

EXHIBIT 3(a)

Sound Management, LLC.  
 (WNDV, WYET, WYXX)  
 EEOC Audit Response  
 April 2021– March 2022

**Job Postings and Responses**

**Position:**

**WNDV Evening DJ – Karli XXXXXXXXXXXX**  
**Hired from: SOURCE 5 AllAccess.com**  
**Filled: 9.28.21**

**Note:** Karli was one of four applicants for the Evening DJ position for U93. She and the other 3 applicants all saw the advertisement through our All Access posting.

Below are the recruitment sources used.

**Source 1:**

Hosted U93 Job Fair and Career Expo  
 Date: May 20, 2021

Pam Kay Mason (SEU Hiring Manager) attended the Job Fair and Career Expo at the Northern Indiana Events Center in Elkhart, Indiana. Positions available were listed and on-site interviews were conducted. The event was promoted on SEU radio stations and website.

No additional applicants for the positions came from the Job Fair and Career Expo.

Norther Indiana Events Center  
 21565 Executive Pkwy  
 Elkhart, IN 46514

**Notes:** Credit card bill for space rented for Job Fair and Career Expo.

04/27/21	RV MH HALL OF FAME AND MU 000923700089	ELKHART	IN	\$1,000.00 *
04/28/21	4ALLPROMOS	CENTERBROOK	CT	\$1,945.83 *

List of Participating Companies

<b>JOB &amp; CAREER EXPO</b>	<b>Rep:</b>	<b>May-20</b>
BASHOR CHILDREN'S HOME	Kenlyn	Y
FOUR WINDS CASINO	Kenlyn	Y
GENESIS PRODUCTS	Kenlyn	Y
GULF STREAM	Kenlyn	Y
HEARTLAND RV	Kenlyn	
LOWES HOME IMPROVEMENT	Kenlyn	Y
LOZIER	Mike	Y

TRI PACK INC	Louren	Y
UNIVERSITY OF NOTRE DAME	Kenlyn	Y

**Source 2:**

Indiana Broadcasters Association (IBA) Website

<https://www.indianabroadcasters.org/>

<https://www.indianabroadcasters.org/careers/job-openings/>

Contact:

Indiana Broadcasters Association

Dave Arland/Sam Klemet, Co-Directors

PO Box 902

Carmel, IN 46082

317-701-0084

IBA@IndianaBroadcasters.org

No interviews from this source.

Post from All Access that would have been re-posted on the IBA Website:



Full Time Nights at Legendary Top 40 U93 in South Bend, IN

We are looking for our next night superstar! The night shift at U93 has proven to be a launching pad for many talented and driven personalities over the course of our 42 year history. Are you next? We're looking for someone that has a true passion for radio (on-air, on-site, *and* behind the scenes), can deliver a high energy, highly interactive show, and lives on social media! (Twitter, Facebook, Instagram, TikTok, YouTube) Most importantly we need someone that can connect with the 18-49 year old female listener! Job description includes live show M-F 7-Midnight, voice tracked weekend shift, production, social media (individual and station), paid remotes, station appearances/events. Format experience is a plus but not required.

Please send audio, resume, and social media links to mycareer@U93.com

Sound Management is an EOE

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 <p><b>Sales Executive</b></p> <p><b>Stations:</b> WNDV,WYXX,WYET,WBWB,WHC</p> <p><b>Start Date:</b> TBD</p> <p><b>Employment Type:</b> Full-time</p> <p><b>Location:</b> Indianapolis</p> <p><a href="#">LEARN MORE</a></p>	 <p><b>On Air Personality</b></p> <p><b>Stations:</b> WNDV,WYXX,WYET,WBWB,WHCC</p> <p><b>Start Date:</b> TBD</p> <p><b>Employment Type:</b> Full-time</p> <p><b>Location:</b> Indianapolis</p> <p><a href="#">LEARN MORE</a></p>
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**Sales Executive**

**Job Description**

Sound Management is looking for sales people. Please send your resume to arthur@artisticradio.com

**Required Skills**

Past sales experience is helpful but not necessary.

