

Equal Employment Opportunity Program
Annual Report
Neuhoff Family Limited Partnership
WDAN / WDNL / WRHK
Danville, Illinois
August 1, 2008 – July 31, 2009

Full-Time Vacancies

There was a full-time position filled during the reporting period. The licensee hired one advertising sales representative.

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	1/5/2009	6	#1 – 4 #19 - 1 #23 -1	#1

The following recruitment sources listed were notified of the position noted above:
#1, #4, #5, #6, #7, #8, #9, #10, #11, #12, #13, #14, #15, #16, #17, #18, #19

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
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	www.tvandradiojobs.com	On Air Positions
23	VermilionCountyFirst.com	Neuhoff Communications 1501. North Washington Ave Danville, Illinois 61832	Kim Crispin 217-442- 1700

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, 2009 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 60 area employers participated in the 2009 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 and in business office.

2. Danville Area Community College – Media Program

Members of the Danville staff participated in an on-site media program on February 18th, 2009 at the radio station. Eight members of Ms. Mary Wyckoff's 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 2009 summer program featured 4 participants including students from Indiana University, Boston University, Eastern Illinois 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 26th to August 15th 2008.

4. Danville Schlarman High School Career Day

The Program Director of the Danville NFLP stations spoke to 40 students during two sessions at Career Day. He addressed the students on topics of production, sales, promotion, on-air and management. The students were exposed to future career opportunities in the field of radio and TV through both of these classroom presentations.

5. WDAN Summer Camp For Kids

This annual program featured 20 students attending camp the week of June 22nd, 2009 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 14th year, the Summer Announcers Camp is responsible for 6 of our current or former part-time staff members.

6. International Broadcasters SESAC Scholarship

NFLP participated along with the International Broadcasters Idea Bank in soliciting applications for a \$7500 scholarship for students in the broadcasting field of study.

7. Vermilion County Vocational Education Delivery System

On October 9th, 2008 and January 4th, 2009 a staff member of NFLP was the presenter to Vermilion County students on the topic of employment opportunities in our community. A group of 30 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.

8. Danville Area Community College Diversity Program

A member of the management team participated in a diversity program with students from Danville Area Community College on October 7, 2008. Career opportunities were a part of the program along with other issues related to the media.

9. X-treme Leadership – Vermilion Valley Pride

The General Manager of the Danville stations participated in a panel with students ranging in age from 17 to 20 who were exploring community issues including future availability of employment. The field of broadcasting was discussed with the students who were provided information about programs at Danville Area Community College and specific plans for future on-air opportunities at the Danville stations.

10. 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 the available positions in the Illinois Broadcasters Association job bank.