

Equal Employment Opportunity Program  
Annual Report  
Neuhoff Family Limited Partnership  
WDAN / WDNL / WRHK  
Danville, Illinois  
August 1, 2007 – July 31, 2008

**Full-Time Vacancies**

There were three (3) full-time positions filled during the reporting period. The licensee hired two (2) advertising sales representatives and one (1) program director.

**Interview Sources**

Sources of Interviews Conducted:

Position	Job Title	Date Filled	Applicants Interviewed	Interviewee Sources & Number of Referrals	Referral Source of Employee
#1	Ad Sales Representative	9/4/2007	9	On Air – 3 CN – 5 NG - 1	On Air
#2	Ad Sales Representative	1/28/2008	7	On Air - 4 CN – 2 NG - 1	Commercial News
#3	Program Director	7/14/2008	4	CN - 1 wdnlfm.com -1 AllAccess.com – 1 tvandradijobs.com -1	wdnlfm.com

All recruitment sources listed were notified for positions noted above with the exception of positions #1 & #2. Recruitment Sources #19, 20, 21, 22 were not used for those positions.

## Recruitment Sources for Employment Notices

1	On Air Announcements: WDAN, WDNL, WRHK	1501 N. Washington Ave Danville, IL 61832	Mike Hulvey GM 217.442.1700
2	Danville Commercial News	17 W. North Street Danville, IL 61832	Carol Nichols 217.446.1000
3	Champaign-Urbana News Gazette	137 N. Walnut Street Danville, IL 61832	John Forman 217.531.5288
4	NAACP-Danville Chapter	PO Box 102 Danville, IL 61832	Job Posting 217.431.0183
5	ECICAP (Community Action)	56 N. Vermilion Street Danville, IL 61832	Dwight Lucas, CEO 217.443.2705
6	Laura Lee Fellowship House	212 East Williams Street Danville, IL 61832	Dwight Lucas, Chair 217.431.0931
7	Illinois Department of Employ- Security	407 N. Franklin, Suite B Danville, IL 61832	Cheryl Bradfield 217.442.0238
8	Danville Area Community College	2000 East Main Street Danville, IL 61832	Dr. Alice Jacobs 217.443.3222
	<b>Source</b>	<b>Address</b>	
9	Parkland College	2400 W. Bradley Ave. Champaign, IL 61821	Sandy Spencer 217.351.2536
10	Eastern Illinois University	600 Lincoln Charleston, IL 61920	Debbie Endsley 217.581.2412
11	Southern Illinois University	Woody B204 – Code 4703 Carbondale, IL 62901-4703	Career Services 618.453.2391
12	Broadcast Center	2360 Hampton Ave. St. Louis, MO 63139	John Carroll 314.647.8181
13	Vincennes University	1002 N. First Street Vincennes, IN 47591	Doug Young 812.888.5417
14	City of Danville	17 W. Main Street Danville, IL 61832	Sandra Houston 217.431.2280
15	Illinois State University	Campus Box 2520 Normal, IL 61790	Student Services 309.438.2200
16	Indiana State University	567 N. Fifth Street Terre Haute, IN 47809	Jack Nickless 812.855.5234
17	Illinois Broadcasters Association	300 North Pershing, Suite B Energy, IL 62933	Dennis Lyle 618.942.2139
18	Illinois News Broadcasters Association	1 University Circle Macomb, IL 61455	Bob Roberts 309.298.1873

19	DanvilleAreaHelpWanted.com	Regional Help Wanted.com Inc 1 Civic Center Plaza, Suite 506 Poughkeepsie NY 12601	Dale Mulder 845.471.5200
20	International Broadcasters Idea Bank	ListServe PO Box 2448 Danville, VA 24541-0448	On Air Position David Luther 434.799.1148
21	AllAccess.com	All Access Music Group 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265	On Air Position  310.457.6616
22	TVandRadioJobs.com	<a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>	On Air Positions

### Sources Requesting And Receiving Notification

Agency/Individual	Address
REHAB Products & Services	3715 N. Vermilion Street Danville, IL 61832
D.R. Phillips & D.D. Schutz	P.O. Box 343 Catlin, IL 61817
Mr. G. Chaplin	1015 Forestview Drive Mahomet, IL 61853-9326
Mike Selby	809 Fairview Ave. Crawfordsville, IN 47933

### Supplemental Outreach Initiatives

#### 1. Job Fair – Danville Area Community College

Neuhoff Family Limited Partnership co-sponsored and promoted the Career Connections Job Fair 2008 on Wednesday, April 9, 2008 from 8:30 a.m. to 1:00 p.m. in the Danville Area Community College Mary Miller Gymnasium.

