

**.Equal Employment Opportunity Program
Annual Report
Neuhoff Media-Danville LLC
WDAN-AM / WDNL-FM / WRHK-FM
Danville, Illinois
August 1, 2023 – July 31, 2024**

Full-Time Vacancies

The following full-time positions were filled during the reporting period:

No jobs filled

Position	Job Title	Date Filled	Application Interview Sources	Recruitment Sources Used	Referral Source of Employee
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Recruitment Sources of Employee Notices

1	On Air Announcements WDAN- AM/WRHK- FM/WDNL-FM	1501 N. Washington Ave Danville, Illinois 61832	Mike Shamus 217- 442- 1700
2	Vermilioncountyfirst.com	1501 N. Washington Ave Danville, Illinois 61832	Mike Shamus 217- 442- 1700
3	Facebook- WDAN/WDNL/W RHK Vermilion County First	1501 N. Washington Ave Danville, Illinois 61832	Mike Shamus 217- 442- 1700
4	Allaccess.com	28955 Pacific Coast Hwy Suite 210 Malibu, CA 90265 20	310.457. 6616 P.O. Box 1105

5	Neuhoffmedia.com	1501 N. Washington Ave Danville, Illinois 61832	217-442-1700
6	Employee Referral		
7	Illinois Broadcasters Association	200 Missouri Ave, Carterville IL 62918	618-985-6070

Supplemental Outreach Initiatives

University of Indianapolis - Career Fair

On April 13, 2022, Neuhoff Media COO Mike Hulvey participated in the Career Fair on campus in Indianapolis. A group of students met directly with Mr. Hulvey, they were informed of the opportunities that were available within the industry in general, at all the Neuhoff facilities specifically related to their field of study. These students included sales, news, sports, announcing, video, and digital related interests. There were forty students participating in the program. A student was hired by the company directly from this program.

Internship Program

Neuhoff Summer Media Camp

This annual program featured 15 students attending the week of June 13th, 2024, at the Danville Area Community College. The program focused on careers in the media field in general, but with an emphasis on radio, television broadcasting and writing. Members of the Neuhoff staff conduct hands on training in announcing, interviewing, reporting and public relations. Participants were told of employment opportunities in the each of the Neuhoff markets. This was the 26th year of the program, the Summer Media Camp is directly responsible for several current or past staff members across the company.

Q & A University of Indianapolis

General Manager Mike Shamus spoke with students at The University of Indianapolis with P1 Learning to discuss opportunities in radio and digital sales via zoom.
4/23/2024

Broadcast Education Association – Career Program

Neuhoff Media COO, Mike Hulvey participated on a panel discussion with a group of 130 students on April 26th at the NAB/RAB event in Las Vegas. These students included Illinois State University, along with University of Indianapolis. Mr. Hulvey provided information to the group about career development, industry trends and specific opportunities inside Neuhoff. A student from UIndy was highlighted during the presentation as the newest hire for the company in a digital support role

Illinois Broadcasters Association Job Board

Neuhoff Media routinely lists each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities, such as the Illinois Broadcasters Association.

Harassment/EEO Manager Training

Neuhoff Media Managers participated in Harassment/EEO training. The training consisted of a video presentation and a course test. The training was completed on or before 11/30/2023.