

**Sound Management, LLC. - South Bend
WNDV-FM (FIN: 41675), WYXX-FM, Goshen, IN (FIN: 49558), WYET-FM,
New Carlisle, IN (FIN: 63772)**

**EEO PUBLIC FILE REPORT
April 1, 2022 through March 31, 2023**

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
WNDV- Sales Pool 1	1, 3, 4, 6, 7, 8, 9, 10, 11, 12, 15	3 (indeed)
WNDV- Sales Pool 1	1, 3, 4, 6, 7, 8, 9, 10, 11, 12, 15	4
WNDV- Sales Pool 2	1, 3, 4, 6, 7, 8, 9, 10, 11, 12, 15	3
WNDV – Sales Pool 2	1, 3, 4, 6, 7, 8, 9, 10, 11, 12, 15	15
WNDV – AMD	3, 4, 5, 6, 8, 10, 12, 15	5
WNDV – PD	3, 4, 5, 6, 8, 10, 12, 15, 16	16

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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	Job Fair	N	0
2	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	0
3	Job Boards, Jockline, RAMP & Indeed www.indeed.com	N	14
4	Outside Web Links to job postings – re-posting of our recruitment advertisement by independent web sites	N	5
5	Allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 www.allaccess.com Phone: 310-457-6616 Fax: 310-457-8058	N	6
6	Sound Management, LLC. Website – www.artisticradio.com	N	0
7	WNDV 92.9 FM Radio Station Advertising	N	11
8	WNDV Station Website – www.u93.com	N	0
9	Rock 97.7 FM Radio Station Advertising	N	3
10	Rock977.com Website – WYXX Website	N	0
11	WYET Radio Station Advertising	N	0
12	WYET Website	N	0
13	ZIP Recruiter	N	0
14	South Bend Tribune or SBT Online 225 W Colfax South Bend, IN Phone: 574-235-6161	N	0
15	Walk-in/Referral/Other	N	2
16	Rehire	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			42

III. RECRUITMENT INITIATIVES

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	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program	<p>The stations have 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 are given the opportunity to rotate throughout various station departments to gain exposure to various facets of the broadcasting business. In some cases, participants have been able to apply for school credits in return for their internship. (On-Air, Front Desk, Sales Participants, Promotions). Many students choose to take part time jobs with the stations to make money during their training program.</p> <p>Stations had morning show (on air) interns this reporting period.</p>
2	Participation in Job Fairs	<p>On October 20, 2022 Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Moose Lodge in Elkhart, IN. The event well attended. SOUND Management openings were listed, and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event.</p> <p>On January 19, 2023, Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Holiday Inn Conference Center in Mishawaka, IN. The event was well attended. Positions available were listed and on-site interviews were conducted. The event well attended. SOUND Management openings were listed, and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event.</p>
3	Participation in ongoing education to ensure that all positions are filled according to the EEOC and Sound Management, LLC. guidelines	<p>On March 7, 2023, Sound Management, LLC. 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 full time staff.</p>

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4	Broadcasting Outreach Education took place throughout the year.	Sean Wiley (Big Perm) regularly speaks with students at numerous schools in and around South Bend and Mishawaka. At these talks, Sean speaks about careers in Broadcasting as well as educating young students about what he does as an On-Air professional.
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