The public was invited to meet area employers who were recruiting for part-time and full-time positions. More than 50 area employers participated in the 2008 Job Fair. Attendees learned about the local job market and the responsibilities and requirements needed in various positions. NFLP conducted on site interviews with potential applicants for future positions. These interviews were for positions in sales, operations, clerical and janitorial services.

2. Danville Area Community College – Media Program

Members of the Danville staff participated in an on-site media program at the radio station. Seven members of the Mass Media class from Danville Area Community College were given a tour of the facility followed by a discussion on the future employment opportunities that exists in the industry in general and at NFLP specifically. Students were referred to our summer internship program for additional experience in broadcasting prior to graduation.

3. Internship Program

Our summer intern program is available to high school or college students with a specific interest in broadcasting. The 2008 summer program featured 7 participants including students from Indiana University, University of Illinois, Eastern Illinois University, Wabash College, Illinois State University and Danville Area Community College. The students participated in news gathering and delivery, promotions, sales, sports and on-site events. The 2008 summer intern program ran from May 19<sup>th</sup> to August 15<sup>th</sup> 2008.

4. Warren County Public School Classroom Presentations

Members of our staff made regular presentations to the students of Seeger Memorial Jr/Sr. High School's Radio and TV class. Dr. Greg Doland invites NFLP staff to speak on topics of production, sales, promotion, on-air and management. The students are exposed to future career opportunities in the field of radio and TV through these classroom presentations.

5. WDAN Summer Announcers Camp

This annual program featured 18 students attending camp the week of June 23rd, 2008 at the Danville Area Community College. The program focused on young people interested in careers in the sports media field in general, but with an emphasis on radio and television broadcasting. Members of the NFLP staff conduct hands on training in announcing, interviewing, reporting and public relations. In its 13<sup>th</sup> year, the Summer Announcers Camp is responsible for 6 of our current or former part-time staff members.

6. Parkland Community College Broadcasting Community Advisory Board

Carol Wade, Program Director of NFLP serves on this local community college advisory board, which provides us an opportunity to direct and recruit future applicants for the radio stations. Parkland College is the only local community college offering a full-time radio and TV curriculum in our service area. We have 1 full-time, and 2 part-time staff members through the Parkland College program.

7. International Broadcasters SESAC Scholarship

NFLP participated along with the International Broadcasters Idea Bank in soliciting applications for a \$7000 scholarship for students in the broadcasting field of study. Applications were requested from over 10 listeners in our coverage area.

8. Vermilion County Vocational Education Delivery System

On October 2nd, 2007 and January 9<sup>th</sup>, 2008 a staff member of NFLP was the presenter to Vermilion County students on the topic of employment opportunities in our community. A group of 20 students each were instructed on careers and educational paths in order to gain future employment. The students were also provided instruction in the basics of interviewing and other job related skills. These sessions were held at Danville Area Community College.

9. School Based Career Awareness Presentation

On May 2<sup>nd</sup>, 2008 our Program Director conducted a classroom presentation for St. Paul School in Danville. The students in her session were instructed about careers in broadcasting. Topics included educational requirements, job duties and hiring trends.

10. Danville Area Community College – College Express

On January 15<sup>th</sup> and 17<sup>th</sup>, our Director of Sales conducted two sessions of training for students in the DACC College Express program. The program is designed to provide high school students with exposure to real life examples of career opportunities before they enter college. Her program focused on marketing, sales and customer service issues both in and out of the broadcast industry.

11. Illinois Board of Higher Education – Workforce Preparation

The Danville General Manager participated in a regional hearing before the Illinois Board of Higher Education on June 19<sup>th</sup>, 2008. His presentation concerned the lack of proper preparation for graduates from Illinois colleges and universities, specifically in the area of sales, marketing and on-air performance. Specific examples were cited and recommendations provided to the group which is tasked with reviewing the current system of education as it relates toward college and career success for students and employers in Illinois.

12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities

During the reporting period the licensee listed each upper-level position in the Illinois Broadcasters Association job bank.