

Equal Employment Opportunity Program
 Annual Report
 Neuhoff Media-Decatur LLC
 Central Multi-Media Group -Decatur
 WSOY-AM / WSOY-FM / WDZQ / WDWZ
 Decatur, Illinois
 August 1, 2023 – July 31, 2024

Full-Time Vacancies

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

#1 No full-time or part -time hired for this time period

Interview Sources

Total Number of Persons Interviewed:

Sources of Interviews Conducted:

Pos.	Job Title	Date Filled	Applicants Interviewed -Sources-	Recruitment Sources Used	Referral Source of Employee

Recruitment Sources for Employment Notices

1	On Air Announcements: WSOY A/F, WZDQ, WCZQ, WZD	250 North Water Street, Ste 100 Decatur, Illinois 62523	Kathy Byerly-Spurr 217.423.9744
2	The Herald & Review	601 East Williams Street, Decatur Illinois 62523	Gary Sawyer 217-429-5151
3	Millikin University	1184 West Main Street, Decatur, Illinois 62522	Dr. Randy Brooks 217.424.6205
4	Illinois Department of Employment	401 Longview Place Decatur, Illinois 61920	217.875.8750
5	Broadcast Employment Services	PO Box 4116 Oceanside CA 92052	760.754.8177
6	Decatur Tribune	Millikin Court – Suite 424 PO Box 1490 Decatur Illinois 62525-1490	Katherine 217.422.7320
7	Richland Community College	One College Park Decatur, Illinois 62521	Deborah McGee 217.875.7200
8	Illinois Broadcasters Association Job Bank	300 North Pershing, Suite B Energy, IL 62933	Debra Gray 618.942.2139
9	Illinois News Broadcasters Association	1 University Circle Macomb, IL 61455	Bob Roberts 309.298.1873
10	CentralIllinoisHelpWanted.com	Regional Help Wanted.com Inc 1 Civic Center Plaza, Suite 506 Poughkeepsie NY 12601	Dale Mulder 845.471.5200
11	NeuhoffMedia.com	Neuhoff Communications 250 North Water Street, Ste 100 Decatur, Illinois 62523	Michele Mitchell 217.423.9744
12	Neuhoff Media – Social Media Accounts	Neuhoff Media-Decatur 250 North Water Street Decatur, Illinois 62523	Kathy Byerly 217.423.9744
13	Neuhoff Media – Decatur	Internal Posting	217.423.9744
14	All Access.com	All Access Music Group 28955 Pacific Coast Hwy Suite 210 Malibu, CA 90265	On Air Position 310.457.6616
15	Country Aircheck	Country Aircheck 914 18th Ave South Nashville, TN 37212	Lon Helton 615.320.1450

Supplemental Outreach Initiatives

1. 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.

2. 2024 Career Fair at Richland Community College Thursday, March 28, 2024.

Engaged with community members & students searching for internships, job shadowing, or deciding on their career path. Presented our stations and community engagement and business, event, and nonprofit partner solutions.

In attendance – Shyler Kraus, TAT Taylor, Emily Phillips

3. Eastern Illinois University - 2024 Media Internship and Job Fair

This event was held Wednesday, March 27, 2024, at Eastern Illinois University in Charleston, Illinois. Michele Mitchel, Digital Manager attended the event and spoke to students about job and internship opportunities at Neuhoff Media. Approximately 100 students attended the event.

4. Career Event Eastern Illinois University with the ALA Illini Girls State

Convention. This event was on June 19, 2024, at Eastern Illinois University. Approximately 300 Junior/Senior High School ladies attended. Booth - Information on Marketing, News Reporting, Digital Marketing opportunities around our industry. American Legion Auxiliary Illini Girls State is a weeklong program dedicated to providing training for young women in city, county, and state government. They are placed into a two-party system and will run for office, campaign, vote, and write legislation pertinent to American Legion Auxiliary Illini Girls State as well as the state and nation.

5. Senior Leadership Team EEO Training Program

Annually the Neuhoff Leadership Team is provided with training on best practices concerning equal employment opportunities. We also provide training for our staff in the prevention of discrimination, harassment, and other related matters. The video-based training was completed by 11/30/2023.

6. DCLI Internship Program

High School students to participate from June 5, 2024- July 26, 2024 – These students met regularly with staff, and were involved in broadcasting events, video production, photography, support services and other aspects of broadcast and digital operations.

These were paid positions. Students were also informed about part-time and full-time positions and duties within our company.

7. Decatur Christian Schools – Career Tour

Neuhoff Media-Decatur staff participated in an annual series of instructional tour to students from Decatur Christian School. On Thursday, May 9th, 2024, a student group visited the new radio station. They learned about careers currently available in the broadcast industry and future opportunities related to technology and innovation