

Northern Public Radio (NPR) Equal Employment Opportunity Report

August 1, 2007 to July 31, 2008

NPR filled three full-time job vacancies during the period of August 1, 2007 to July 31, 2008.

POSITION: Underwriting Sales Representative

Date of Hire: 11/26/2008

Recruitment Source Referring Hirees: WNIJ Air

POSITION: Receptionist

Date of Hire: 03/01/2008

Recruitment Source Referring Hiree: NIU Website

POSITION: Development Director

Date of Hire: 06/23/08

Recruitment Source Referring Hiree: DeKalb Daily Chronicle

Total Number of Persons Interviewed in the past year: 9

Recruitment Sources Used in Preceding Year	Interviewees Referred by Source
DeKalb Daily Chronicle	2
DeKalb Midweek	0
Rockford Register Star	1
Rock River Times	0
WNIJ.ORG	0
Northern Illinois University website	3
CPB Jobline	0
The Workplace	0
Affirmative Action Report	0
Bulletin Board Posting – Riverfront Museum Park, Rockford	0
WNIJ Air	3
WNIU Air	0
Job Announcements Sent to La Voz Latina	0

Northern Public Radio made phone calls to area employment agencies and community organizations. As a result of these calls one community organization and one agency requested to be notified of all full-time job vacancies. Northern Public Radio intends to continue this outreach in the coming reporting period.

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 five internships with Northern Illinois University. Since the inception of the program a total of thirteen interns have gained applicable job experience.

2. Sponsored several opportunities for discussion of employment opportunities, including one station tour and employment opportunity discussions for students of Kishwaukee College, an area community college in March 2008. All of these students had expressed interest in broadcasting. The tours and discussions featured 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. In addition, station staff spoke to area service clubs on several occasions and discussed employment opportunities and how to apply for any available positions at Northern Public Radio.
3. Provided training to management level personnel to assure equal opportunity and prevent discrimination: All employees of Northern Public Radio have taken anti-discrimination training provided by Northern Illinois University designed to inform all employees of university policy with regard to discrimination. Management level personnel took a special training course on avoiding discrimination in hiring and in workplace performance.
4. 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 eight non-management employees (out of 12 total non-management employees) were afforded such opportunities.
5. Attended outreach events: General Manager Tim Emmons, Program Director Bill Drake and News Director Susan Stephens all took shifts at the station's booth at On The Waterfront, a community festival attended by more than 200,000 people. Information on employment opportunities was available at the station booth.

Northern Public Radio is an Equal Opportunity Employer

NPR is a licensee of 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 Tim Emmons at 815-753-9000, or email: npr@niu.edu

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