

2019 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, 2018 through July 31, 2019

Number of Full-time Employees: More than 5

Small Market Exception: No

During the Reporting Period, a total of 23 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 second year of a two year outreach period, Chicago Public Media attended two job fairs:

- During the reporting period, Chicago Public Media in partnership with NPR, Oregon Public Broadcasting, WNYC, and WBUR attended the following minority journalism conferences to promote job openings in public broadcasting.
 - National Association of Black Journalists (NABJ) August 2-5, 2018
 - Asian American Journalism Association (AAJA) August 8-11, 2018

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 – applications 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 Journalism
4. Audio Production

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

Internships are available year-round are available with the (above) application deadlines with about 20 participants every year. The HR Manager of Internships 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 period, Chicago Public Media staff members were invited by area schools and colleges to speak to students to talk about careers in broadcast journalism. Some groups also visited our facilities to speak reporters to learn about careers in journalism.

| Organization Name | Date |
|--------------------------------------|-------------|
| University of Illinois (Springfiled) | 10/27/2018 |
| University of Illinois Urbana | 11/04/2018 |
| Chicago Public Education Fund | 11/16/2018 |
| Northwestern University | 11/30/2018 |
| Francis Parker High School | 03/08/2019 |
| Whitney Young High School | 03/25/2019 |

HR Manager, Reporter(s), Studio Operations Director attended these events.

Fourth Initiative:

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

On 8/20/2018 and 8/22/2018, Chicago Public Media hired The Morton Group. An outside firm to conduct Diversity and Inclusion training for all staff members of the organization, including management.

Topics included:

- Analyzing the conceptual framework of racism in the United States and in the Chicagoland area.
- Exploration of best practices for racial justice and racial equity.

LIST OF POSITIONS FILLED

| Date of Hire | Job Title | Recruitment Source Referring Hiree |
|---------------------|---|---|
| 08/06/2018 | Fundraising Campaign Associate | Chicago Public Media Website |
| 08/06/2018 | Major Gifts Officer | Chicago Public Media Website |
| 08/15/2018 | Senior Director, Membership and Marketing | Kindred Partners |
| 08/27/2018 | News Editor | Glassdoor.com |
| 09/10/2018 | Managing Director, Content Development | Chicago Public Media Website |
| 09/17/2018 | Director of Accounting | Temporary converted to full-time |
| 10/08/2018 | Producer | Employee referral |
| 10/16/2018 | Facilities Manager | Chicago Public Media Website |
| 10/22/2018 | Manager, Audience Analytics | Word of mouth |
| 11/05/2018 | Archivist | Word of mouth |
| 11/12/2018 | Reporter | Word of mouth |
| 12/03/2018 | Event Marketing and Audience Engagement Manager | Indeed.com |
| 12/04/2018 | Reporter | Employee Referral |
| 12/10/2018 | Director, Digital Product Management | Word of mouth |
| 01/04/2019 | Managing Editor | Blinkhorn L.L.C |
| 03/01/2019 | Senior Director of Technology | Stanton Chase |
| 03/18/2019 | Digital Producer | Indeed.com |
| 04/08/2019 | News Producer | Employee Referral |
| 05/13/2019 | Director of IT | Glassdoor.com |
| 06/03/2019 | Lead Software Engineer | Glassdoor.com |
| 06/25/2019 | Product Manager | LinkedIn |
| 07/01/2019 | Vice President of Membership | Employee Referral |
| 07/08/2019 | Member Services Manager | Chicago Public Media Website |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total number of persons interviewed during the reporting period: 68

| Recruitment Sources Used in Reporting Period | Number of Persons Hired that the Source Referred |
|---|---|
| Blinkhorn L.L.C | 7 |
| Chicago Public Media Website | 10 |
| Employee Referral | 14 |
| Glassdoor.com | 4 |
| Indeed.com | 9 |
| Kindred Partners | 4 |
| LinkedIn | 8 |
| Stanton Chase | 3 |
| Word of Mouth | 9 |

RECRUITING SOURCES USED

Job Title of Position: Fundraising Campaign Associate

Date of Hire: 08/06/2018

| 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 | 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 |

*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: Major Gifts Officer

Date of Hire: 08/06/2018

| 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 | 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 |

*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 Director, Membership and Marketing

Date of Hire: 08/15/2018

| 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 | 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 |
| Kindred Partners | N | 535 Mission St. 22 nd Floor, Suite 2250 San Francisco, CA 94105 | | 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: News Editor

Date of Hire: 08/27/2018

| 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 | 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 |

*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, Content Development

Date of Hire: 9/10/2018

| 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 | 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 |

*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 Accounting

Date of Hire: 9/17/2018

| 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 | 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 |

*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: 10/8/2018

| 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 | 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 |

*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: Facilities Manager

Date of Hire: 10/06/2018

| 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 | 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 |

*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, Audience Analytics

Date of Hire: 10/22/2018

| 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 | 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 |

*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: Archivist

Date of Hire: 11/5/2018

| 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 | 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 |

*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: 11/12/2018

| 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 | 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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Event Marketing and Audience Engagement
 Job Title of Position: Manager

Date of Hire: 12/03/2018

| 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 | 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 |

*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, Digital Product Management

Date of Hire: 12/10/2018

| 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 | 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 |

*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 Editor

Date of Hire: 1/14/2019

| 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 |
| Blinkhorn L.L.C | N | 23 Grant Ave. Old Greenwich CT, 06870 | Ann Blinkhorn | 203-274-8838 |

*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 Director of Technology

Date of Hire: 03/01/2019

| 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 |
| Stanton Chase | N | 300 South Wacker Drive, Suite 201 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: Digital Producer

Date of Hire: 03/18/2019

| 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 |

*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: News Producer

Date of Hire: 04/08/2019

| 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 |

*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 IT

Date of Hire: 05/13/2019

| 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 |
| Corporation for Public Broadcasting | N | 401 9th St., NW Washington DC 20004 | Job Line | 202-879-9600 |

*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: Lead Software Engineer

Date of Hire: 06/03/2019

| 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 |

*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: Product Manager

Date of Hire: 6/25/2019

| 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 |
| Corporation for Public Broadcasting | N | 401 9th St., NW Washington DC 20004 | Job Line | 202-879-9600 |

*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: Vice President of Membership

Date of Hire: 07/01/2019

| 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: Member Services Manager

Date of Hire: 07/08/2019

| 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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