**Education Required**

N/A

**Benefits**

Available on request. (they change yearly)

**How to Apply**

Send resume to arthur@artisticradio.com



Station: WNDV,WYXX,WYET,WBWB,WHCC

Location: Indianapolis

Employment Type: Full-time

Job Type:

[Back to Job Board Listing](#)

**Source 4:**

Broadcast Compliance Services (BCS)

Dates: Posts were updated monthly by Arthur Angotti

**NOTE:** BCS postings were disseminated to local and national agencies that would repost the position. These included large companies such as AllAccess.com and colleges like Ivy Tech.

BCS went out of business in 2022 so the records we used to have access to are no longer accessible via the web.

**SOUND MANAGEMENT JOBS POSTED 2021**

Add	Edit	Job ID	Title	Date Submitted			
<a href="#">Add</a>	<a href="#">Edit</a>	J029806	DJ	08/26/2021			

**The list below is the local contacts that the BCS would send job postings:**

This list was sent to me by Robin Cooper with the BCS. Her number is (301) 998-6136.

- 6988 All Access Radio Joel Denver President 28955 Pacific Coast Highway Suite 210 Malibu CA 90265 310-457-6616 310-457-8058 lbrungardt@allaccess.com
- 338 American Women in Radio and Television Dianne Farley Programs Coordinator 1760 Old Meadow Road Suite 500 McLean VA 22102 703-506-3290 703-506-3266 info@awrt.org
- 335 Anthony Wayne Services-Bloomington C. Nin Administrator One City Centre 120 West Seventh Street Bloomington IN 47404 812-333-4975 812-333-6137 sein@awsusa.com
- 345 Artistic Media Arthur Angotti Sr. Vice President 3371 Cleveland Road Suite 300 South Bend IN 46628 574-273-9300 574-273-9090 arthur@artisticradio.com
- 318 Black Broadcasters Alliance Sherman Kizart Outreach Committee 205 North Michigan Avenue Chicago IL 60601 312-421-4803 412-829-0313 ShermanKizart@att.net
- 334 Catholic Charities "Jo Fisher, B.S." West Region Administrator 1817 Miami Street South Bend IN 46613 574-234-3111 574-289-1034 ccoleman@ccfwsb.org
- 342 College-Adrian College-Career Planning Lisa Napierala Interim Director Career Planning Office 110 South Madison Street Adrian MI 49221 517-265-5161 517-264-3266 careerplanning@adrian.edu
- 6979 College-Bethel College-Career Services Tyler Grant Diector of Global Engagement and Career Services 1001 Bethel Circle Administration Building-

Room 314 Mishawaka IN 46545 574-257-2661 574-257-2653  
MoveBeyond@BethelUniversity.edu

6980 College-Goshen College-Career Services Anita Yoder Director 1700 South  
Main Street Administration Building-AD-14 Goshen IN 46526 574-  
535-7547 574-535-7883 careerserv@goshen.edu

6981 College-Holy Cross College-Career Development Adam DeBeck Director of Career  
Development 54515 State Road 933 North Vincent 110B Notre Dame IN 46556  
574-239-8318 574-239-8313 adebeck@hcc-nd.edu

6984 College-Ivy Tech Community College Jessica Tvrdy Director of Student Life 220  
Dean Johnson Boulevard South Bend IN 46601 574-289-7001 574-  
236-7177 jobready@panpowered.com

8302 Fletcher Place Community Center Melkissa Drew Director 1637 Prospect  
Street Indianapolis IN 46203 317-636-3466 melissa@fletcherplacecc.org

327 Good Works Indiana-The Christian Formation Center Richard Johnson  
Director 3804 Wayne Street New Albany IN 47151 812-945-0886  
info@christian-formation.org

343 Indiana Broadcasters Association Dave Arland/Sam Klemet Co-Directors PO  
Box 902 Carmel IN 46082 317-701-0084 IBA@IndianaBroadcasters.org

