

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396</p>	Approved by OMB 3060-0113 (March 2003) FOR FCC USE ONLY
<p>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. -

Section I

Legal Name of the Licensee THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS		
Mailing Address 300 N. GOODWIN AVENUE		
City URBANA	State or Country (if foreign address) IL	Zip Code 61801 -
Telephone Number (include area code) 2173337300	E-Mail Address (if available) WILLAMFM@ILLINOIS.EDU	
Facility ID Number 68939	Call Sign WILL-TV	
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input checked="" type="radio"/> Educational TV

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WILL-TV	68939	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	URBANA, IL	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WILL-FM	68940	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	URBANA, IL	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WILL	68941	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	URBANA, IL	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name TODD D. GRAY		Street Address 1200 NEW HAMPSHIRE AVENUE NW	
City WASHINGTON	State DC	Zip Code 20036-6802	Telephone Number 2027762571

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this Yes No license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent WALTER K. KNORR
Title	Telephone No. (include area code) 2173331920
Date	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: DEIRDRE W. BREEDING	Title: HUMAN RESOURCES SPECIALIST
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2

Description: 2013 AND 2014 EEO REPORTS

Attachment 2

Description
2013 EEO Report
2014 EEO Report

Exhibit 3

Description: 2015 NARRATIVE REPORT

Attachment 3

Description
2015 EEO Report

Illinois Public Media

WILL-AM, WILL-FM, WILL-TV

ANNUAL EEO PUBLIC FILE REPORT for August 1, 2014 – July 31, 2015

The purpose of this EEO Public File Report is to comply with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Illinois Public Media Station Employment Unit that is comprised of the following stations: WILL-AM, WILL-FM and WILL-TV in Urbana, IL. This report is required to be placed in the public inspection files of this station, and posted on our website. The information in this Report covers the time period beginning August 1, 2014 to and including July 31, 2015 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station Employment Unit during the Applicable period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 ©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of the supplemental (non-vacancy specific) recruitment initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Section 1. Six full-time vacancies were filled during this reporting period. For full contact information for all recruitment sources, see alphabetical list following job listings.

Job#1 Title: Education Outreach Coordinator

Date Filled: August 16, 2014

Recruitment sources used for this vacancy:

AbilityLinks.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois Academic Professionals

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

CPB jobline

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Craigslist.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Current Newspaper and current.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

HigherEdJobs.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NABE (National Association for Bilingual Education)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NASBE (National Alliance of Black School Educators)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

News Gazette

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

PBS Connect

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

University of Illinois Human Resources Job Board

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 1

WILL/Illinois Public Media internal job posting

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Word of mouth

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

Job #2 Title: Illinois Public Media CEO
Date Filled: September 2, 2014
Recruitment sources used for this vacancy:

ACJOB Listserv for University of Illinois Academic Professionals

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Current Newspaper and current.org

Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 0

NETA Consulting

Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 1

University of Illinois Human Resources Job Board

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Job #3 Title: Digital Media Production Manager
Date Filled: December 16, 2014
Recruitment sources used for this vacancy:

AbilityLinks.org

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois Academic Professionals

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

CareerBuilder

Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

CPB Jobline

Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 0

Current Newspaper and current.org
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

HigherEdJobs.com
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Hire Heroes USA
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

News Gazette
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

University of Illinois Human Resources Job Board
Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 0

WILL/Illinois Public Media internal job posting
Number of persons interviewed from this source: 1
Number of persons hired from this referral source: 1

WILL/Illinois Public Media website jobs page
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Job #4 Title: Producer
Date Filled: January 26, 2015
Recruitment sources used for this vacancy:

AbilityLinks.org
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois Academic Professionals
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

Association for Women in Communications (Springfield, IL chapter)
Number of persons interviewed from this source: 0
Number of persons hired from this referral source: 0

CPB Jobline

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 1

Current Newspaper and current.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

HigherEdJobs.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

JournalismJobs.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

JournalismNext.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NABJ (National Association of Black Journalists)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NAHJ (National Association of Hispanic Journalists)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

News Gazette

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

PRNDI (Public Radio News Directors Inc)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

RTDNA (Radio TV Digital News Association)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

University of Illinois Human Resources Job Board

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media internal job posting

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Job #5 Title: TV Traffic & Continuity Supervisor

Date Filled: April 27, 2015

Recruitment sources used for this vacancy:

CPB Jobline

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Hire Heroes USA

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

News Gazette

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Staff Human Resources, University of Illinois

Number of persons interviewed from this source: 3

Number of persons hired from this referral source: 1

University of Illinois Human Resources Job Board

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media internal job posting

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

Job #6 Title: Morning Edition Host/Reporter

Date Filled: June 1, 2015

Recruitment sources used for this vacancy:

