

## **Northern Public Radio (“NPR”) Equal Employment Opportunity Report**

NPR filled three full-time job vacancies during the period of August 1, 2015 to July 31, 2016.

### **1. Corporate Support Representative**

Date of Hire: 3/9/2015

Recruitment Source Referring Hiree: Northern Illinois University

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Total Number of Persons Interviewed: 4

Interviewees Referred by Source

WNIJ.ORG 1

Northern Illinois University website 1

WNIJ Air 2

WNIJ/U Social Media 0

### **2. Director of Community Engagement**

Date of Hire: 4/1//2016

Recruitment Source Referring Hiree: NIU Website

Total Number of Persons Interviewed: 4

Interviewees Referred by Source

Northern Illinois University website 2

WNIJ Air 2

### **3. Director of Individual Giving**

Date of Hire: September 15, 2016

Recruitment Source Referring Hiree: WNIJ Air

Total Number of Persons Interviewed: 3

Interviewees Referred by Source

WNIJ.ORG 0

Northern Illinois University website 2

WNIJ Air 1

WNIJ/U Social Media 0

In order to achieve broad and inclusive outreach to promote recruitment and employment opportunities at NPR, the following long-term initiatives have been adopted:

1. 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 Belmont University. Since the inception of the program a total of 35 interns have gained applicable job experience.
2. Presented several opportunities for discussion of employment opportunities, including station tours. Tours held in January and February with Tiger and Cub Scout groups. The tours and discussions feature extensive information about different job categories and career possibilities in broadcasting, and provided information on how to apply for available positions at the Northern Public Radio stations. Other station tours and career demonstrations were held: March and June 2016. In addition, station staff spoke to area service clubs on two occasions and provided information on how to apply for any available positions at Northern Public Radio.
3. Provided a training program to enable employees to acquire skills to qualify for higher level positions: Have established a policy for rotating attendance at industry meetings and seminars to enable employees to acquire knowledge beyond their current abilities and job descriptions. In the period covered by this report 8 employees were afforded such opportunities including attending Public Radio Program Director's conference, the Public Media Development and Marketing Conference, PRNDI, Illinois News Broadcasters Association conferences, along with journalism and software training.
4. Attended the Northern Illinois University Internship Fair in October 2015. Station staff hosted the booth and were on hand to discuss various internship opportunities as well as share job descriptions. Northern Illinois University engineering students visited the station in June 2016 for a tour and discussion with NPR's Chief Engineer.
6. Presented to students throughout the year, including April 4, 2016 career day at St. Charles High School and three classes to media students at Cambridge Lake Charter School in May 2016.
5. Participated in two Chamber of Commerce business to business expos as a means of highlighting our role in the community and how others can join NPR through employment and volunteer opportunities when available. The first expo held in fall 2015 has a region focus with more than nine chambers participating. The second expo held in spring 2016 was hosted by two larger chambers in our community of service. Each expo was open to the public and offered numerous opportunities to discuss station careers.

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](mailto:npr@niu.edu)

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