

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 began hosting a newly graduated student from North Central who is currently interning with WDCB News.
Programs related to career opportunities in Broadcasting sponsored by educational institutions	<ul style="list-style-type: none"> WDCB employed three College of DuPage student employees this 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. WDCB staffers gave a 2-hour presentation to more than two dozen COD Continuing Ed students on May 3, 2019, which included an introduction into how WDCB operates, what a career in radio includes and insight into radio journalism, music scheduling and production. WDCB Station Manager Dan Bindert gave a 90-minute station tour and talk to 15 students and community members on February 19, 2019, with an overview of station's role as a media outlet and a discussion of the career path 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 2018 and spring of 2019 at the Illinois Center for Broadcasting. WDCB music host Barry Winograd gave a talk on careers in broadcasting and public speaking to a class at Willowbrook High School on April 22. WDCB's Gary Zidek spoke with students during a two-hour career open house event at COD on March 7. WDCB Station Manager Dan Bindert spoke and answered questions from college multi-media students on April 12, 2019 as part of a panel discussion held at College of DuPage on "Careers in Broadcasting."

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Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<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 staffers completed required seminars on "Discrimination and Harassment Prevention" as well as "Ethics Awareness" as part of a college-wide training program in Nov/Dec of 2018 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.• WDCB offers tours to small groups interested in broadcasting. A tour was given to a small group of "women in broadcasting" on April 26, and to a group of teens and adults interested in radio on June 11.• WDCB Asst PD Paul Abella hosted a student from Glenbard South High School for a day of job shadowing at WDCB on April 12, 2019