

**South Bend
WNDV-FM, WYXX-FM, WYET-FM, WDND-AM*
Notes: WYXX was formerly WSMM
WYET was formerly WSSM**

**EEO PUBLIC FILE REPORT
April 1, 2017 through March 31, 2018**

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 Hiree
Sales Person 1 – U93, WYXX, WYET, WDND	1, 3, 5, 6, 7, 8, 9, 11, 13, 15	11
WYXX On Air - PMD	1, 3, 4, 5, 7, 8	4
GSM – Not Filled	1, 3, 5, 6, 7, 8, 9, 10, 11, 13, 15	Not Filled
U93 AMD	1, 3, 4, 5, 6, 7, 8, 9, 15	4
Receptionist	1, 3, 5, 6, 7, 8, 9, 11, 13, 15	2

* Station WDND is licensed to Artistic Media Partners, Inc. ("AMP"). AMP is substantially commonly owned with Sound Management, LLC ("Sound"), licensee of the other stations covered by this report, and as WDND serves the same market as, and shares employees with, the Sound stations, it is treated as part of the same Station Employment Unit.

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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	Indiana Broadcasters Association or IBA Job Fair 3308 E 98 th St, #161 Indianapolis, IN Contact: Gwen Piening Phone: 800-342-6276 www.indianabroadcasters.org	N	4
2	Indeed www.indeed.com	N	2
3	Broadcast Compliance Services http://www.bcs-ok.com/ Contact: Robin Cooper Phone: 301-998-6136 Fax: (410) 486-7354	N	2
4	Allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 www.allaccess.com Phone: 310-457-6616 Fax: 310-457-8058	N	33
5	WNDV Station Website – www.u93.com	N	5
6	WNDV Radio Station Advertising	N	20
7	Artistic Media Partners Website – www.artisticradio.com Contact: Shel Leshner 574-273-9300 ext 224	N	0
8	Rock977.com Website – WYXX Website	N	0
9	WYET Radio Station Advertising	N	1
10	Inside Radio – Classifieds Gene McKay Phone: 800-640-8852 Fax: 877-270-3998	N	0
11	Walk-in/Referral/Other	N	4
12	South Bend Tribune or SBT Online 225 W Colfax South Bend, IN Phone: 574-235-6161	N	0
13	Outside Web Links to job postings – re-posting of our recruitment advertisement by independent web sites	N	1
14	IUSB Job Placement Website sbcareer@iusb.edu	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
15	WYXX Radio Station Advertising	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			74

Note: Broadcast Compliance Services (“BCS”) is a Rockville, Maryland, based company that provides broadcast stations with prompt and wide-ranging distribution of the stations’ vacant employment opportunities. BCS maintains an extensive resource listing of contacts at minority, distaff (gender-specific) and college institutions and organizations. A subscribing station furnishes BCS with notification of a job vacancy, and BCS, in turn, distributes the vacancy notice to all the relevant contacts on its resources lists, thereby ensuring broad public outreach of the employment opportunities.

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Scholarship Programs designed to assist students interested in pursuing a career in broadcasting.	2017 – 2018 IBA Scholarship Program. Contributed to IBA Scholarship Program which awarded nine students with \$5,000 broadcast scholarships.
2	Establish internship program	The stations maintained an internship program to assist members of the local community to gain skills needed for broadcast employment. Although the program is available to the general community, participants were primarily individuals from Notre Dame University, IUSB and surrounding High Schools. Interns were given the opportunity to rotate throughout various station departments so as to gain exposure to various facets of the broadcasting business. In some cases, participants were able to apply for school credits in return for their internship. (On-Air, Front Desk, Sales Participants, Promotions) On February 16, 2018 , SOUND PD Tim Bayless showed student(s) around the studio and talked about a career in broadcasting. (Clendaniel – Employment Specialist)

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		<p>On April 13, 2017 Junior Blondell attended a Job and Internship Fair at Indiana University.</p>
<p>3</p>	<p>Participation in Job Fairs</p>	<p>On October 7, 2017, Arthur Angotti (SEU President) participated in the 2017 Broadcaster Job Fair held at the Carmel Event Center Carmel, IN. Available positions were posted, on site interviews took place and resumes were collected.</p> <p>On April 13, 2017, Pam Homan (SEU Manager) participated in a Job fair that took place at the Northern Indiana Events Center in Elkhart, Indiana. Available positions were posted, on site interviews took place and resumes were collected (SOUND Was host – see below)</p> <p>On October 19, 2017, Pam Homan (SEU Manager) participated in a Job fair that took place at the Northern Indiana Events Center in Elkhart, Indiana. Available positions were posted, on site interviews took place and resumes were collected. (SOUND Was host – see below)</p>
<p>4</p>	<p>Participation in ongoing education to ensure that all positions are filled according to the EEOC and Artistic Media Partners, Inc. guidelines</p>	<p>On January 8, 2018, Artistic Media Partners, Inc. Staff and Contractors in all markets took part in an EEOC/Harassment/Discrimination training seminar conducted by Greg Guevara with Bose McKinney & Evans LLP. Attendance was mandatory for all Staff and Contractors.</p>
<p>5</p>	<p>Sound Management, LLC. Hosted Job Fairs</p>	<p>On April 13, 2017 Sound Management, LLC. Hosted a Job Fair in South Bend, IN at 21565 Executive Parkway in Elkhart, IN. Approximately 39 booths were sold and approximately 225 people attended the Job Fair looking for jobs. Pam Homan and the rest of the station staff attended.</p> <p>On October 19, 2017 Sound Management, LLC. Hosted a Job Fair in South Bend, IN at 21565 Executive Parkway in Elkhart, IN. Approximately 45 booths were sold and approximately 250 people attended the Job Fair looking for jobs. Pam Homan and the rest of the station staff attended.</p>

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