



# Illinois Public Media™

## **Annual Diversity Report – July 2018**

### **WILL AM-FM-TV-Online, Illinois Public Media**

Illinois Public Media (IPM) shall complete an annual report of the organization's hiring goals, guidelines, employment statistics and actions undertaken to satisfy the IPM Diversity Eligibility Policy and post the report on the WILL website or make the report available for public inspection upon request.

The IPM Diversity Eligibility Policy was revised and reviewed by the IPM Community Advisory Committee (CAC) at their meeting on September 14, 2018, and no further revisions were made in FY18. The Annual Diversity Report for September 2018 was reviewed by the CAC at their quarterly meeting on September 12, 2018.

### **IPM Diversity Practices and Initiatives to meet Diversity Goals**

1. Recruit and retain a diverse workforce and provide equal opportunity in employment.

Ten searches to fill full-time vacancies for an News Reporter (9/29/17), Assistant Chief Broadcasting Engineer (10/30/17), Assistant Corporate Support Director (10/30/17), Business Finance Coordinator (11/17/17), Education Reporter (12/04/17), Visiting Senior Engagement Strategist (01/16/18), Producer Director (01/22/18), Visiting Digital News Producer (05/23/18), Art Director (06/16/18), Senior Producer Director (07/2/18), following the equal employment guidelines of the FCC. Diverse recruitment sources were utilized in an effort to attract qualified candidates from underrepresented groups. The search guidelines of the Office of Diversity, Equity, and Access (ODEA) were followed to maintain a fair and open hiring process. These guidelines are available online at <http://diversity.illinois.edu>.

2. Diversity training for management and staff.

IPM supervisors and managers are encouraged to attend diversity awareness workshops offered by the University of Illinois during the academic year. Additional diversity awareness training is provided to search committee members at the beginning of a search process for each hire to ensure the fair, unbiased evaluation of candidates and to improve recruiting efforts for qualified, diverse candidates.

3. Diversity in Illinois Public Media internship and work-study student opportunities.

Two minority work-study students were hired from the University of Illinois to work on the WILL-TV Production crew this year. These students are given the opportunity to learn and improve technical skills in camera operation, floor direction, teleprompter operation, and call-in phone coverage for live studio productions.

Additionally, two or three 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.

Six interns worked in the WILL Radio News and Public Affairs departments during this reporting period and received course credit from the University of Illinois. These media research, news reporter and public affairs program producer interns received mentoring and training from the IPM news and public affairs staff and News Director.

Of the twenty-four interns and work-study students in FY2018, nine were female and four were from racial or ethnic minority groups.

4. Illinois Public Media diversity statistics for FY2018.

	Male	Female	White	Non-white
<b><i>Illinois Public Media (IPM) Staff</i></b>				
38 permanent employees	44%	56%	79%	21%
35 temporary hourly employees (including students)	53%	47%	89%	11%
<b><i>IPM Community Advisory Committee (CAC)</i></b>				
20 members	50%	50%	75%	25%
<b><i>University of Illinois Board of Trustees (IPM Governing Board)</i></b>				
13 members	85%	15%	62%	38%

The diversity statistics for IPM staff and CAC members have not appreciably improved since FY2018. Four CAC members finished serving their terms, and the vacancies were filled for the coming year. IPM will continue to make efforts to recruit and interview qualified diverse candidates for these hires. In nominating and selecting members of the Community Advisory Committee, IPM management strives to identify individuals who will represent all the culturally and racially diverse communities that we serve, including rural areas, small and mid-size towns, and the University of Illinois.

Reviewed and approved: \_\_\_\_\_ Date: \_\_\_\_\_

Moss Bresnahan, Chief Executive Officer, Illinois Public Media

## Illinois Public Media

WILL-AM, WILL-FM, WILL-TV

ANNUAL EEO PUBLIC FILE REPORT for August 1, 2017 – July 31, 2018

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, 2017 to and including July 31, 2018 (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.** Ten full-time vacancies filled during this reporting period. For full contact information for all recruitment sources, see alphabetical list following job listings.

