

EEO PUBLIC FILE REPORT
For the period of 8-1-2019 through 7-31-2020

The report covers the following employment units:

<u>Call Sign</u>	<u>Facility</u>	<u>Type of Station</u>	<u>Location</u>
WTTW	10802	Non-Commercial	Chicago, IL
WFMT	10801	Commercial	Chicago, IL
WYCC	12279	Non-Commercial	Chicago, IL

A. The following is a listing of job vacancies that were filled between 8-1-2019 & 7-31-2020

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
1. Mgr. of Digit Traffic Operations	7/16/19	8/12/19	Company Website
2. Foundations Manager	6/19/19	9/14/19	Indeed
3. Sr. Web Developer	5/18/19	9/16/19	Staff Referral
4. Digital Fund Manager	1/21/19	9/23/19	Company Website
5. Programming Coordinator	8/13/19	9/23/19	Company Website
Assoc. Dir of Development, Donor			
6. Engagement and Events	9/17/19	9/30/19	Internal Candidate
7. Admin Coordinator	5/8/19	10/7/19	Indeed
8. Membership Marketing Manager	8/13/19	10/7/19	Idealist
9. Director, On-Air Fundraising	9/5/19	10/7/19	Staff Referral
10. Mgr., Community Engagement	8/6/19	11/11/19	Staff Referral
11. Mgr., Mailroom & Building Services	10/29/19	12/2/19	Internal Candidate
12. Finance & Account Analyst	9/4/19	12/9/19	Internal Candidate
Development Mgr, Major Gifts &			
13. Steward	7/17/19	12/16/19	Company Website
14. Manager, Corporate Giving	9/6/19	1/6/20	Company Website
15. WTTW News, Assoc. Digital Producer	10/29/19	1/13/20	Company Website
16. Associate Producer	12/13/19	1/21/20	Internal Candidate
17. News Director, WTTW News	7/3/19	2/3/20	Staff Referral
18. Dir. Of MAC & DBM	1/8/20	2/24/20	Staff Referral

19. Social Media Manager, News	6/10/19	2/24/20	Internal Candidate
20. Corporate Controller	1/9/20	3/16/20	Company Website
21. Dir. of Data Mgmt. & Strategy	1/23/20	3/17/20	Company Website
22. Producer/Host (Radio)	3/10/20	3/29/20	Internal Candidate
23. WTTW News, Digital Reporter	7/1/20	4/13/20	Staff Referral
24. Vice President, Technology	2/7/20	5/11/20	Company Website

B. The following recruitment sources were faithfully contacted for each of vacancies for full-time jobs listed above.

<u>Organization</u>	<u>Address</u>	<u>Contact Person</u>	<u>Phone Number</u>
1. NAACP	1140 N. Lamon Avenue, Chicago, IL	Human Resources	773-261-5890
2. Operation Push	930 E. 50th Street, Chicago, IL	Felicia Neal	773-256-2723
3. Chicago Urban League National Latino Education Institute	4510 S. Michigan, Chicago, IL	Trina Whatley	773-602-3019
4. Institute	2011 W. Pershing Rd., Chicago, IL	Jennifer Sanchez	773-247-0707 x. 213
5. Asian Human Services	4820 N. Broadway, 3rd Fl, Chicago, IL	Amanda Jones	773-293-8119
6. Anixter Center	2001 N. Cylbourn, 3rd Fl, Chicago, IL	Elizabeth Kaige	773-248-6500 x. 249
7. Mayor's Office (Disabilities)	121 N. LaSalle St, Ste 1104, Chicago, IL	Lavonzell Paige	312-746-5743
8. Illinois Ctr for Broadcasting	55 W. 22nd Street, #240, Lombard, IL	Dave Cogozzo	630-916-1700 x.3114
9. Chicago Christian Ind. League	2750 W. Roosevelt Road, Chicago, IL	Chris Dwyer	773-435-8300
10. American Women Radio/TV Illinois Dept. of Employment	150 E. Huron #825, Chicago, IL	Rebecca Shiffman	773-615-5377
11. Security Northeastern Illinois	527 S. Wells, Chicago, IL	Angela Rebellon	312-814-3479
12. Employment Office	5500 N. St. Louis Ave, Chicago, IL	Kris Pierre	773-442-4205
13. WTTW/WFMT Website	www.wttw.com , www.wfmt.com	Kari Hurley	773-509-5422

In addition, the following organizations were contacted for full-time positions for the Job Titles 1-24 listed above:

- 13 Northwestern University www.northwestern.edu
- 14 MediaBistro www.mediabistro.com
- 15 Current www.current.org
- 16 Idealist www.idealists.org
- 17 LinkedIn www.linkedin.com

18	NPO.net	www.npo.net
19	PBS	www.pbs.org
20	American Fundraising Professionals	www.afpglobal.org
21	Indeed	www.indeed.com
22	Society of Broadcast Engineers	www.sbe.org
23	Journalismjobs.com	www.journalismjobs.com
24	Corporation for Public Broadcasting	www.cpb.org
25	National Association of Black Journalist	www.nabj.org
26	National Association of Hispanic Journalist	www.nahj.org
27	Authentic Jobs	www.authenticjobs.com
28	Drupal	www.drupal.org
29	North Park University	www.northpark.edu
30	De Paul University	www.depaul.edu
31	University of Chicago	www.uchicago.edu

