

2024 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, 2023 through July 31, 2024

Number of Full-time Employees: More than 5

Small Market Exception: No

During the Reporting Period, a total of 17 positions were filled.

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:

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

Chicago Public Media introduced its intern program in 2006. The intern program is designed to train, develop and inspire the next generation of journalists by providing a hands-on learning experience across many departments including audio and digital news, events, show production and more.

Chicago Public Media offers radio production and journalism internships for students and recent graduates from colleges or universities interested in careers in broadcasting and journalism. In 2024, the internship program hosted five student interns from the second week of June through the second week of September.

Recruitment is conducted through the company website and announcements are made at local colleges and universities specializing in broadcasting. The summer internship program is full time (40 hours/week) at an hourly rate of \$20/hour. The Director of Talent Acquisition oversees the program.

Summer internships specialize in one of five areas:

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

Second Initiative:

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Annual on-line sexual harassment and bystander intervention training was completed by all employees through Skillburst as of June 30, 2024. This training consisted of three hours for managers and two hours for employees.

Additionally, Chicago Public Media's applicant tracking system, Greenhouse, also creates a structured hiring process with the goal of cultivating inclusion and belonging into 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.

Third Initiative:

Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Chicago Public Media participates in the University of Chicago's James Metcalf Internship/Scholarship program, which is open to all currently enrolled, active University of Chicago undergraduates. This internship is designed to provide students with real-world experience in a professional setting. CPM hosted two students from January to April 2024 and two students March to July 2024. The program offers a stipend payment to the students.

CPM also hosted 2 additional undergraduate students on a rolling quarterly basis (3 months each) starting in September of 2023 via Vocolo Radio, a CPM division in the areas of Community Engagement and Audio Production.

Fourth Initiative:

Participation 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 2023-2024, 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.

CPM also produced over 20 community events during the relevant time frame, including on-stage interviews with high-profile speakers, concerts, and live podcasts. In addition to making these events accessible to the public, the signature events team provided open captions when possible and published select content to WBEZ's YouTube channel, making it available to the public free of charge.

Programming examples include: author talks with Michael Lewis & Andrew Ross Sorkin at the Auditorium Theater on December 7, 2023, Billy Dee Williams at Francis Parker School on February 22, 2024 and Dr.

Anthony Fauci at the Athenaeum Center for Thought & Culture on June 26, 2024; concert events such as On the Lawn - in partnership with the National Public Housing Museum - at Millennium Park on August 25, 2023, a screening of Nosferatu accompanied with a live original score by Chicago's Gramps the Vamp at the Studebaker Theater on October 29, 2023, and a holiday sing-along with Choir! Choir! Choir! at Thalia Hall on December 9, 2023; and podcast events such as Radiolab in Oak Park's Unity Temple on September 30, 2023, The Moth's Mainstage at Cahn Auditorium in Evanston, IL on November 17, 2023, and Mortified's 20-year-anniversary at the Vic Theatre on November 30, 2023. The breadth of programming has allowed WBEZ to reach audiences new and old alike while bringing a fresh perspective to public media. This team serves to inform and entertain one event at a time.

Fifth Initiative:

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting

Chicago Public Media participated in four broadcast/media/journalism university career fairs during this reporting period: Loyola University Career Fair (10/3/2023), Columbia College Chicago Career Fair (11/1/2023), the School of the Art Institute of Chicago ("SAIC") Expo (11/1/2023), and Berkeley Journalism's Media Mayhem V (4/12/2024). During these events, Chicago Public Media representatives connected with students to educate them about potential careers in the industry and review resumes for full- and part-time jobs and/or internship opportunities.

LIST OF POSITIONS FILLED

Last Hire Date	Title	Recruitment Source Referring Hiree
08/01/2023	Executive Editor	Koya Partners
08/08/2023	Data Journalist/Interactives Developer	Internal Candidate
08/21/2023	Senior Data Engineer	Chicago Public Media Website
08/21/2023	Assistant General Counsel, Labor & Employment	LinkedIn
11/03/2023	Senior Editor, Arts & Culture	Internal Candidate
12/01/2023	Email Automation Manager	LinkedIn
12/05/2023	On-air Fundraising Manager	Chicago Public Media Website
12/06/2023	PM Editor	Chicago Public Media Website
01/18/2024	Digital Producer, Arts & Culture	Chicago Public Media Website
01/19/2024	Theater Reporter, Arts & Culture	Chicago Public Media Website
01/29/2024	Systems Analyst	Employee Referral
02/12/2024	WBEZ Production and Promotions Producer	Chicago Public Media Website
02/20/2024	Human Resources Manager – Operations	Internal Candidate
05/06/2024	Digital Fundraising Strategist	LinkedIn
05/07/2024	Membership Manager	Chicago Public Media Website
05/28/2024	Director of Major & Planned Giving	Internal Candidate
07/16/2024	Traffic Manager	Internal Candidate

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total number of persons interviewed during the reporting period: 117.

