

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

EEO PUBLIC FILE REPORT
April 1, 2024 through March 31, 2025

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 1 (Start 4.8.24)	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 14	14 Walk In
WNDV- Sales 2 (Start 8.16.24)	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 14, 15	15 Rehire
WNDV- Sales 3 (Start 2.3.25)	1, 2, 4, 5, 6, 7, 8, 9, 10, 11, 14	14 Referral

Notes:

- The stations which comprise the SEU have had no requests for information regarding job openings from any local, state, or national organizations.
- Salespeople 2 was a re-hire.

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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	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	6
3	Job Boards, Jockline, RAMP & Indeed www.indeed.com	N	6
4	Outside Web Links to job postings – re-posting of our recruitment advertisement by independent web sites	N	0
5	Sound Management, LLC. Website – www.artisticradio.com	N	0
6	WNDV 92.9 FM Radio Station Advertising	N	2
7	WNDV Station Website – www.u93.com	N	2
8	Rock 97.7 FM Radio Station Advertising	N	2
9	Rock977.com Website – WYXX Website	N	0
10	WUBU Radio Station Advertising	N	0
11	WUBU Website	N	0
12	ZIP Recruiter	N	0
13	South Bend Tribune or SBT Online 225 W Colfax South Bend, IN Phone: 574-235-6161	N	0
14	Walk-in/Referral/Other	N	2
15	Rehire	N	1
16			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			22

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Job Fairs	<p>On April 18, 2024, Tony Calumet (GM) was part of the Showcase Bloomington hosted by the Greater Bloomington Chamber of Commerce held at Switchyard Park located at 1601 S Rogers Street in Bloomington, IN. The total attendance was over 800 people with over 75 local Showcase booths. Job opening in SOUND were listed and applications were accepted.</p> <p>On October 2, 2024, Arthur Angotti (President) attended the Hire IUSB event held in the IU South Bend Student Activities Center. There were approximately 100 employees in attendance. Arthur spoke with applicants about radio job opportunities and collected resumes during the event. Hire IUSB Contact (574) 520-4425 HireIUSB@iusb.edu</p> <p>On October 14, 2024, Arthur Angotti (President) Hosted/Attended the IBA Career Expo held at the BASH Event Center in Carmel, IN. The event was promoted on all SOUND radio stations and websites as well as the IBA website prior to the event. Arthur spoke with candidates, accepted resumes and gave general broadcasting advice to participants. Indiana Broadcasters Association Contact: Katy Barnhart Phone: (317) 201-2875</p> <p>On November 6, 2024, Pam Mason (GM) hosted a career fair at the Moose Lodge at 1500 County Road 6, Elkhart, IN. 22 outside employees rented booths at the event which was well attended by participants. Resumes were collected for both Bloomington and South Bend. Contact: 574-264-1712</p>
2	Participation in ongoing education to ensure that all positions are filled	On March 18, 2025 , Sound Management, LLC. staff and contractors in all markets

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	according to the EEOC and Sound Management, LLC. guidelines	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.
3	Broadcasting Outreach Education took place throughout the year.	<p>Sean Wiley (PMD Host aka: 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. Below is a list of events Sean hosted:</p> <p>March 2024 - Kennedy Primary School - Andrea Pauwels - Celebrity Guest Reader at Family Reading Night</p> <p>August 2024- Elm Rd Elementary Reading Night - Guest Reader - Jenny McCarthy</p> <p>October 2024- Elm Rd Fall Fest - I Hosted and DJ'd</p> <p>June 2024 - Concord Community Schools - Guest Speaker - Career Day - Kristen Cooper</p> <p>May 2024 - Jenni- Bittersweet Elementary- Guest Reader- Family Reading Night</p> <p>April 2024 - Eastwood Elementary School – Rachel - Guest Speaker - Career Day & Guest Reader</p> <p>November 2024 - Marshall Traditional School PTO - Brandi - Guest Reader</p> <p>December 2024 - Dressed up as The Grinch for The Logan Center Special Needs Facility - Leticia Cruz</p> <p>December 2024 - Hosted the Santa 5K Run for the Kroc Center</p> <p>Gino Johnson (Godfather Gino J) regularly speaks with groups on behalf of Sound Stations in and around South Bend and Mishawaka. As a</p>

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	<p>representative of SOUND, he talks with the community about careers in radio. Below is a list of speaking engagements Gino participated in:</p> <p>April 20, 2024 – Sumer Expo Century Center</p> <p>May 4, 2024 – Elkhart High School Life and DJ Speaking Event</p> <p>May 11th, 2024 – Mohters Day Brunch Black Culture</p> <p>May 15, 2024 – Portage School Readings to students</p> <p>August 10, 2024 – Back to School Backpack Giveaway and student talk</p>
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