

EEO PUBLIC FILE REPORT
For the period of 8-1-2018 through 7-31-2019

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 8-1-2018 & 7-31-2019

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
1. Executive Assistant	5/3/18	8/20/18	Company Website
2. System Support Specialist	4/26/18	8/27/18	Website
3. Foundations Manager	6/27/18	8/27/18	Website
4. Planned Giving Manager	2/22/18	9/10/18	NPO
5. Data Entry Specialist	6/15/18	10/1/18	Indeed
6. Sales Account Executive	7/23/18	11/12/18	Website
7. Sales Account Executive	7/23/18	11/12/18	Staff Referral
8. Sales Account Executive	7/23/18	1/7/19	Staff Referral
9. Associate We Developer	10/10/18	1/7/19	Indeed
10. Director of Marketing	7/24/18	1/9/19	Indeed
11. Coordinator, On-Air Fund Operations	1/9/19	2/13/19	NPO
12. Social Media Manager, News	4/30/18	2/18/19	Indeed
13. General Manager, WFMT	8/9/18	3/1/19	Staff Referral
14. Digital Content Producer	4/4/19	5/28/19	Website
15. Manager, On-Air Fundraising	3/25/19	6/3/19	Staff Referral
16. VP, Chief Financial Officer	8/24/18	7/1/19	Staffing Agency
17. Chicago Tonight Arts Reporter/Producer	12/6/18	7/15/19	Staff Referral

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 Security	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.networkchicago.com	Kari Hurley	773-509-5422

In addition, the following organizations were contacted for full-time positions for the Job Titles 1-17 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 ZipRecruiter	www.ziprecruiter.com
23 Dice	www.dice.com
24 Corporation for Public Broadcasting	www.cpb.org

C. A total of 90 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	7
2. MediaBistro	2
3. Company Website	30
4. Staff Referral	18
5. Internal Candidate	3
6. Idealist	2
7. Indeed	20
8. Glassdoor	1
9. Staffing Agency	1
10. NPO	5
11. Northwestern University	1

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

Position	Linked In	Glass door	Company Website	Staff Referral	Internal Candidate	Idealist	Indeed	Media Bistro	Northwestern	NPO	Staffing Agency
Executive Assistant		1	4				1				
System Support Specialist			3								
Foundations Manager			2	1			1				

Planned Giving Manager			2			1	2			4	
Data Entry Specialist			3	1			6				
Sales Account Executive	2		6	7			1				
Associate Web Developer	1		3				4				
Director of Marketing							1				
Coordinator, On-Air Fund Operations	1					1	1			1	
Social Media Manager, News							2				
General Manager, WFMT	1			5	1			1			
Associate Digital Content Producer	2		2					1	1		
Manager, On-Air Fundraising			1	2							
VP, Chief Financial Officer											1
Chicago Tonight Arts Reporter/Producer			4	2	2		1				

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 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 two individuals. 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 two individuals 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 57 students participating each year
- ❖ Applicants should contact Leigh Stone, Internship Coordinator at (773) 509-5421

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:

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

Describe activities undertaken to fulfill that initiative:

- ❖ Conducted Diversity and Inclusion Training for Managers.