

EEO PUBLIC FILE REPORT
For the period of 8-1-2022 through 7-31-2023

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 8-1-2022 & 7-31-2023

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
1. Development Project Mgr. (WFMT)	4/21/22	8/8/22	Company Website
2. Recording Engineer/Producer	7/11/22	9/6/22	Internal Candidate
3. Assoc. Dir. of Deve, Planned Giving	9/28/11	9/28/22	Indeed
4. Engineering Tech (Graphic Artist)	8/15/22	9/22/22	Staff Referral
5. Deve Proj. Mgr., Research & Major Gifts	7/5/22	10/3/22	Idealist
6. Sr. Dir of Dev, Individual Giving	5/17/22	10/3/22	Staff Referral
7. Member & Audience Services Rep	7/25/22	10/3/22	Employment Agency
8. Continuity & Traffic Ops Coord	8/30/22	11/21/22	Company Website
9. Programming Coordinator	11/3/22	11/21/22	Internal Candidate
10. Dir of Eng Maintenance & Prod. Ops	11/3/22	1/3/23	Internal Candidate
11. Investigative Producer/Reporter	6/29/22	1/3/23	LinkedIn
12. WTTW News, Assoc Digital Editor/Prod.	9/1/22	1/3/23	Company Website
13. Traffic Assistant	11/11/22	1/9/23	Staff Referral
16. Associate Producer	6/29/22	1/9/23	Internal Candidate
17. Associate Web Developer	5/19/21	1/10/23	Company Website
18. Marketing Manager	9/12/22	1/17/23	LinkedIn
19. Associate Producer	6/29/22	2/6/23	Internal Candidate
20. Digital Marketing Manager	9/2/22	2/6/23	Staff Referral
21. Dev. Proj. Mgr., Major Gifts and Steward	11/10/22	2/13/23	Staff Referral
22. Senior Accountant	6/29/22	2/13/23	LinkedIn

23.	Radio Broadcast & Production Ops Mgr.	10/13/22	2/20/23	Company Website
24.	Proj. Mgr, Comm. Engagement & DEI	12/8/22	2/27/23	Company Website
25.	Production Assistant- Radio	1/27/23	3/13/23	Internal Candidate
26.	Manager, Corporate Giving	1/26/23	4/3/23	Company Website
27.	Assoc. Dir., Planned Giving	1/26/23	4/5/23	Company Website
28.	Development Coordinator	2/23/23	4/10/23	Company Website
29.	Mgr., On-Air Fundraising Events & Prod	8/16/22	6/1/23	Company Website
30.	Membership Marketing Mgr.	4/11/23	6/26/23	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. Rainbow Push	930 E. 50th Street, Chicago, IL	S. Todd Yeary	773-256-2723
3. Chicago Urban League National Latino Education Institute	4510 S. Michigan, Chicago, IL	Calmetta Coleman	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	Damira Jakupovic	773-293-8119
6. Anixter Center	2001 N. Cylbourn, 3rd Fl, Chicago, IL	General Contact	773-248-6500 x. 249
7. Mayor's Office (Disabilities)	121 N. LaSalle St, Ste 1104, Chicago, IL	Christina McGleam	312-746-5743
8. Illinois Ctr for Broadcasting	55 W. 22nd Street, #240, Lombard, IL	Don Clark	630-916-1700 x.3114
9. American Women Radio/TV Illinois Dept. of Employment	150 E. Huron #825, Chicago, IL	Rebecca Greene	773-615-5377
10. Security Northeastern Illinois	527 S. Wells, Chicago, IL	Angela Rebellon	312-814-3479
11. Employment Office	5500 N. St. Louis Ave, Chicago, IL	Kris Pierre	773-442-4205
12. 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 1-30 listed above:

13.	Indeed	www.indeed.com
14.	MediaBistro	www.mediabistro.com
15.	Current	www.current.org

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| 16. Idealist | www.idealist.org |
| 17. LinkedIn | www.linkedin.com |
| 18. NPO.net | www.npo.net |
| 19. Handshake | https://joinhandshake.com/employers/ |
| 20. American Fundraising Professionals (AFP) | www.afpglobal.org |
| 21. Corporation for Public Broadcasting | www.cpb.org |
| 22. National Association of Black Journalist | www.nabj.org |
| 23. National Association of Hispanic Journalist | www.nahj.org |
| 24. National Association of Black Accountant | www.nabainc.com |
| 25. Musical America | www.musicalamerica.com |
| 26. Chicago African Americans in Philanthropy | www.caaip.org |
| 27. Society of Broadcast Engineers | www.sbe.org |
| 28. Journalism Jobs | www.journalismjobs.com |
| 29. Drupal | www.drupal.org |
| 30. Built in Chicago | www.builtinchicago.org |
| 31. American Marketing Association | www.ama.org |
| 32. League of Chicago Theaters | www.leagueofchicagotheatres.org |

C. A total of 162 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	34
2. AFP	2
3. Employment Agency	2
4. Company Website	56
5. Staff Referral	25
6. Internal Candidate	10
7. Idealist	11
8. Indeed	15
9. NPO	7

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

Position	AFP	LinkedIn	Employment Agency	Company Website	Staff Referral	Internal Candidate	Idealist	Indeed	NPO
Development Project Mgr. (WFMT)				4		1	2	1	1
Recording Engineer/Producer				2	2	1			
Assoc. Dir. of Deve, Planned Giving				4				2	2
Engineering Tech (Graphic Artist)		1		1	1	1		1	
Deve Project Mgr, Research & Major Gifts	1				2		2		1
Sr. Dir of Dev, Individual Giving	1			3	1			1	
Member & Audience Services Rep			1	1			1		
Continuity & Traffic Ops Coord				5	1				
Programming Coordinator						1			
Dir of Eng Maintenance & Prod. Ops		1				1		2	
Investigative Producer/Reporter		1		2	2				
WTTW News, Assoc Digital Editor/Prod.				2	1			2	
Traffic Assistant				3	1				
Associate Producer						1			

Associate Web Developer		12	1	3				3	
Marketing Manager		2			2				
Associate Producer						1			
Digital Marketing Manager		6		2	2				
Dev. Proj. Mgr., Major Gifts and Steward					1		2	1	
Senior Accountant		6		2					
Radio Broadcast & Production Ops Mgr.				2		2			
Proj. Mgr, Comm. Engagement & DEI		1		8		1	2	2	2
Production Assistant-Radio					1				
Manager, Corporate Giving				3			2		
Assoc. Dir., Planned Giving		1		2					
Development Coordinator				2	1				
Mgr., On-Air Fundraising Events & Prod				2	5				
Membership Marketing Mgr.		3		3	2				1