

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 WDCB news department that help prepare them for possible careers in journalism and broadcasting. 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 and several WDCB staffers gave a 2-hour presentation to more than two dozen students in an educational “Sage Series” class on May 4, 2018, which included an extensive introduction into how WDCB operates, what career work in radio includes and offered insight into the world of radio journalism, music scheduling and radio production. • WDCB staff gave talks and station tours to College of DuPage classes in Multi-Media Communications (Fall 2017) and Mass Communications (Spring 2018) in which students were given an overview of job duties and opportunities in radio broadcasting. • 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 2017 and spring of 2018 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, board operation, audio editing, music library upkeep, clerical and fundraising. Three COD student employees held these positions during this year. Ongoing.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<ul style="list-style-type: none"> - All WDCB senior staff members were required to attend - on either April 24 or 25, 2018 - a daylong seminar presented by the Center for Creative Leadership which included extensive components relating to understanding interpersonal relationships between diverse staff and working within a range of management styles.

	<ul style="list-style-type: none">- All WDCB staffers completed a required seminar on "Discrimination and Harassment Prevention" as part of a college-wide training program in the Fall/Winter of 2017 at College of DuPage.
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 monthly guided tours 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.