### **Job#1 Title: News Reporter**

Date Filled: September 29, 2017

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 job line

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

CURRENT

Number of persons interviewed from this source: 1  
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

National Association for Bilingual Education

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/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: 1

**Job #2 Title: Assistant Chief Broadcasting Engineer**

Date Filled: October 30, 2017

Recruitment sources used for this vacancy:

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: 0

WILL/IPM Staff Referral

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: 1

**Job #3 Title: Assistant Corporate Support Director**

Date Filled: October 30, 2017

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: 1

Number of persons hired from this referral source: 0

College of Media Website

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 0

CPB Job line

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

Harold and Review

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

News Gazette

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

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

**Job #4 Title: Business Finance Coordinator**

Date Filled: November 27, 2017

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: 2  
Number of persons hired from this referral source: 1

College of Media Website  
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

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

**Job #5 Title: Education Reporter**

Date Filled: December 4, 2017

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

College of Media Website

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

CPB Job line

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: 1

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

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: 1

**Job #6 Title: Visiting Senior Engagement Strategist**

Date Filled: January 16, 2018

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

College of Media Website

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

CPB Job line

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

NAAJ (National Association of Asian Journalist)  
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

PBS (Public Broadcasting Station)  
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 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: 1

**Job #7 Title: Producer Director**  
Date Filled: January 22, 2018  
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: 1

Number of persons hired from this referral source: 1

College of Media Website

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

CPB Job line

Number of persons interviewed from this source: 2

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

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

NAAJ (National Association of Asian Journalist)

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

PBS (Public Broadcasting Station)

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: 0

Number of persons hired from this referral source: 0

Word of mouth

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

**Job #8 Title: Visiting Digital News Producer**

Date Filled: May 23, 2018

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

College of Media Website

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

CPB Job line

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

HigherEdJobs.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NAAJ (National Association of Asian Journalist)

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

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: 2  
Number of persons hired from this referral source: 1

**Job #9 Title: Art Director**

Date Filled: June 16, 2018

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

College of Media Website  
Number of persons interviewed from this source: 0  
Number of persons hired from this referral source: 0

CPB Job line  
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

NAAJ (National Association of Asian Journalist)  
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: 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: 0

Word of mouth

Number of persons interviewed from this source: 1

Number of persons hired from this referral source: 1

**Job #10 Title: Senior Producer Director**

Date Filled: July 2, 2018

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: 1

Number of persons hired from this referral source: 0

College of Media Website

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

CPB Job line

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

JournalismNext.com

Number of persons interviewed from this source: 0

Number of persons hired from this referral source: 0

NAAJ (National Association of Asian Journalist)

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

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: 1

Number of persons interviewed from this source: 0

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

AbilityLinks.org

Ken Skord

Ability Links 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

College of Media Administration  
Megan Smith  
119 Gregory Hall  
Urbana, IL 61801  
217-333-4116  
CPB Jobline  
[www.cpb.org/jobline](http://www.cpb.org/jobline)  
401 Ninth Street NW  
Washington, DC 20004-2129  
(202)879-9600

Current Newspaper and Online  
Emily Lowrey, Advertising Director  
6930 Carroll Ave., Suite 350  
Takoma Park, MD, 20912  
301-270-7240  
[www.current.org](http://www.current.org)

Harold and Review  
Scott Perry  
601 E. William Street  
Decatur, IL 62523  
217-429-5151  
<http://herald-review.com>

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

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, 10<sup>th</sup> Floor  
Washington, DC 20036  
202-662-7145

News Gazette  
John Grygiel III  
15 E. Main St.  
Champaign, IL 61820  
217-351-5329  
[jgrygiel@news-gazette.com](mailto:jgrygiel@news-gazette.com)

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

Shaker Recruitment Advertising & Communications  
Rita Ghasoub  
1100 Lake St.  
Oak Park, IL 60301  
708-358-0282  
[rita.ghasoub@shaker.com](mailto:rita.ghasoub@shaker.com)  
UofIteam@shaker.com

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  
Annetta Allison, Human Resources Coordinator  
300 N. Goodwin Avenue  
Urbana, IL 61801  
217-333-7300

WILL/IPM Staff Referral  
Annetta Allison, Human Resources Coordinator  
300 N Goodwin Ave  
Urbana, IL 61801

217-333-7300

WILL/Illinois Public Media – website jobs page  
www.will.illinois.edu/jobs  
Michael Bohlmann, Assistant Dean of Technology  
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 8/1/17-7/31/18.