C. A total of 117 people were interviewed for these vacancies. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

<u>Recruitment Source</u>	<u>Number of Candidates</u>
1. LinkedIn	10
2. Company Website	45
3. Staff Referral	12
4. Internal Candidate	14
5. Idealist	9
6. Indeed	25
7. NPO	2

D. The following is a breakdown of the recruitment sources in Section C by each position:

Position	LinkedIn	Company Website	Staff Referral	Internal Candidate	Idealist	Indeed	NPO
Mgr. of Digit Traffic Operations	1	3					
Foundations Manager		1	1		1	2	
Sr. Web Developer	2	1	1			2	
Digital Fund Manager		2			1		
Programming Coordinator		2	1		1	2	
Assoc. Dir of Development, Donor Engagement and Events				1			
Admin Coordinator		6		1		4	2
Membership Marketing Manager		2			1	2	
Director, On-Air Fundraising			1				
Mgr., Community Engagement	1	6	1	2	1	4	
Finance & Account Analyst				1			
Development Mgr, Major Gifts & Steward		2	3		1	3	
Manager, Corporate Giving		2	1		2		
Mgr., Mailroom & Building Services				1			

WTTW News, Assoc. Digital Producer	1	4		1		1	
Associate Producer				1			
News Director, WTTW News	1	7	1	1		1	
Dir. Of MAC & DBM		3	1		1	1	
Social Media Manager, News				1			
Corporate Controller	1	2				2	
Producer/Host (Radio)				1			
Dir. of Data Mgmt. & Strategy	3	1		1		1	
WTTW News, Digital Reporter			1				
Vice President, Technology		1		2			

Summary Description of Supplemental Outreach Initiatives

Specify First Initiative:

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

Describe activities undertaken to fulfill that initiative:

The Award of the WTTW Minow Fellowship:

- ❖ Awarded to graduate students interested in broadcasting from The Medill School of Journalism at Northwestern University (Medill)
- ❖ Applicants are asked to submit a resume and essay indicating their interest in the broadcasting field
- ❖ Announcement of fellowship, student interviews and selection of top 3 candidates by Medill
- ❖ The final candidate, selected by WTTW, will serve as an Assistant Producer for nightly news show, Chicago Tonight
- ❖ WTTW awards one fellowship per year
- ❖ The WTTW Minow Fellowship was awarded to two individuals for a six (6) month period.

The Award of the John Callaway Excellence in Online Journalism Fellowship:

- ❖ Awarded to recent graduates who are interested in online journalism
- ❖ Applicants are asked to submit a resume and essay indicating their interest in online journalism and how they might contribute to *Chicago Tonight* online
- ❖ The final candidate, selected by WTTW, will serve work as an online Assistant Producer for the *Chicago Tonight* website
- ❖ WTTW the fellowship to one individual this year

The Award of the Judy and John McCarter Family Fellowship:

- ❖ Awarded to graduate students, or recent graduates, who are interested in television and radio production, and come from an under-resourced background
- ❖ Applicants are asked to submit a resume and essay indicating their interest
- ❖ The final candidate, will work in Production for either WTTW or WFMT
- ❖ WTTW/WFMT awards one fellowship per year
- ❖ The WTTW McCarter Fellowship was awarded this year to one individual. The fellowship is for a six month period.

The Award of the WFMT Patner Fellowship:

- ❖ Awarded to college student or recent graduate with demonstrated interest in the arts.
- ❖ Applicants are asked to submit a resume and cover letter expressing qualifications and interest in the fellowship. Applicants must provide writing samples that reflect writing skills in various mediums.
- ❖ The final candidate will work with WFMT Producers and Hosts on content for on-air and the website.
- ❖ The WFMT Patner Fellowship was awarded to one individual for a three (3) month period.

Specify Second Initiative:

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

Describe activities undertaken to fulfill that initiative:

Television Production Internships

- ❖ For students from participating colleges or universities interested in a career in Broadcasting

For Fall Internships – apply by mid July

For Winter Internships – apply by late November

For Spring Internships – apply by mid February

For Summer Internships – apply by mid April

- ❖ Work in Television Production in one of four areas:

1. Arts & Entertainment

2. Documentaries & Public Affairs specials

3. News and current affairs (Chicago Tonight)

4. Documentaries from Chicago's past

- ❖ Recruitment through company website and announcements made within local colleges and universities specializing in broadcasting
 - ❖ Year-round internships are available with the (above) application deadlines
 - ❖ Internships are on-going with approximately 46 students participating each year
 - ❖ Applicants should contact Leigh Stone, Internship Coordinator at (773) 509-5421
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Specify Third Initiative:

Participation in general outreach efforts through job banks, Internet and other similar programs.

Describe activities undertaken to fulfill that initiative:

- ❖ Post available positions with online job banks with a diverse audience.
- ❖ Post all available positions on company website
- ❖ Post available positions with EEO organizations
- ❖ Posting of many positions in community job banks reaching a diverse population
- ❖ Development of relationships with community colleges and universities

Specify Fourth Initiative:

Formed Diversity, Equity and Inclusion Council to ensuring equal employment opportunity and prevent discrimination.

Describe activities undertaken to fulfill that initiative:

- ❖ Formed council of staff members to address matters of diversity, equity and inclusion within the organization.