



Northern Public Radio Equal Employment Opportunity Report

NPR filled 1 full-time job vacancies during the period of July 1, 2018 to June 31, 2019.

Source	Interviewed	Hired
Northern IL University website	1	
WNIJ.org	1	1
Personal Referral	1	
CPB		
Greater Public		
Social Media		
Current		
Other	1	

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

Organized and hosted a three-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 Sept/Oct 2018 and Feb/March 2019. This program was designed to be ongoing.

Attended the Northern Illinois University Internship Fair in February 2019. Station staff hosted the booth and were on hand to discuss various internship opportunities as well as share job descriptions. Hosted a table at the Northern Illinois University Involvement Fair in August 2018 to discuss broadcast career and volunteer opportunities with university students.

Presented career and broadcast information to student and/or community groups: hosted the Rockford Homeschool Group February 2019 for an information session and tour; hosted Girl Scouts Troop for information session and tour in October 2018; hosted the Association for Black Journalists for information session and tour in November 2018.

Established, long-term EEO initiatives:

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 and Ball State University.

Established a policy for rotating attendance at industry meetings and seminars to enable employees to acquire knowledge beyond their current abilities and job descriptions. Launched a monthly in-house training program called "Lunch and Learn" to teach best practices, new technique and changing technology.

Northern Public Radio is an Equal Opportunity Employer

NPR 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

NIU Broadcast Center
801 N. First Street - DeKalb, Illinois 60115