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NEUHOFF FAMILY LIMITED PARTNERSHIP EEO PUBLIC FILE REPORT (JULY 28, 2008-JULY 27, 2009)

This EEO Public File report is filed in Stations WSOY AM, WSOY FM, WDZ AM, WDZQ FM and WCZQ FM's Public File pursuant to section 73.2080@ (6) of the Federal Communications Commission's (FCC) rules

During the period beginning July 28, 2008 and ending July 27th 2009, the stations filled the following full time vacancies:

1. Sales positions- 2 for the cluster (1 male / 1 female both Caucasian)
2. On air morning co-host - 1 for WSOY AM (African American female)

The stations interviewed a total of 48 people for fulltime vacancies during the period covering this report. The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each source.

Recruitment Source	Total number of interviewees referred
Internal postings	1
Centralillinoishelpwanted website	5
Illinihelpwanted website	0
Illinois broadcasters Assoc.	1
Decatur Herald Newspaper	7
All access website	6
Richland Community College	3
WSOY FM radio ads	1
WDZQ FM radio ads	2
WDZ Am radio ads	0
WSOY AM radio ads	16
Millikin University postings	2
Decatur Tribune	3
University of Illinois	1
Western Illinois University	0
NAACP	0

Attachment A contains specific information for each full time vacancy.
Attachment B contains a list and brief description of menu option activities pursuant to FCC's EEO rules during the time covered by this report.

Attachment C contains specific information regarding the licensee's internship program.

Attachment D contains a list of the Stations' current recruitment sources.

EEO NARRATIVE

This EEO narrative is filed on behalf of WSOY AM, WSOY FM, WDZ AM, WDZQ FM and WCZQ FM (the Stations). Collectively, the stations in compliance with the FCC's EEO requirements for our stations share at least one employee and thus we are filing a joint report. This report includes information pertaining to the period beginning July 28, 2008 through July 27th 2009 in accordance with EEO rules. This report was placed in the Public inspection file and all the stations websites.

JOB VACANCY INFORMATION

The Stations, WDZ, WDZQ FM, WCZQ FM WSOY AM, WSOY FM are equal opportunity employers with a commitment to meeting EEO obligations. All full time openings are placed with several sources. The stations list of recruitment has been updated frequently, and we regularly seek new sources to notify all applicants of full time openings. (See attachmentA) The Stations broadcast 30 second announcements in rotating day parts encouraging and inviting internal organizations who distribute employment information or refer prospective candidates to contact our Stations so that we can add them to our mailing lists. A copy of the current list of recruitment sources is attached as Attachment D.

Record Keeping

The stations have created a separate file for each position filled to assure compliance with FCC EEO compliance requirements. The file contains a listing of sources used to recruit prospective candidates for the position. Those involved in the recruitment and hiring process including the General Manager, and appropriate Department Manager. In addition, the stations will contact their long term recruiting initiatives.

ON GOING RECRUITMENT MEASURES

Each year our Neuhoff Media Decatur Stations participate in a number of job fairs and Business job fairs. Specifically, we participate in the Illinois State University job fair, the Millikin University job fair, the RCC Minority job fair. At each job fair we bring Radio Station employees to meet all prospective candidates and discuss any full time or part time vacancies currently available at the Stations. We also have an active internship program. Internships vary in length depending on the particular station needs at the time. Generally speaking, we work with the student's semester schedule so it best fits into their

educational priorities. As previously stated, we communicate our internship opportunities to a variety of colleges and Universities in the area. Student involvement in the programs varies. A summary of our internship activity for this period is included in Attachment C. Finally, as shown in our list of recruitment sources, list upper-level openings in a job bank of a media trade group with a broad-based membership, including participation of women and minorities.

ATTACHMENT A- FULLTIME POSTIONS FILLED (7/28/08- 7/27/09

1st vacancies: 2 Sales positions (cluster)

Date vacancy opened: 4/1/09

Date filled: 4/20/09 & 5/4/09

Number of persons interviewed: 18

Recruitment source(s) referring hirees: Herald & Review & Internal

(Name of recruitment source)	(Address)	(Phone)
Herald & Review	601 Williams st	217-429-5151
Radio ads on WCZQ & WSOY FM	Decatur, Illinois	217-877-5371
Centralillinoishelpwanted.com	Poughkeepsie, NY.	845-471-5200
Illinois Broadcasters website	ILBA.org	618-942-2139
Millikin University	1184 W. Main St	217-424-6207