AbilityLinks.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

ACJOB Listserv for University of Illinois Academic Professionals

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

CPB Jobline

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

Current Newspaper and current.org

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

HigherEdJobs.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

JournalismNext.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NABJ (National Association of Black Journalists)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

News Gazette

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

PRNDI (Public Radio News Directors Inc)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

RTDNA (Radio TV Digital News Association)

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

University of Illinois Human Resources Job Board

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

WILL/Illinois Public Media internal job posting

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

WILL/IPM Staff Referral

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

WILL/Illinois Public Media website jobs page

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 1

Section 2. Full contact information for all recruitment sources used for above vacancies follows in alphabetical order.

AbilityLinks.org

Ken Skord

AbilityLinks Program

26W171 Roosevelt Road

Wheaton, IL 60187

630-909-7440

ACJOB Listserv for University of Illinois Academic Professionals

ACJOB-L@LISTSERV.illinois.edu

University of Illinois Human Resources

807 S. Wright St.

Champaign, IL 61820

217-244-7854

Association for Women in Communications

AWC National Headquarters

3337 Duke St.

Alexandria, VA 22314

703-370-7436

Springfield Chapter: jobschair@awcspringfield.org

CareerBuilder online job postings

Shaker Recruitment Advertising & Communications

Uoflteam@shaker.com

CPB Jobline

www.cpb.org/jobline

401 Ninth Street NW

Washington, DC 20004-2129

(202)879-9600

craigslist.org

free job listing for local Champaign-Urbana area

Current Newspaper and Online
Emily Lowrey, Advertising Director
6930 Carroll Ave., Suite 350
Takoma Park, MD, 20912
301-270-7240
www.current.org

HigherEdJobs.com online service with Affirmative Action email listing
Internet Employment Linkage, Inc.
708-848-4351 Ext. 201
billing@higheredjobs.com

Hire Heroes USA
100 North Point Center East, Suite 200
Alpharetta, GA 30022
1-866-915-4376

JournalismJobs.com
Berkeley, CA
510-653-1521

JournalismNext.com
Jobs and Community for Journalists of Color
Eric Wee, President
(703)629-0178

NABE (National Association for Bilingual Education)
8701 Georgia Avenue, Suite 700
Silver Spring, MD 20910
(240)450-3700; fax: (240)450-3799
Santiago V. Wood, Natl Exec Dir

NABJ (National Association of Black Journalists)
1100 Knight Hall, Suite 3100
College Park, MD 20742
(301) 405-0248

NAHJ (National Association of Hispanic Journalists)
Kevin Olivas
1050 Connecticut Avenue NW, 10th Floor
Washington, DC 20036
202-662-7145

NASBE (National Alliance of Black School Educators)
Bernard Hamilton

310 Pennsylvania Avenue SE
Washington, DC 20003
202-608-6310, fax: 202-608-6319
info@nabse.org

News Gazette
Jorja Johnson
15 E. Main St.
Champaign, IL 61820
217-351-5329

NETA Consulting
Skip Hinton, managing director
PO Box 50008
Columbia, SC 29250
803-978-1581
skip@netaonline.org

PBS Connect (PBS system online service to stations)
<https://secure.connect.pbs.org/>
PBS
2100 Crystal Drive
Arlington, VA 22202

PRNDI (Public Radio News Directors Inc)
Christine Paige Diers, Business Manager
P. O. Box 838
Sturgis, SD 57785
605-490-3033

RTDNA (Radio TV Digital News Association)
Mike Cavender, Executive Director
National Press Building
529 14th Street, NW, Suite 425
Washington, DC 20045
(202) 659-6510

Staff Human Resources, University of Illinois
Alicia Lowery, Deputy Director
Personnel Services Building
52 East Gregory Drive
Champaign, IL 61820
(217) 333-3101

University of Illinois Human Resources Job Board
<http://jobs.illinois.edu>

University of Illinois Human Resources
807 S. Wright St.
Champaign, IL 61820
217-244-7854

WILL/Illinois Public Media – internal posting
Dee Breeding, Human Resource Specialist
300 N. Goodwin Avenue
Urbana, IL 61801
217-333-7300

WILL/IPM Staff Referral
Dee Breeding, Human Resources Specialist
300 N Goodwin Ave
Urbana, IL 61801
217-333-7300.

WILL/Illinois Public Media – website jobs page
www.will.illinois.edu/jobs
Jack Brighton, Director of New Media
300 N. Goodwin Avenue
Urbana, IL 61801
217-333-7300

Section 3. No organizations asked to be notified of vacancies.

