

2025 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, 2024 through July 31, 2025

Number of Full-time Employees: More than 10

Small Market Exception: No

During the Reporting Period, a total of 13 full-time positions were filled using wide recruitment.

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 2025, the internship program hosted twelve student interns from area schools including Northwestern University, the University of Chicago and Loyola University, 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
5. Development Operations and Events

In addition, 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 2025 and two students March to July 2025. The program offers a stipend payment to the students.

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, 2025. 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 2025 and two students March to July 2025. The program offers a stipend payment to the students.

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 2024-2025, 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. 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 has produced more than 20 community events during the reporting period, featuring on-stage interviews, concerts, live podcasts, film screenings, and various food-aid initiatives. All events were open to the public, with select content shared on WBEZ's YouTube channel, making the content widely available free of charge. At each of the events that CPM sponsors or co-sponsors, WBEZ hosts a table where staff is on hand to discuss WBEZ and answer any questions from attendees, including questions about employment in the broadcast industry. Chicago Public Media's event team continues to present a portfolio of high-profile events

that enrich the lives of Chicagoans and contribute directly to the city's rich arts & culture community.

Fifth Initiative:

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

Chicago Public Media hosted several events for educational institutions to bring students on-site to learn about careers in broadcasting. These events include:

- On February 17, 2025, CPM hosted 35 children from the Lake Shore chapter of Jack and Jill program, which focuses on children's growth and civic leadership. The program included a Q+A, discussion of media literacy and tour.
- March 18 through 20, 2025, CPM conducted a Student Job Shadowing Pilot. A local eighth grade student job shadowed the editorial operations team and newsroom staff for 3 days.
- On April 24, 2025, CPM hosted the Poynter Beat Academy Workshop. During this workshop, a group of 35 journalists participated in a mental health reporting collaborative through the Carter Center.
- On May 20, 2025 and May 27, 2025 CPM hosted two groups of 40 4th-8th grade students for a Q+A with journalists and a studio tour.
- On June 3, 2025, CPM hosted a group of 35 journalists participating in the Carter Center Journalism Workshop's mental health reporting collaborative.
- On June 11, 2025, CPM hosted a group of 36 1st-5th grade students from the Seed Montessori Camp for a Q+A with journalists, studio and newsroom tour.
- On July 16, 2025, CPM hosted the Northwestern Medill Cherubs Program. This group of 37 high school students from across the country were participating in Northwestern Medill Journalism's summer program. CPM provided a presentation on investigative journalism, Q+A time with journalists and editors, and a studio and newsroom tour.

During these events, Chicago Public Media representatives connected with students to educate them about potential careers in the industry and provide a behind the scenes look at broadcast operations.

LIST OF POSITIONS FILLED

Last Hire Date	Title	Recruitment Source Referring Hiree
9/3/2024	Consumer Satisfaction & Retention Specialist	LinkedIn
9/3/2024	Chief Executive Officer	Koya Partners
9/9/2024	Senior Philanthropy Officer	LinkedIn
11/4/2024	Traffic Assistant	Chicago Public Media Website
11/4/2024	Reset Producer	Chicago Public Media Website
11/11/2024	PM Producer	Internal Candidate
1/6/2025	Systems Analyst	LinkedIn
5/19/2025	RCC Senior Editor	Chicago Public Media Website
6/2/2025	Staff Accountant	LinkedIn
6/2/2025	Events & Marketing Specialist	Internal Candidate
6/10/2025	Philanthropy Officer	Chicago Public Media Website
7/7/2025	Digital Producer	Internal Candidate
7/7/2025	Visual Journalist	Chicago Public Media Website

Exigent Hires

7/1/2025	1 VP, Corporate Sponsorship; 5 Account Managers; 1 Sponsor Success Manager ¹
11/12/2024	Chief Operating Officer ²

¹ From January 29, 2018, to June 30, 2025, Chicago Public Media contracted with a third-party, Market Engineuity, to secure corporate sponsorships on its behalf (the "Services"). Market Engineuity was the sole and exclusive provider of the Services to CPM and employed (i) 1 Vice President, Corporate Sponsorship, (ii) 6 Account Executives, and (iii) 1 Sponsor Success Manager. These individuals worked exclusively on behalf of CPM at WBEZ offices, had WBEZ job titles and email addresses, worked on WBEZ computer networks, and were responsible for developing and maintaining personal relationships with CPM's corporate sponsors and underwriters. Effective July 1, 2025, Chicago Public Media ended its relationship with Market Engineuity and hired the VP, Corporate Sponsorship, 5 Account Executives, and 1 Sponsor Success Manager, previously employed by Market Engineuity, to secure corporate sponsorships on behalf of CPM. This was a unique and exigent circumstance because the former Market Engineuity employees had established relationships with the CPM corporate sponsors and underwriters on behalf of CPM; they were intimately familiar with CPM's processes, and could immediately continue their work supporting CPM without disruption.

² In November 2024, CPM created a new executive leadership position, a Chief Operating Officer, to address urgent and evolving operational demands. The need for this role arose from a period of rapid organizational change, including scaling operations, restructuring internal departments, implementing major initiatives, and managing significant transition. It became clear that additional executive capacity was required to ensure continuity, efficiency, and alignment across departments. Due to the immediate nature of these needs, CPM's Chief Executive Officer made the decision to appoint a highly qualified leader with proven experience in operations and organizational leadership. This decision was made due to the exigent nature of the operational demands and the strategic need to move swiftly in order to avoid disruption to mission-critical work and compromised organizational performance during a key period.

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total number of persons interviewed during the reporting period: 115.

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Chicago Public Media Website	34
Employee Referral	7
LinkedIn	37
Indeed.com	12
Koya Partners	7
Media Recruiters	5
Internal Candidate	10
Association of Fundraising Professionals (AFP)	3

RECRUITING SOURCES USED

Job Title of Position: Consumer Satisfaction & Retention Specialist **Date of Hire:** 9/3/24

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: Chief Executive Officer

Date of Hire: 9/3/24

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: Senior Philanthropy Officer

Date of Hire: 9/9/24

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
Association of Fundraising Professionals (AFP)	N	400 E. Randolph St., #2305, Chicago, IL 60601	Shawn Morello	860.532.1892 shawn.morello@communitybrands.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: Traffic Assistant

Date of Hire: 11/4/2024

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: Reset Producer

Date of Hire: 11/4/24

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: PM Producer

Date of Hire: 11/11/24

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: Systems Analyst

Date of Hire: 1/6/25

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: RCC Senior Editor

Date of Hire: 5/19/25

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: Staff Accountant

Date of Hire: 6/2/2025

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: Events & Marketing Specialist

Date of Hire: 6/2/2025

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: Philanthropy Officer

Date of Hire: 6/10/25

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
Association of Fundraising Professionals (AFP)	N	400 E. Randolph St., #2305, Chicago, IL 60601	Shawn Morello	860.532.1892 shawn.morello@communitybrands.com

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RECRUITING SOURCES USED

Job Title of Position: Digital Producer

Date of Hire: 7/7/2025

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: Visual Journalist

Date of Hire: 7/7/2025

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.