

## EEO Public File Report

**NPR Illinois, Springfield, IL**  
**August 1, 2018 - July 31, 2019**

### Full-Time Positions Filled

| Full-Time Position | Position Title                        | Date Open | Date Filled | Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)* | Number Interviewed | Number Hired |
|--------------------|---------------------------------------|-----------|-------------|--|--------------------|--------------|
| 1                  | Membership and Engagement Coordinator | 05/18/18  | 08/27/18    | University of Illinois Springfield Human Resources Web site  | 2                  | 1            |
|                    |                                       |           |             | NPRIllinois.org  | 1                  | 0            |
|                    |                                       |           |             | Association of Women in Communications   | 0                  | 0            |
|                    |                                       |           |             | Facebook   | 0                  | 0            |
|                    |                                       |           |             | Twitter  | 0                  | 0            |
|                    |                                       |           |             | Illinois Times   | 0                  | 0            |
| 2                  | Sponsorship Account Executive         | 04/26/19  | 07/08/19    | Illinois Times   | 0                  | 0            |
|                    |                                       |           |             | State Journal-Register   | 0                  | 0            |
|                    |                                       |           |             | Facebook   | 0                  | 0            |
|                    |                                       |           |             | American Business Club   | 0                  | 0            |
|                    |                                       |           |             | Association of Women in Communications   | 0                  | 0            |
|                    |                                       |           |             | PRADO – Public Radio Association of Development Officers   | 0                  | 0            |
|                    |                                       |           |             | University of Illinois Springfield Human Resources Web site  | 1                  | 0            |
|                    |                                       |           |             | NPR Illinois Advisory Board  | 0                  | 0            |
|                    |                                       |           |             | NPRIllinois.org  | 1                  | 1            |

|  |  |  |  |          |   |   |
|--|--|--|--|----------|---|---|
|  |  |  |  | Twitter  | 0 | 0 |
|  |  |  |  | LinkedIn | 0 | 0 |
|  | * See Attached List of Recruitment Sources for Contact Information |  |  |          |   |   |

| Information Regarding Recruitment Sources Contacted for Full-Time Vacancies |  |  |                   |                          |
|---|--|--|-------------------|--------------------------|
| No.   | Recruitment Source   | Contact  | Total Interviewed | Entitled to Notification |
| 1   | American Business Club<br>P.O. Box 20408, Springfield, IL 62708                          | admin@abcmembers.org   | 0                 | N                        |
| 2   | Association of Women in Communications<br>4440 Ash Grove, Suite B, Springfield, IL 62711 | Job posting:<br><a href="mailto:jobschair@awcspringfield.org">jobschair@awcspringfield.org</a> | 0                 | N                        |
| 3   | Facebook<br>1 University Plaza; WUIS 130 Springfield, IL                                 | Randy Eccles, General Manager<br>reccl2@uis.edu<br>217-206-9847                                | 0                 | N                        |
| 4   | Illinois Times Newspaper<br>1240 S 6th St, Springfield, IL 62703                         | James Bengfort, Associate Publisher<br>jbengfort@illinoistimes.com<br>217-753-2226             | 0                 | N                        |
| 5   | LinkedIn<br>1 University Plaza; WUIS 130 Springfield, IL                                 | Randy Eccles, General Manager<br>reccl2@uis.edu<br>217-206-9847                                | 0                 | N                        |
| 6   | NPR Illinois Advisory Board<br>1 University Plaza; WUIS 130 Springfield, IL              | Bethany Jaeger, COMMUNITY ADVISORY BOARD CHAIR<br>bethanyj@kebcpa.com                          | 0                 | N                        |
| 7   | NPRIllinois.org<br>1 University Plaza; WUIS 130 Springfield, IL                          | Randy Eccles, General Manager<br>nprillinois.org<br>217-206-9847                               | 2                 | N                        |
| 8   | PRADO – Public Radio Association of Development Officers                                 | <a href="https://www.pradoweb.org/">https://www.pradoweb.org/</a><br>PRADO@LISTSERV.SYR.EDU    | 0                 | N                        |
|   |  |  |                   |                          |