6982 Indiana Institute of Technology Jennifer Schuler Career Services Assistant  
3500 DePauw Boulevard Indianapolis IN 46268 260-422-5561 260-  
422-1376 JESchuler@indianatech.edu

331 "Jewish Federation of St. Joseph Valley, IN" Lizzie Fagen Jewish Family Service  
3202 Shalom Way South Bend IN 46615 574-233-1164  
lfagen@thejewishfed.org

325 Jobs With Justice-St. Joseph Valley Project Greg Jones Administrator 315 North  
Lafayette Lower Level South Bend IN 46601 574-287-4633 574-297-4637  
indyplansb@sbcglobal.net

346 "Kappa Alpha Psi, Incorporated" Donna Marie Smith Administrative Manager  
2322-24 North Broad Street Philadelphia PA 19132 215-228-7184 215-  
228-7181 lgreen@kappaalphapsi1911.com

320 Latino Public Broadcasting Mirna Reyes Office Manager 6777 Hollywood  
Boulevard Suite 512 Los Angeles CA 90028 323-466-7110 323-466-7521  
info@lpbb.org

333 Lutheran Foundation (The) Heather Gratz Executive Assistant 3024 Fairfield Avenue  
Fort Wayne IN 46807 260-458-2112 260-458-3069  
hgratz@thelutheranfoundation.org

329 Miami Nation of Indians of the State of Indiana Penny Fouts "Chairman, Education  
Committee" 80 West 6th Street PO Box 41 Peru IN 46970 765-473-9631  
765-472-416+2 miamiindians@sbcglobal.net

347 NAACP-Monroe County Branch William Vance President PO Box 243  
Bloomington IN 47402 812-332-1513 wavdlv@sbcglobal.net

6516 Ohio-Illinois Center for Broadcasting Gary James National Placement Director  
6703 Madison Avenue Cincinnati OH 45227 513-271-6060 513-271-6135  
dbyrd@beonair.com

330 Pokagon Band of Potawatomi Indians John Miller Tribal Chairman 5860  
Sink Road Dowagiac MI 49047 269-782-6323 Jobs@pokagon.com

336 Salvation Army-Indiana-St. Joseph County Liz Fallon Administrator 540 Carroll  
Street 120 Dodge Avenue South Bend IN 46601 574-233-9471  
Liz\_Fallon@usc.salvationarmy.org



321 South Bend Community School Corporation Laura Marzatto Acting Director 3206  
 Sugar Maple Court South Bend IN 46628 574-283-7505 574-283-7549  
 asksbcsc@sbcsc.k12.in.us

6987 South Bend Tribune Dorothy Visel Sales Rep 225 West Colfax Avenue  
 South Bend IN 46626 574-234-6161 574-236-1765 Classifieds@sbtinfo.com

6974 University of Notre Dame-Career Center Lee Svete Director of Career Services  
 248 Flanner Hall Notre Dame IN 46556 574-631-5200 574-631-7700  
 recruitstudents@nd.edu

340 "University-Davenport University, South Bend-Granger" Diane Julian Career  
 Services Coordinator 7121 Grape Road Granger IN 46530 574-  
 277-8447 547-272-2967 career.services@davenport.edu.

323 "University-Indiana University, Bloomington" Jeremy Harmon Recruiting  
 Coordinator 625 North Jordan Career Development Center Bloomington IN  
 47405 812-855-1566 812-855-5678 iucareer@indiana.edu

6983 "University-Indiana University, South Bend" Stacie Jeffers Career Counselor 1700  
 Mishawaka Avenue South Bend IN 46634 574-520-4436 574-520-5018  
 sbcareer@iusb.edu

319 "University-Indiana University-Purdue University, Fort Wayne" Ashley Calderon  
 Career Counseling and Career Services 2101 East Coliseum Boulevard  
 Fort Wayne IN 46805 260-481-0689 260-481-6183 careercenter@pfw.edu

6973 University-Purdue University Tim Luzader Director of Career Opportunities Stewart  
 Center Room 194 128 Memorial Mall West Lafayette IN 47907 765-494-3981  
 765-494-6959 askcco@purdue.edu

