

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

Supplemental Outreach Initiatives

Type of Activity	Brief Description
Internship	<ul style="list-style-type: none"> • WDCB News has an ongoing relationship with area colleges, including North Central College in Naperville, Illinois. Through this relationship we have been able to offer an internship opportunity for up to 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. Among the interns in the spring/summer of 2017 was a recent graduate specializing in audio production who worked with our operations coordinator. This in an ongoing program.
Programs related to career opportunities in Broadcasting sponsored by educational institutions	<ul style="list-style-type: none"> • WDCB Station Manager Dan Bindert was a panelist in a public discussion on April 25, 2017 called “Where is Jazz in Today’s Media” conducted by the Jazz Institute of Chicago at a daylong, free educational program. The discussion focused on careers in radio and print media. • WDCB staff gave talks and station tours to College of DuPage classes in Multi-Media Communications (Fall 2016) and Mass Communications (Spring 2017) in which students were given an overview of job duties and opportunities in radio broadcasting. • WDCB’s News Director participated in Illinois Center for Broadcasting in Lombard’s 2017 Job Fair event on March 23, 2017 in which industry professionals spoke to broadcasting students, offered info on radio careers and info about WDCB. • 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 2016 and spring of 2017 at the Illinois Center for Broadcasting. • WDCB employs several College of DuPage student employees each year, who begin with no previous experience but are trained in various aspects of broadcasting work, including on-air work, audio editing, music library upkeep, clerical and fundraising. Three COD student employees held these positions during this year, and one became a part time staff on-air host in September 2016. Ongoing.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	All management level personnel during spring of 2017 were required to complete training courses on: <ul style="list-style-type: none">- Ethics and Code of Conduct Training- Discrimination and Harassment Prevention
Participation in other activities designed to disseminate information about employment in broadcasting.	<ul style="list-style-type: none">• 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.