

REPORT OF INVESTIGATION

TO: The Special Committee of the NPR Board of Directors

FROM: Grace E. Speights
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DATE: February 19, 2018

SUBJECT: Report of Independent Investigation into Allegations of Sexual Harassment at NPR

EXECUTIVE SUMMARY

The Special Committee of the NPR Board of Directors retained Morgan Lewis to conduct an independent investigation to determine what management knew about allegations of sexual harassment by Michael Oreskes, the former Senior Vice President of News; when management became aware of such allegations; and what, if anything, management did when it learned about the allegations. In the context of this investigation, the Special Committee also requested that we review past complaints of sexual harassment and how they were handled, and NPR's processes and procedures for reporting, investigating, and responding to complaints of sexual harassment in order to make recommendations for process improvements going forward.

Morgan Lewis conducted a two-month investigation as requested by the Special Committee. The results of the investigation are set forth in this report. In summary, there was a flag raised about questionable conduct by Mr. Oreskes during the hiring process. Once hired, flags were raised as early as October 2015. Additional flags were raised in the spring of 2016 through October 2017. Various members of management and legal knew about these flags at various points in time between October 2015 and October 2017. Attempts by several members of management and legal to counsel Mr. Oreskes about his inappropriate behavior were unsuccessful.

With respect to NPR's processes and procedures for reporting, investigating, and responding to complaints of sexual harassment, our investigation revealed that there are areas that can be improved. We have set forth our recommendations later in this report.

REPORT OF INVESTIGATION

I. Background

This investigation was commissioned following reports of sexual harassment and the subsequent termination of former Senior Vice President (SVP) of News, Michael Oreskes. The primary questions presented in this investigation with respect to the allegations against Mr. Oreskes are (1) when did NPR leadership first learn of the allegations and (2) what action, if any, was taken in response to the allegations. While the circumstances leading to the retention of our firm center on Mr. Oreskes, our investigation was not limited to Mr. Oreskes or any other individuals.

During the course of our investigation, we received a significant amount of feedback about the perception of a culture at NPR that favors men. In almost all cases, this feedback did not relay allegations of sexual

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Table of Contents Sample Of An Investigative Report

1. Understanding the eBook Sample Of An Investigative Report
 - The Rise of Digital Reading Sample Of An Investigative Report
 - Advantages of eBooks Over Traditional Books
2. Identifying Sample Of An Investigative Report
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Sample Of An Investigative Report
 - User-Friendly Interface
4. Exploring eBook Recommendations from Sample Of An Investigative Report
 - Personalized Recommendations
 - Sample Of An Investigative Report User Reviews and Ratings
 - Sample Of An Investigative Report and Bestseller Lists
5. Accessing Sample Of An Investigative Report Free and Paid eBooks
 - Sample Of An Investigative Report Public Domain eBooks

- Sample Of An Investigative Report eBook Subscription Services
- Sample Of An Investigative Report Budget-Friendly Options
- 6. Navigating Sample Of An Investigative Report eBook Formats
 - ePub, PDF, MOBI, and More
 - Sample Of An Investigative Report Compatibility with Devices
 - Sample Of An Investigative Report Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Sample Of An Investigative Report
 - Highlighting and Note-Taking Sample Of An Investigative Report
 - Interactive Elements Sample Of An Investigative Report
- 8. Staying Engaged with Sample Of An Investigative Report
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Sample Of An Investigative Report
- 9. Balancing eBooks and Physical Books Sample Of An Investigative Report
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Sample Of An Investigative Report
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Sample Of An Investigative Report
 - Setting Reading Goals Sample Of An Investigative Report
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Sample Of An Investigative Report
 - Fact-Checking eBook Content of Sample Of An Investigative Report
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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