339 University-Tri State University Debbi Roemke Director Career  
 Services lower level of Alwood Hall 1 University Avenue Angola IN 46703 260-  
 665-4124 260-665-4828 roemked@tri-state.edu

332 Wea Indian Tribe Headquarters Pat Pastore Chief Liaison 715 Park Avenue  
 Lafayette IN 47904 757-689-4984 betty.stuff@yahoo.com

341 WorkOne Indiana-St. Joseph County :isa Greco Business Representative 851  
 South Marietta Suite 500 South Bend IN 46601 574-855-5321 574-239-9366  
 Lisa.Greco@gotoworkone.com

6977 Zonta Club of Indianapolis Marueen Powers Executive Director 557 West  
 Randolph Street Chicago IL 60661 312-930-5848 312-930-0951  
 zontaintl.zonta.org

6976 Zonta Club of Lebanon Sylvia Maddox President PO Box 453  
 Lebanon IN 46052 765-436-7130 info@zontakw.com

**Source 5:**

All Access

Posting Dates:




July 2, 2021


July 19, 2021

August 18, 2021


**Note:** Job Posting for the Night Time Position was posted by Brad King  
 Opening was re-posted three times with very limited response

All 4 applicants we interviewed came from the All Access Postings.  
 Karli was hired from this source.

 <p><b>Full Time Nights at Legendary Top 40 U93 in South Bend, IN</b> by <a href="#">bradking</a> » Wed Aug 18, 2021 12:19 pm » in <a href="#">Job Archives</a></p>	0	386	by <a href="#">bradking</a> » Wed Aug 18, 2021 12:19 pm
 <p><b>Full Time Nights at Legendary Top 40 U93 in South Bend, IN</b> by <a href="#">bradking</a> » Mon Jul 19, 2021 12:19 pm » in <a href="#">Job Archives</a></p>	0	425	by <a href="#">bradking</a> » Mon Jul 19, 2021 12:19 pm
 <p><b>Full Time Nights at Legendary Top 40 U93 in South Bend, IN</b> by <a href="#">bradking</a> » Fri Jul 02, 2021 7:36 am » in <a href="#">Job Archives</a></p>	0	503	by <a href="#">bradking</a> » Fri Jul 02, 2021 7:36 am



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Our new SISTER  
[music.allaccess.com](http://music.allaccess.com) delivers  
interviews & exclusive in-


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**Full Time Nights at Legendary  
Top 40 U93 in South Bend, IN**  
by [bradking](#) » Wed Aug 18, 2021 12:19 pm

We are looking for our next night superstar! The night shift at U93 has proven to be a launching pad for many talented and driven personalities over the course of our 42 year history. Are you next? We're looking for someone that has a true passion for radio (on-air, on-site, and behind the scenes), can deliver a high energy, interactive show, is highly skilled at social media (Twitter, Facebook, Instagram, TikTok, etc), and most importantly can connect with the 18-49 year old female listener. Job description includes live show M-F 7-Midnight, voice tracked weekend shift, production, social media (individual and station), paid remotes, station appearances/events. Format experience is a plus but not required.


Send audition, resume, and social media examples to [brad@u93.com](mailto:brad@u93.com)

[bradking](#)

Posts: 4  
Joined: Mon Jun 07,  
2021 8:16 am  
Contact: 



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PROPERTY



Our new SISTER SITE is HOT!  
[music.allaccess.com](http://music.allaccess.com) delivers today's best music.  
interviews & exclusive in-depth artist coverage

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**Full Time Nights at Legendary  
Top 40 U93 in South Bend, IN**  
by [bradking](#) » Mon Jul 19, 2021 12:19 pm


We are looking for our next night superstar! The night shift at U93 has proven to be a launching pad for many talented and driven personalities over the course of our 42 year history. Are you next? We're looking for someone that has a true passion for radio (on-air, on-site, and behind the scenes), can deliver a high energy, interactive show, is highly skilled at social media (Twitter, Facebook, Instagram, TikTok, etc), and most importantly can really connect with a younger demo! Job description includes live show M-F 7-Midnight, voice tracked weekend shift, production, social media (individual and station), paid remotes, station appearances/events. Format experience is a plus but not required.