|    |   |   |   |   |
|----|---|---|---|---|
| 9  | State Journal-Register                                      | Eugene Jackson, General Manager/Advertising Director<br>ejackson@sj-r.com | 0 | N |
|    | P.O. Box 219, Springfield, IL 62705-0219                    | 217-788-1300  |   |   |
| 10 | Twitter   | Randy Eccles, General Manager<br>reccl2@uis.edu                           | 0 | N |
|    | 1 University Plaza; WUIS 130 Springfield, IL                | 217-206-9847  |   |   |
| 11 | University of Illinois Springfield Human Resources Web site | Melissa Mlynski, Senior Director of Human Resources<br>mmlyn2@uis.edu     | 3 | Y |
|    | One University Plaza, HRB 30 Springfield, IL 62703          | (217) 206-7148  |   |   |

**Prong 3 Longer-Term Recruitment Initiatives  
Implemented During Previous Year**

| <b>No.</b> | <b>Date</b>                  | <b>Initiative</b>   | <b>Description</b>   | <b>Scope of Involvement</b>                  | <b>Personnel Involved</b>  |
|------------|------------------------------|---|--|--|--|
| 1          | August 29, 2018              | Participation at Univ. of Illinois Springfield Involvement Expo.                          | The annual event helps connect students and community members to job and volunteer opportunities.  | Had a booth at the expo.                     | Matt Sporrer, Business & Finance Director<br><br>Beatrice Bonner, Membership & Engagement Coord.   |
| 2          | February 14, 2019            | Participation in 2019 Career Connections Expo held at Univ. of Illinois Springfield TRAC. | NPR Illinois partnered and participated to discuss career opportunities in media with attendees. We were also highlighted during this event and made a short presentation to attendees about NPR Illinois. | Co-Sponsor and had a booth at the fair.      | Randy Eccles, General Manager<br><br>Matt Sporrer, Business & Finance Director<br><br>Beatrice Bonner, Membership & Engagement Coord.  |
| 3          | June 24, 2019- June 28, 2019 | Hosted “PodCamp” at NPR Illinois studio.  | NPR Illinois hosted “PodCamp” as outreach to train future reporters. NPR Illinois staff helped students learn about interviewing, editing, writing, and audio production.                                  | Hosted this camp for middle school students. | Beatrice Bonner, Membership & Engagement Coord.<br><br>Nice Garcia, Director of Development<br><br>Brian Mackey, Statehouse Bureau Chief<br><br>Mary Hansen, Reporter<br><br>Sam Dunklau, Reporter |

|   |                                  |  |   |  |  |
|---|----------------------------------|--|---|--|--|
| 4 | July 9, 2019-<br>July 12, 2019   | Conference to develop and network with other public media professionals. Sessions included topics on diversity and other topics relating to EEO. | Participation and attendance in the Public Media Development and Marketing Conference (PMDMC) in Dallas, Texas.   | General Manager and Membership and Engagement Coordinator attended sessions by Greater Public.               | Randy Eccles, General Manager<br><br>Beatrice Bonner, Membership & Engagement Coordinator  |
| 5 | July 22, 2019 -<br>July 26, 2019 | Hosted "Podcast Academy" at NPR Illinois studio.   | NPR Illinois hosted "Podcast Academy" as outreach to train future reporters. NPR Illinois staff helped students learn about interviewing, editing, writing, video production, technology, and audio production. | Hosted this camp for high school students.   | Beatrice Bonner, Membership & Engagement Coord.<br><br>Nice Garcia, Director of Development<br><br>Brian Mackey, Statehouse Bureau Chief<br><br>Mary Hansen, Reporter<br><br>Daisy Contreras, Reporter |
| 6 | Ongoing                          | Participation in programs sponsored by education institutions relating to career opportunities in broadcasting.                                  | Membership in Illinois News Broadcasters Association.   | Network with student and other journalists across Illinois at conventions and online training opportunities. | All news staff   |

|   |         |   |  |   |                              |
|---|---------|---|--|---|------------------------------|
| 7 | Ongoing | Participation in programs sponsored by education institutions relating to career opportunities in broadcasting. | Tape critiques for Illinois News Broadcasting Association. | Listen and provide feedback for students who are looking for guidance in their careers. | Sean Crawford, News Director |
|---|---------|---|--|---|------------------------------|