2nd vacancy: Morning show Co-host WSOY AM

Date vacancy opened: 6/15/09

Date filled: 7/1/09

Number of persons interviewed: 30

Recruitment source referring hiree: WSOY AM Ads on Air

Recruitment sources used to fill the vacancy:

(Name of recruitment Source)	(Address)	(Phone)
Allaccess Web Site	Allaccess.com	310-457-6616
Illinois Broadcasters website	ILBA.org	618-942-2139
WSOY AM Open casting call	250 N. Water Decatur	217-423-9744
Millikin University	1184 W. Main St.	217-424-6207

ATTACHMENT B- OUTREACH ACTIVITIES

Stations WSOY AM & FM, WDZ, WDZQ FM, WCZQ FM have engaged in the following outreach activities during the year covered in this report:

(Activity Classification)	(Type of Activity)	(Brief Description)
Station sponsored bus. Expo And Job fair.	Open recruitment	The stations are major sponsors and participate In Radio, Print to encourage

Mark Hanson in attendance, GM March 2009

Attendance participation.

Millikin University Job Fair	Direct recruitment	Each year the stations Participate in this job fair We showcase our stations Any part time or fulltime Positions as well as internal Programs
Illinois State University Job Fair	Direct recruitment	Each year the stations participate in the University career Fair. We showcase our Stations and any parttime or Full time vacancies as well as Internal programs available
Internship Program	Mentoring High School and College Students	The stations maintain an on-going internship with the High Schools and colleges In the area. Students are Offered experience in a Variety of departments, and Are required to provide Documentation to the Teachers and professors
RCC Minority Job Fair	Open recruitment	Half day sessions at RCC Designed to offer outreach Minorities throughout the 5 County coverage of the College

EEO OUTREACH ADS

Station WSOY AM, an equal opportunity employer, is dedicated to providing broad opportunities regarding job vacancies at the stations. We seek the help of local organizations in referring qualified applicants to our station. Organizations that wish to receive our vacancy information should contact Mark Hanson at station WSOY AM by calling 217- 423-9744. Again, we seek the help of local organizations in referring qualified

Applicants to our stations. Contact Mark Hanson at 217-423-9744

Station WSOY FM, an equal opportunity employer, is dedicated to providing broad opportunities regarding job vacancies at the station. We seek the help of local

organizations in referring qualified applicants to our stations. Organizations that wish to receive our vacancy information should contact Mark Hanson at station WSOY FM by calling 217-423-9744. Again we seek the help of local organizations in referring qualified applicants to our station. Contact Mark Hanson at 217-423-9744.

Same ad for WDZQ FM , WCZQ FM and WDZ AM as above

Attachment C – INTERNSHIP PROGRAM

Summary of Intern activity for the period covering July 28, 2008 through July 27, 2009

WCZQ FM Programming Department

We had 3 interns for the reporting period.

1. Terrance Smith – January 10th to May 10th 2009. Board operations, Millikin University
2. Damian Lewis- May 11th -Aug 14th 2009 . Board operations and promotions. Aurora University.
3. Akilah Davis – January to May 2009. Board Operations. University of Illinois

WSOY FM Programming Department

We had 1 intern during this reporting period.

1. Mallory Morrison- 9/1/08- 5/3/09 Mallory was a <Millikin University student and was involed in Board operations and filing.

Attachment D- CURRENT RECRUITMENT SOURCES

Millikin University
1148 West Main st.
Decatur, Illinois 62522
217-425-6211

Richland Community College
One College Park
Decatur, Illinois 62521
217-875-7200
Deborah McGee

Western Illinois University
600 Lincoln Ave.
Charleston, Illinois 61920

NAACP
401 Longview Place

Decatur, Illinois 62521

University of Illinois Springfield
One University Way
Springfield, Illinois 62703
217-206-6508
Allison Craig

Radio Stations

WSOY AM
WSOY FM
WDZ AM
WDZQ FM
WCZQ FM

Websites

www.centralillinoishelpwanted.com
www.allaccess.com
www.iba.com
[www.illinihelpwanted .com](http://www.illinihelpwanted.com)

Newspapers

The Herald & review
601 East Williams
Decatur, Illinois 62523
Decatur Tribune
240 North Park St.
Decatur, Illinois 62522

Decatur Tribune
240 N. Park st
Decatur, Illinois 62523
422-9702

Completes filing status 2008-2009