

**WFMB(FM), BOB(FM), Sports Radio(FM), Sports Radio(AM),
The Mix(FM)**

EEO PUBLIC FILE REPORT

August 1, 2024 - July 31, 2025

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hire
Account Executive	1, 3, 35, 36, 37	35

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Woodward Communications, Inc. Careers Website PO Box 688 Dubuque, IA 52004 Contact: Ali Chapman Phone (563) 588-5728 www.wcinet.com/career- opportunities	N	0
2	Manpower 2719 W. Monroe Street Springfield, IL 62704 Contact: Ginette Comstock 217-528-2323	N	0
3	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
4	Southern Illinois Univ. Broadcast Dept. 930 E 50 th St. Chicago, IL 62901 Contact: James Scales	N	0
5	Rainbow Push Coal 930 E 50 th St. Chicago, IL 60615 Contact: Tannis Williamson	N	0
6	Career Center I.S.U. Coordinator Student Employment Campus Box 2520 Normal IL 61790 Contact: Timoteo Asis	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Parkland College 2400 W. Bradley Avenue Champaign, IL 61821 Contact: Sandy Spencer	N	0
8	John Wood Community College 1301 S. 48 th Street Quincy, IL 62305 Contact: Susan Deege	N	0
9	NAACP Springfield Branch P.O. Box 1524 Springfield, IL 62704 Contact: Rudy Davenport	N	0
10	University of IL at Champaign/Urbana 620 E John Room 250 Champaign, IL 61820 Contact: Lavonne Nouaofski	N	0
11	IL Center for Broadcasting 55 W 22 nd Street #240 Lombard, IL 60148 Contact: Mike Kendall	N	0
12	IL Dept. of Human Services Office 2435 Broadway Quincy, IL 62301 Contact: Donna Ryan	N	0
13	National Association of Broadcasters Minority & Specialty Services Department 1771 N Street NW Washington DC 20036	N	0
14	Quincy University Career Services 1800 College St. Quincy, IL 62301 Contact: Rebecca Barrett	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Land of Lincoln Consortium 1300 S 9 th St. Springfield, IL 62703 Contact: Susan Sims	N	0
16	U of I Springfield K30 Human Resources office Springfield, IL 62794 Contact: Rosa Bryan	N	0
17	Southern Illinois University Room 1056 Communications Building Carbondale, IL 62901 Contact: Phylis Johnson	N	0
18	Illinois Broadcasters Association 300 N Pershing Ave. Suite B Energy IL 62933 Contact: Debbie David 618-942-2139	N	0
19	Springfield Center for Independent Living 426 West Jefferson Springfield, IL 62702 Contact: Cecelia Haasis	N	0
20	AllAccess.com All Access Music Group 28955 Pacific Coast Hwy Suite 210 Malibu, CA 90265 Contact: On Air Position 310.457.6616	N	0
21	Women in Communications P.O. Box 1105 Bloomington, IL 61702	N	0
22	Women in Management P.O. Box 1131 Springfield, IL 62705	N	0
23	Springfield College in Illinois 1500 N. Fifth Street	N	0
24	Springfield Urban League 1100 N 11 th St. Springfield, IL 62703 Contact: Ms. Nicki Baker	N	0
25	Pleasant Grove Baptist Church 908 Martin Luther King Dr. Springfield, IL 62703	N	0
26	Lincolnland Community College 5250 Shephard Road Springfield, IL 62702 Contact: careercenter@llcc.edu 217-786-2210	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Zion Baptist Church/Pastor Hagy 1601 E. Laurel Springfield 62707	N	0
28	Broadcast Center Employee Placement 9051 Watson Road., Ste. C #235, Crestwood, MO 63126 Contact: Placement@broadcastcenterinfo.com 341-647-8181	N	0
29	State Journal Register One Copley Plaza Springfield, IL Contact: 217-789-1506	N	0
30	Capital Area Career Center 2201 Toronto Road Springfield, IL 62707 Contact: Jim Grimes 217-529-5431	N	0
31	Country Aircheck 914 18th Ave South Nashville, TN 37212 Contact: 615-320-1450 news@countryaircheck.com	N	0
32	Craigslist Craigslist.com Contact: Michele Mitchell 217-528-3033	N	0
33	TBC Holdings LLC, recruiting company https://tbcholdingsllc.com/ Contact: Cameron McDowell tbcholdingsllcbiz@gmail.com	N	0
34	Employee Referral	N	1
35	Indeed https://www.indeed.com/	N	1
36	LinkedIn https://www.linkedin.com/	N	0
37	WCM-Illinois Facebook Page https://www.facebook.com/WoodwardRadioGroup	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
	Participate in Job Fair	On 8/27/2024 Diane Williams, Sales Manager for Woodward Community Media Springfield attended The Chamber Fall Job Fair at the Crowne Plaza. Neuhoff Media had a booth at the event which ran from 4-6pm.
	Participating in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On 5/12 Kyle Hutchinson, Video Storyteller for Woodward Community Media, participated in the Illinois Broadcasters Foundation Audio Media Career Academy, a week-long educational event held from May 12 through May 16. Powered by the Radio Advertising Bureau (RAB), the Academy brought together 16 aspiring broadcasters for an immersive experience in the fields of TV, radio, digital, and video media.
	Participating in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On 5/27/2025 Ryan Fantozzi and Paul Nawrocki spent the afternoon with 8 th graders at Riverton Middle School talking to them about radio and content creation.
	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On July 22 nd Ali Chapman attended the WBA EEO Session: Recruiting In a Future Forward Workplace.