

**During the reporting period, WDCB did not hire any fulltime employees.**

**Supplemental Outreach Initiatives**

<b>Type of Activity</b>	<b>Brief Description</b>
Internship	<ul style="list-style-type: none"> <li>• WDCB News has an ongoing relationship with North Central College in Naperville, Illinois. Through this relationship we have been able to offer an internship opportunity for three students in the broadcasting curriculum each year. The interns are involved in a variety of tasks within the news department that help prepare them for possible careers in journalism and broadcasting. This is an ongoing program.</li> </ul>
Programs related to career opportunities in Broadcasting sponsored by educational institutions	<ul style="list-style-type: none"> <li>• WDCB Station Manager spoke to Radio Broadcasting class at Columbia College in Chicago on April 13, 2015 about job prospects in the radio business and did a lengthy Q&amp;A session with students.</li> <li>• WDCB Station Manager participated in Illinois Center for Broadcasting's Annual Career Day event on August 6, 2014 in which industry professionals spoke to broadcasting students and did a Q&amp;A session as well as speaking informally to students afterwards about broadcasting job opportunities.</li> <li>• WDCB staff hosted a student for a week in May 2015 from Chicago's Near North Montessori School's Junior High Jobs Program, in which a student job shadowed several WDCB employees and learned skills ranging from digital audio editing to news gathering and got an overview of the scope of broadcasting work.</li> <li>• WDCB staff gave talks and station tours to College of DuPage classes in Communications (December 2014), Global Communications (September 2014), and Mass Communications (September 2014), in which students were given an overview of job opportunities in radio broadcasting.</li> <li>• A WDCB on-air music host teaches courses in the Communications Department at Concordia University and also teaches in the School of Media Arts at Columbia College Chicago. Ongoing.</li> <li>• A WDCB music host taught radio courses on hosting, promotions, news and talk, as well as advising students on resume/air checks for broadcasting jobs during the fall of 2014 and spring of 2015 at the Illinois Center for Broadcasting.</li> <li>• WDCB staff worked with a College of DuPage staffer to host job shadowing at the radio station for an exchange</li> </ul>

	<p>student from Pakistan through the Community College Initiative Program, which helps students to participate in professional development.</p> <ul style="list-style-type: none"> <li>• WDCB employs several College of DuPage student employees each year, who begin with no previous radio experience but are trained in various aspects of broadcasting work, including on-air work, audio editing, music library upkeep, clerical and even fundraising. Ongoing.</li> </ul>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</p>	<ul style="list-style-type: none"> <li>• Diversity and Interviewing online training</li> <li>• Preventing Sexual Harassment online training</li> <li>• Cyberbullying &amp; Digital Citizenship</li> </ul>
<p>Participation in other activities designed to disseminate information about employment in broadcasting.</p>	<ul style="list-style-type: none"> <li>• WDCB participated an annual campus open house event (November 2014) in which community members, college faculty and students were given tours and presentations relating to various aspects of the radio station and the aspects of different WDCB employees' work in broadcasting.</li> <li>• WDCB has an ongoing informal relationship with local Boy Scout and Girl Scout groups in which more than a dozen guided tours each year are given by WDCB staffers who introduce the groups to the operations of a radio station as well as the career opportunities and employment roles that exist in the radio broadcasting field. Ongoing.</li> </ul>