Section 4. Supplemental (Non-Vacancy Specific) Outreach/Recruitment Activities Undertaken by WILL/Illinois Public Media during reporting period 8/1/14-7/31/15.

Participation in events relating to career opportunities sponsored by educational institutions.

April-May 2015 WILL partnered with the Champaign Unit 4 School District again this year to provide an educational opportunity for all fourth grade classrooms in the District. Over 700 students were given a tour of the radio studios, participated in mock interviews in the television studio, and learned about the history of WILL and how Illinois Public Media (and PBS Learning Media) use primary source documents in content creation. Through this program, students were given an early introduction to possible career opportunities in media and broadcasting.

September 2014 – May 2015 Illinois Public Media continues to help students and teachers at Stratton Leadership & MicroSociety Magnet School in Champaign to create, maintain and staff their 21st Century Digital Media Center. The elementary school is located in an underserved low-income neighborhood. The Center allows students to run their own video production studio,

anchor newscasts, write and videotape stories, edit video and publish content on their website, strattonsociety.org. Stratton's 21st Century Digital Media Center is part of their micro-society and is one of 23 businesses, services, centers, organizations or non-profit agencies run by students during the school day. WILL staff created the curriculum for the Center, aligning it with state standards for technology competencies for 3rd through 5th grade students. WILL received a grant from Unit 4 Schools to support the Stratton Digital Media Center for the 2012-2015 school years with a goal of teaching the students and teachers to run the Media Center on their own.

On April 10, 2015, nine students from the 21st Century Digital Media Center and their teachers were given a tour of the WILL radio and TV studios and the education outreach office.

Participation in other activities designed by the station to develop employment opportunities in broadcasting.

On an on-going basis, the WILL Stations work with teachers at University Laboratory High School in Urbana, Illinois to develop an oral history curriculum to train students in the basics of audio production and journalism. Each year, the students produce a documentary that is broadcast on WILL Radio and WILL online. Their current project is on the topic of The Right to Marry, resulting in interviews and blog posts during this reporting period, with a radio documentary to be broadcast in the fall of 2015. Several students have chosen to major in journalism at the college level as a result of this experience.

<http://will.illinois.edu/illinoisyouthmedia/righttomarry>

Participation in job fairs by personnel who have responsibility in the making of hiring decisions.

On September 4, 2014, Illinois Public Media participated in the student welcome for incoming College of Media students. The WILL station manager, the human resources officer and the video producer/director distributed information about student internship and student job opportunities in broadcasting.

On October 13, 2014, Illinois Public Media hosted the Fall Open House for prospective students of the College of Media at the University of Illinois. Several key IPM staff members, including the video producer/director, the member services director and the marketing/social media director, were on hand to meet prospective college students and their families. This event gave us an opportunity to give high school students a demonstration of broadcasting studio operations and discuss potential careers in broadcasting.

The WILL Station Manager, Bob Culkeen, and the Human Resources Officer, Dee Breeding, participated in the University of Illinois All-Campus Career Fair on March 18, 2015 on behalf of Illinois Public Media. IPM manned a recruitment booth at the Career Fair, which was open to U of I students and graduates from all degree levels and fields of study. Bob and Dee met with over 50 attendees, many of whom were minority students, collecting resumes and distributing information about potential careers in broadcasting and existing internship and trainee opportunities at IPM.

Training opportunities for station personnel.

Station WILL-TV hires minority trainees, with little or no experience in television production, and teaches them the rudiments of camera operation and studio production. The young people involved in this program are provided with skills that can qualify them for higher level, full-time positions in broadcasting. Five minority trainees were employed during this reporting period.

Work-study students from the University of Illinois are hired annually and trained to handle customer service and provide staff support for various departments at the stations. Through this work, students learn a great deal about different aspects of the broadcasting operation, including radio and television programming, development/fundraising activities, marketing, production, and an overview of the technical areas covered by broadcast engineering and operations. Students are encouraged to participate in station activities and to learn about careers through direct interaction with various broadcast professionals. Two minority students were hired and trained in this position during this reporting period.

Internship opportunities designed to develop skills needed for broadcast employment.

WILL/IPM initiated the Donald P. Mullally Internship in public media during this reporting period. Two paid Mullally interns from the College of Media at the University of Illinois worked in the WILL radio News and Public Affairs department, receiving mentoring and training from the IPM news and public affairs staff and News Director. They learned to pitch, write and produce news stories and features which aired on WILL radio and online at will.illinois.edu. A third University of Illinois student was a news and social media intern during the fall 2014 semester, working with the news director, news staff and marketing director to develop stories for the web and social media distribution.