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

On Friday March 8-9, 2018 from 1:00pm to 3:00pm, WILL participated in the University of Illinois College of Media annual Mediapalooza. Kristin Walters, Visiting Senior Engagement Strategist and Steve Morck, Digital Media Associate Producer represented the station. This two-day event aimed at getting new incoming students familiar with everything the college and Illinois Public Media has to offer. The College of Media host the fair and WILL set up a booth and handed out information on how to access public radio via internet stream, gave away WILL logo free pens, magnets, posters, and provided information flyers on current job openings. WILL also hosted the reception later that evening for guests, students, and attendees.

On Thursday March 22, 2018 from 11:00am to 1:00pm, WILL participated in the Eastern Illinois University Broadcast Job Fair. EIU alum and WILL Digital Media Associate Producer, Steve Morck represented the station. He met with approximately thirty people with different interest and skill levels the attendees included more females than males, and the people were diverse ethnic backgrounds. Steve report that four or five good of the people he met would be good candidates for future positions at WILL. Steve provided material and encouraged them to watch our posting site and to apply. He will continue participating in this job fair annually. He also directed television production skilled attendees to contact the WILL production manager directly. Through his effort, we have made some good connections for possible hires in the near future.

On Sunday August 27, 2017 Noon to 4:00pm, WILL participated in the University of Illinois Quad Day. WILL HR Manager Annetta Allison represented the station. This event showcases all 1400 student organizations on campus. WILL had a booth set up and the HR Manager did some recruiting by handing out informational flyers of displaying upcoming internships and open positions filled by students and discussed upcoming internships for both fall and spring



semesters. The HR Manager answered any questions of new students interested in public radio and provided additional information.

**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 broadcasts on WILL Radio and WILL online. There are two current works-in-progress, however the titles have-not-been finalized, but one topic is Diversity and Inclusion and the other is Immigration. Their radio documentaries will broadcast late fall 2018 or early spring 2019. Several students have chosen to major in journalism at the college level as a result of this experience.

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

WILL/IPM did not participate in any job fairs during reporting period 8/1/17-7/31/18.

**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 have the opportunity to develop skills that can qualify them for higher level, full-time positions in broadcasting. Two minority trainees employed during this reporting period.

Illinois Public Media hires work-study students from the University of Illinois annually and train 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. One-minority student hired and trained in this position during this reporting period.

**Internship opportunities designed to develop skills needed for broadcast employment.**

WILL/IPM initiated a new internship: The Podcast Production/Development Internship. The Podcast Production/Development Intern works off air podcast production for the station alongside podcasts creatives/journalists/producers. WILL/IPM hired one undergraduate student Podcast Production/Development Intern. In addition, we have several ongoing internships,

The Endres Internship in News and Public Affairs in collaboration with the College of Media. IPM hired one undergraduate international student hired for both Fall/Spring semesters for the Endres Internship. the Dave Benton Internship in News and Public Affairs, a Sports Internship in collaboration with News and Public Affairs and the College of Media, and the 21st Internship, the Donald P. Mullally Internship, and the Media Research Internship. One student hired for the Dave Benton Internship, a graduate student at the University of Illinois. Working alongside professional reporters, hosts, and producers. We had no student intern hired this year for the Sports Internship. No students hired for the 21<sup>st</sup> internship during this annual period. Two student interns hired as the Donald P. Mullally Internship in News and Public Affairs, both undergraduate students from the University of Illinois. WILL/IPM Community Content and Engagement hired one intern as Educational Outreach Assistants to learn and assist with educational outreach programs. Last, WILL/IPM National/International Production unit hired fifteen Media Research Interns. Altogether, WILL/IPM successfully hired twenty-one interns during this reporting period. Six minority student interns hired during this reporting period.