

**Northern Public Radio (NPR) Equal Employment Opportunity Report for the period of August 1, 2006 to July 31, 2007**

NPR filled two full-time job vacancies during the period of July 31, 2006 to July 31 2007.

POSITION: News Reporter (2)  
 Date of Hire: April 16, 2007 (both)  
 Recruitment Source Referring Hirees: CURRENT  
 PRNDI Website  
 Total Number of Persons Interviewed in past year: 5

Recruitment Sources Used in Preceding Year	Interviewees Referred by Source
DeKalb Daily Chronicle	1
DeKalb Midweek	0
Rock River Times	0
WNIJ.ORG	1
PRNDI.ORG (Public Radio News Directors)	1
INBA.NET (Illinois News Broadcasters)	1
Northern Illinois University Website	0
CPB Jobline	0
The Workplace	0
CURRENT Newspaper	1
Affirmative Action Report	0
Bulletin Board Posting – Riverfront Museum Park, Rockford	0
Job Announcement Sent to La Voz Latina, Rockford	0

Northern Public Radio made phone calls to area employment agencies and community organizations. As a result of these calls no new community organizations or agencies 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 two internships with Northern Illinois University. Since the inception of the program a total of eight 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 on 3/14/07. 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, managers spoke to area organizations and service clubs and discussed employment opportunities and how to apply for any available positions at Northern Public Radio. These appearances included the Rockford Area Arts Council (October 17, 2006) and the Rockford Chamber of Commerce Leadership/Community Awareness Program (November 21, 2006).

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 seven non-management employees (out of 12 total non-management employees) were afforded such opportunities.

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.

NPR is also required to adhere to all employment policies of Northern Illinois University, including the State Civil Service system and policies of the Office of Affirmative Action and Diversity Resources at NIU, depending on the job classification of the position.

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](mailto:npr@niu.edu).

Or you may write to us at:  
EOE Information  
Northern Public Radio  
801 North First Street  
DeKalb, IL 60115