



**Northern Public Radio SEU EEO Annual Public Files Report 2024**  
*89.5 WNIJ-91.3 WNIW-91.5 WNIQ-89.1 WNIE-90.5/105.7 WNIU*

The NPR SEU is an Equal Opportunity Employer and is licensed to Northern Illinois University, and provides employment opportunities to qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law. We are dedicated to providing broad outreach regarding job vacancies at the station and we seek the help of local organizations in referring qualified applicants to our station.

If your organization distributes information about employment opportunities to job seekers, or refers job seekers to employers, and would like to receive job vacancy notices from NPR, please contact Staci Hoste at 815-753-9000, or email: [npr@niu.edu](mailto:npr@niu.edu)

The NPR works with the NIU Human Resources Department in compliance with the FCC's EEO Rule 73.2080, as follows:

**Recruitment**

NPR filled   0   full-time job vacancies during the period of July 1, 2023 to June 30, 2024.

Source	Interviewed	Hired
Northern IL University website	0	
WNIJ.org	0	
Personal Referral	0	
Report for America	0	
CPB	0	
Greater Public	0	
Social Media	0	
Current	0	
Other		

Total Interviewed:    Total Hired:

## Outreach Initiatives and Activities

In order to achieve broad and inclusive outreach to promote careers, recruitment and employment opportunities at NPR, the following EEO initiatives took place:

1. **Public Radio 101 (education program)** Organized and hosted a multi-part broadcasting workshop series (Pub Radio 101) designed to help students develop professionally and advance their career skills. "Public Radio 101" was conducted by professional journalists and staff in spring 2023. This program is designed to be ongoing. (Jenna Dooley News Director)
2. **Internship, job and career fairs** Attended fair in February 2024 (Jenna Dooley News Director)
3. **Community Presentations** Hosted and attended info booths at community events and the Women's History Center in March 2023.
4. **Internship program** Implementation of an internship program designed to assist high school and college students acquire skills needed for broadcast employment. NPR's internship program is structured in a manner that participants can focus on opportunities in development, marketing, special events/promotion, or in operations/production work including news reporting and feature production. During this reporting period, NPR coordinated internships with Northern Illinois University. (Jenna Dooley News Director)
5. **Professional Development for station staff** Established a policy for rotating attendance at industry meetings and seminars to enable employees to acquire knowledge beyond their current abilities and job descriptions. Maintain an in-house training program to teach best practices, new technique and changing technology required for pandemic operations.

[NIU Broadcast Center](#)  
[801 N. First Street - DeKalb, Illinois 60115](#)