



Northern Public Radio SEU EEO Annual Public Files Report 2019-2020

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

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

Recruitment

NPR filled 2 full-time reporter job vacancies during the period of July 1, 2019 to June 31, 2020.

June 1, 2020 (2) Reporters

Source	Interviewed	Hired
Northern IL University website	1	
WNIJ.org	2	1
Personal Referral		
Report for America	1	1
CPB		
Greater Public		
Social Media		
Current		
Other		

Total Interviewed: 4 Total Hired: 2

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 fall 2019 and spring 2020. This program is designed to be ongoing. (Jenna Dooley News Director)
2. **Internship, job and career fairs** Attended the Northern Illinois University Internship Fair in October 2019 and February 2020. Station staff hosted the booth and were on hand to discuss various internship opportunities as well as share job descriptions. (Jenna Dooley News Director)
3. **Community Presentations** Presented career and/or broadcast futures information to student and/or community groups: November 2019 DeKalb County Historical Society teen volunteer program PR101 road show; March 2020 career fair CEANCI Career Education Associates of North Central Illinois; April 2020 Rockford Area Convention and Visitors Bureau Lunch Chat: Frontline Storyteller (Jenna Dooley News Director)
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. Maintained an in-house training program called "Lunch and Learn" to teach best practices, new technique and changing technology. (Staci Hoste General Manager, Jenna Dooley News Director, Carl Nelson, Multimedia Producer)

NIU Broadcast Center
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