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Chicago Public Media Website	39
Employee Referral	7
LinkedIn	28
Indeed.com	17
Koya Partners	11
Internal Candidate	5
Greater Public	3
Center for Public Broadcasting	4
National Association of Black Journalists	3

RECRUITING SOURCES USED

Job Title of Position: Executive Editor

Date of Hire: 08/01/2023

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	312.788.0545 afields@chicagopublicmedia.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
Koya Partners	N	20 N Wacker Dr Suite 622, Chicago, IL 60606	Steve Edwards	312.676.3976 sedwards@koyapartners.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: Data Journalist/Interactives Developer

Date of Hire: 08/08/2023

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	312.788.0545 afields@chicagopublicmedia.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

*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: Senior Data Engineer

Date of Hire: 08/21/2023

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	312.788.0545 afields@chicagopublicmedia.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

*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: Assistant General Counsel, Labor & Employment **Date of Hire:** 08/21/2023

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	312.788.0545 afields@chicagopublicmedia.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

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RECRUITING SOURCES USED

Job Title of Position: Senior Editor, Arts & Culture

Date of Hire: 11/03/2023

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	312.788.0545 afields@chicagopublicmedia.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

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RECRUITING SOURCES USED

Job Title of Position: Email Automation Manager

Date of Hire: 12/01/2023

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	312.788.0545 afields@chicagopublicmedia.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

*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: On-air Fundraising Manager

Date of Hire: 12/05/2023

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	312.788.0545 afields@chicagopublicmedia.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

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RECRUITING SOURCES USED

Job Title of Position: PM Editor

Date of Hire: 12/06/2023

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	312.788.0545 afields@chicagopublicmedia.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
National Association of Black Journalists	N	1100 Knight Hall, Suite 3101. College Park, Maryland USA 20742	Eric Wee	(301) 405-0248 eric@journalismnext.com /contact@nabj.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: Digital Producer, Arts & Culture

Date of Hire: 01/18/2024

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	312.788.0545 afields@chicagopublicmedia.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

*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: Theater Reporter, Arts & Culture

Date of Hire: 01/19/2024

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	312.788.0545 afields@chicagopublicmedia.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

*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: Systems Analyst

Date of Hire: 01/29/2024

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	312.788.0545 afields@chicagopublicmedia.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

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RECRUITING SOURCES USED

Job Title of Position: WBEZ Production and Promotions Producer **Date of Hire:** 2/12/2024

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	312.788.0545 afields@chicagopublicmedia.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

*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: Human Resources Manager – Operations **Date of Hire:** 2/20/2024

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	312.788.0545 afields@chicagopublicmedia.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

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RECRUITING SOURCES USED

Job Title of Position: Digital Fundraising Strategist

Date of Hire: 5/6/2024

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	312.788.0545 afields@chicagopublicmedia.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

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RECRUITING SOURCES USED

Job Title of Position: Membership Manager

Date of Hire: 5/7/2024

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	312.788.0545 afields@chicagopublicmedia.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
Corporation for Public Broadcasting	N	401 Ninth Street, NW Washington, D.C. 20004	N/A	contact@cpb.org (202) 879-9600
Greater Public	N	PO Box 303279, Austin, TX 78703, USA	Melanie Coulson	(800) 454-2314 communications@greaterpublic.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: Director of Major & Planned Giving

Date of Hire: 5/28/2024

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	312.788.0545 afields@chicagopublicmedia.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
Corporation for Public Broadcasting	N	401 Ninth Street, NW Washington, D.C. 20004	N/A	contact@cpb.org (202) 879-9600
Greater Public	N	PO Box 303279, Austin, TX 78703, USA	Melanie Coulson	(800) 454-2314 communications@greaterpublic.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: Traffic Manager

Date of Hire: 7/16/2024

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	312.788.0545 afields@chicagopublicmedia.org

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