

**Sound Management, LLC - South Bend
WNDV-FM, WYXX-FM, WYET-FM**

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	1
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 and Indeed www.indeed.com	N	3
4	Broadcast Compliance Services http://www.bcs-ok.com/ Contact: Robin Cooper Phone: 301-998-6136 Fax: (410) 486-7354	N	2
5	Allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 www.allaccess.com Phone: 310-457-6616 Fax: 310-457-8058	N	4
6	Sound Management, LLC. Website – www.artisticradio.com	N	0
7	WNDV 92.9 FM Radio Station Advertising	N	9
8	WNDV Station Website – www.u93.com	N	4
9	Rock 97.7 FM Radio Station Advertising	N	5
10	Rock977.com Website – WYXX Website	N	0
11	WYET Radio Station Advertising	N	0
12	WYET Website	N	0
13	ZIP Recuter – John Ketron Phone: 480.401.3743	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	1
16	Outside Web Links to job postings – re-posting of our recruitment advertisement by independent web sites	N	7
TOTAL INTERVIEWEES OVER REPORTING PERIOD			36

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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. 2021 is the last full year of BCS and it will be removed from our reports after this reporting period.

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Establish internship program	<p>Due to Covid – ongoing internship program was suspended during this reporting period.</p> <p>Standard Program that will start back up as soon as distancing rules subside:</p> <p>Prior to COVID restrictions, 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 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). Many students choose to take part time jobs with the stations to in an effort to make money during their training program.</p> <p>Stations had no interns this past reporting period.</p>
2	Participation in Job Fairs	<p>On May 20, 2021 Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Northern Indiana Events Center in Elkhart, IN. The event last from 2pm – 6p and was well</p>

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		<p>attended. Positions available 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 October 14, 2021, Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Moose Lodge in Elkhart, IN. the event lasted from 2p-6p with good attendance. Positions available 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 1, 2022, 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>
4	No additional events this year	