

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 informal relationship with area colleges, including North Central College in Naperville, Illinois. Through this relationship we have been able to offer a volunteer internship opportunity for up to up to three students each year. The interns are involved in a variety of tasks within the WDCB news department that help prepare them for possible careers in media. In the past year, WDCB hosted a recent graduate from North Central with WDCB News. • WDCB works with up to three paid College of DuPage students each year. The students 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. WDCB employed two students during the past year.
Programs related to career opportunities in Broadcasting sponsored by educational institutions	<ul style="list-style-type: none"> • WDCB Station Manager Dan Bindert gave a 90-minute presentation and more than 20 students and community members on September 27, 2019, with an overview of station's role as a media outlet and a discussion of careers in radio broadcasting, including radio journalism, music hosting and production. • WDCB Station Manager Dan Bindert gave a 60-minute talk with Q&A on careers in radio broadcasting and journalism to a journalism class at ICCP High School in Elmhurst on October 31, 2019. • WDCB Host & Music Director Paul Abella was a featured panelist on August 27, 2019 in an "Ask the Expert" presentation of media professionals during the "Creative Music Media Summit" hosted by the Jazz Journalist Association at Harold Washington College in Chicago. • 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 2019 at the Illinois Center for Broadcasting. • WDCB's Ken Scott hosted a radio station outreach table during a two-hour education and career information open house event for high school students at College of DuPage on March 5, 2020.

<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"> - WDCB Station Manager Dan Bindert attended session from Center for Creative Leadership on "Leading Collaboratively" on Sept 24, 2019 which further explored interpersonal relationships between diverse staff and management styles. - All WDCB senior managers completed required seminars on "Discrimination and Harassment Prevention" as well as "Ethics Awareness" as part of a college-wide training program in December of 2019 at College of DuPage. 	<p>2 P</p>
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<p>Participation in other activities designed to disseminate information about employment in broadcasting.</p>	<ul style="list-style-type: none"> • WDCB Station Manager Dan Bindert and WDCB staffer David Rash gave a 60-minute informational tour, talk and Q&A with 8 students from the SEASPAR west suburban service program for people with disabilities on October 1, 2019 on careers in radio broadcasting. • WDCB Station Manager Dan Bindert and WDCB staffer David Rash gave a 60-minute informational tour, talk and Q&A on March 5, 2020 with a group of special needs students from Lyons Township HS on careers in broadcasting. • WDCB has an ongoing informal relationship with local Girl Scout and Boy Scout groups in which monthly guided tours are given by WDCB staffers who introduce the groups to the radio operations and employment roles in the broadcasting and journalism fields. Ongoing.