

**EEO PUBLIC FILE REPORT
For the period 8-1-2008 through 7-31-2009**

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

A. The following is a listing of job vacancies which were filled between 8-1-2008 & 7-31-2009

	<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
1	Stewardship & Special Projects Coordinator	3/6/09	7/21/09	NPO
2	Associate Director, Individual Giving	3/6/09	6/17/09	Assoc of Fundraising Professionals
3	Producer/Host	9/24/07	3/16/09	Web site
4	Customer Service Representative	7/29/08	10/20/08	Craig's List
5	Production Assistant	7/2/08	10/6/08	Web site
6	Distribution Assistant	7/31/08	9/29/08	Craig's List
7	Development Coordinator	8/14/08	9/29/08	Staff Referral
8	Assistant Producer	7/19/08	9/29/08	Web site
9	Human Resources Assistant	4/8/08	9/18/08	Staff Referral
10	Technical Director	6/5/08	9/3/08	Web site
11	Associate Web Developer	8/8/06	8/20/08	Web site
12	Executive Assistant – Radio	7/11/08	8/20/08	Craig's List
13	Radio Producer	7/28/08	7/28/08	Staff Referral
14	Finance/Accounting Associate	2/26/08	8/4/08	Craig's List

B. The following recruitment sources were faithfully contacted for each of the 14 vacancies for full-time jobs listed above.

	<u>Organization</u>	<u>Address</u>	<u>Contact Person</u>	<u>Phone Number</u>
1	NAACP	800 E. 78th St., Chicago	Human Resources	773-261-5890
2	Operation Push	930 E. 50th St., Chicago	Felicia Mcquitter	773-256-2723
3	Chicago Urban League	4510 S. Michigan, Chicago	Ms. Everett	312-692-0766
4	Spanish Coalition for Jobs	2011 W. Pershing Rd., Chicago	Cilia Lopez	773-247-0707
5	Asian Human Services	4753 N. Broadway, Chicago	Amanda Jones	773-247-4975
6	Anixter Center	6610 N. Clark Street, Chicago, IL	Helene Levine	773-248-6500
7	Mayor's Office (Disabilities)	121 N. LaSalle St. Rm1104	Lavonzell Paige	312-746-5743
8	Illinois Center for Broadcasting	55 W. 22nd St. #240, Lombard	John Wassel	630-916-1700
9	Chicago Christian Ind. League	123 S. Green St., Chicago	Marvin Coklow	773-435-8444
10	American Women Radio/TV	150 E. Huron #825, Chicago	Rebecca Shiffman	773-615-5377
11	Illinois Dept. of Employment	527 S. Wells, Chicago	Dan Murphy	312-793-5000
12	Network Chicago Website	www.networkchicago.com	Laura Backus	773-509-5422

In addition, the following organizations were contacted for full-time positions for the Job Titles 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13 and 14 listed above:

1	Association of Fundraising Professionals	http://afpchicago.org	630-416-1166
2	AMPPR	http://amppr.org	
3	Chicago Reader Newspaper	11 East Illinois Street, Chicago, IL	312-828-1140
4	Careerbuilder.com	http://www.careerbuilder.com	Jennifer Giangrasso 773-527-5798

5	Columbia College	www.myinterfase.com/columbiaworks	
6	Computerjobs.com	http://www.employers/computerjobs.com	
7	Corporation for Public Broadcasting	www.cpb.org	
8	Craigslist	http://craigslist.org	
9	Creative Hot List	http://www.creativehotlist.com	
10	Current	6930 Carroll Ave., Takoma Park, MD	Fax: 301-270-7241
11	DePaul University Career Ctr	http://depaul.erecruiting.com	312-362-8437
12	Dice	http://employer.dice.com	
13	Idealist.org	http://www.idealist.org	212-843-3973
14	Loyola University of Chicago	http://luc.erecruiting.com	
15	Media Bistro	http://www.mediabistro.com	
16	Medill School of Journalism	https://medill-northwestern-csm.symplicity.com/employers/	
17	Monster.com	http://www.monster.com	800-MONSTER
18	National Assoc of Broadcasters Ed Foundation	http://nab.org	
19	National Philanthropic Trust	http://www.npt.org	888-878-7900
20	NPO.net	http://www.npo.net	
21	Northeastern Illinois University	http://www.collegecentral.com	
22	Northwestern University	https://northwestern-csm.symplicity.com	
23	Roosevelt University	http://roosevelt.erecruiting.com/ev/jobs	312-341-3560
24	PBS Connect	www.pbs.org	
25	Radio Online	http://jobs.radio-online.com	
26	School of the Art Institute of Chicago	http://www.easeart.com	
27	Yahoo HotJobs	http://www.recruiter.hotjobs.yahoo.com	

C. A total of 106 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>Total Number of Interviewees</u>
Company Website	19
Staff Referrals	18
Internal Candidate	5
Association of Fundraising Professionals	1
Careerbuilder.com	10
Columbia College	2
Craigslist	22
Idealist.org	2
Monster.com	2
NPO.net	5
Unity Conference 2008	13
Unknown	7

D. A total of 106 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>Position</u>	<u>Co. Web</u>	<u>Referral</u>	<u>Internal</u>	<u>Idealist</u>	<u>Monster</u>	<u>Career-Builder</u>	<u>Craigslist</u>	<u>NPO</u>	<u>AFP</u>	<u>Columbia College</u>	<u>Unity Conf</u>	<u>Unknown</u>
Stewardship & Spec Projs Coor Associate Director, Individual Giving		4	2					3				
Producer/Host	1								1			
Customer Service	1	1					8					

Representative									
Production Asst	1		3						13
Distribution Asst		1				1		2	
Development Coor		1				3			
Assistant Producer	8								
HR Assistant		2		2	10	3	2		1
Technical Director	5								
Assoc Web Dev	1								
Executive Assistant						2			
Radio Producer		1							
Finance/Accounting Associate	2	2		2		5			6

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 this year for the ten (10) week period ending March of 2008.
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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 (Chicago Stories)
- ❖ 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 35 students participating each year
- ❖ Applicants should contact Yvonne Davis, Internship Coordinator at (773) 509-5541

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 newspapers (Chicago Tribune, Reader) and job banks reaching a diverse population.
- ❖ Development of relationships with community colleges and universities

Specify Fourth Initiative:

Listing each upper-level opening in a job bank or newsletter of a media trade group with broad-based membership including the participation of women and minorities.

Describe activities undertaken to fulfill that initiative:

- ❖ Communicate available positions with the following organizations:
 - ❖ Chicago Association of Black Journalists
 - ❖ Illinois Center for Broadcasting