of Position: \_\_\_\_\_

Date of Hire: \_\_\_\_\_

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	Alicia Fields	(312) 948-4600 / afields@wbez.org
Indeed.com	N	6433 Champion Grandview Way Building 1 Austin, TX 78750	Rony Gonzalez	480-327-4342 / RonyG@indeed.com
LinkedIn	N	1000 W Maude Ave, Sunnyvale, CA 94085	Hussein Diop	402-739-6132 / hdiop@linkedin.com
Employee Referral	N	200 N La Salle Dr #900, Chicago, IL 60601	Claire Malkie	cmalkie@wbez.org

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