



Northern Public Radio Equal Employment Opportunity Report

NPR didn't fill any full-time job vacancies during the period of August 1, 2016 to July 31, 2017.

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 (2) 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 fall 2016 and spring 2017 and was designed to be ongoing.

Attended the Northern Illinois University Internship Fair in October 2016. Station staff hosted the booth and were on hand to discuss various internship opportunities as well as share job descriptions.

Presented career information to student and/or community groups: professional journalist served as panelist for "media careers" luncheon at Freeport High School in February 2017; presented awards at the Donald Grubb Journalism Banquet, hosted a booth at the August 2016 student "involvement fair" and presented career and involvement opportunities to students.

Hosted a "progressive media tour/open house" on March 7, 2017 designed to highlight student and career opportunities in radio, print and TV for communications majors.

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.

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 6 employees were afforded such opportunities including attending conferences and trainings through: PRPD, PRNDI, INBA, IPBC, PRRO, along with various journalism and software professional development opportunities.

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

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