Send resume, on-air audition, social media examples, and anything else you think I should see to [brad@u93.com](mailto:brad@u93.com)


Sound Management is an EOE.

[bradking](#)

Posts: 4  
Joined: Mon Jun 07,  
2021 8:16 am  
Contact: 



BASIC ACCOUNTS  
ARE PROVIDED  
AT NO CHARGE!  
[Click Here!](#)



Hallmark  
Available at  
Walgreens

HAPPY FATHER'S DAY

**Full Time Nights at Legendary Top 40 U93 in South Bend, IN**  
 by **bradking** » Fri Jul 02, 2021 7:36 am

We are looking for our next night superstar! The night shift at U93 has proven to be a launching pad for many talented and driven personalities over the course of our 42 year history. Are you next? We're looking for someone that has a true passion for radio (on-air, on-site, *and* behind the scenes), can deliver a high energy, interactive show, is highly skilled at social media (Twitter, Facebook, Instagram, TikTok, etc), and most importantly can connect with the 18-49 year old female listener. Job description includes live show M-F, 7 - Midnight, voice tracked weekend shift, production, social media (individual and station), paid remotes, station appearances/events. Format experience is a plus but not required.

Send resume, audition, social media links and anything else you think might be relevant to [brad@u93.com](mailto:brad@u93.com)

**Source 6:**  
 SOUND Websites

a. Sound Website  
 No Interviews from SOUND Website

[www.soundmngt.com](http://www.soundmngt.com)

**WE'RE HIRING!**

SOUTH BEND, IN

WNDV, WYXX, WYET

- Outside Sales Executives/Marketing Consultants
- Part/Full-Time Air Talent
- Part/Full-Time Engineer
- Business Office Personnel
- On-Air Personalities
- Receptionist / Assistant Traffic Director

Apply Now

Name

Phone

Email\*

Message

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ACCEPT

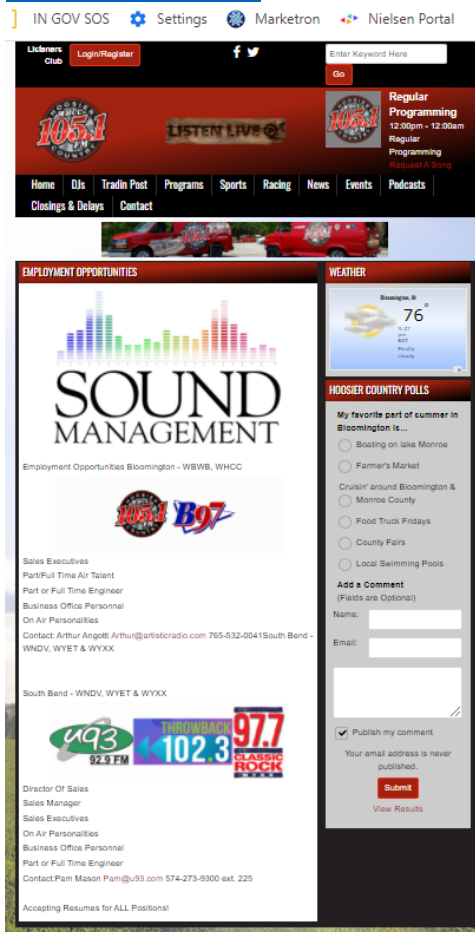
Dates: Continuous Posting  
 Updated as needed

b. WBWB website  
[www.wbwb.com](http://www.wbwb.com)



Dates: Continuous Posting  
Updated as needed

c. WHCC website  
[www.whcc105.com](http://www.whcc105.com)



Dates: Continuous Posting  
Updated as needed

**Note:** Specific South Bend Station websites will be listed below in sources 8, 10, and 12.

**Source 8:**

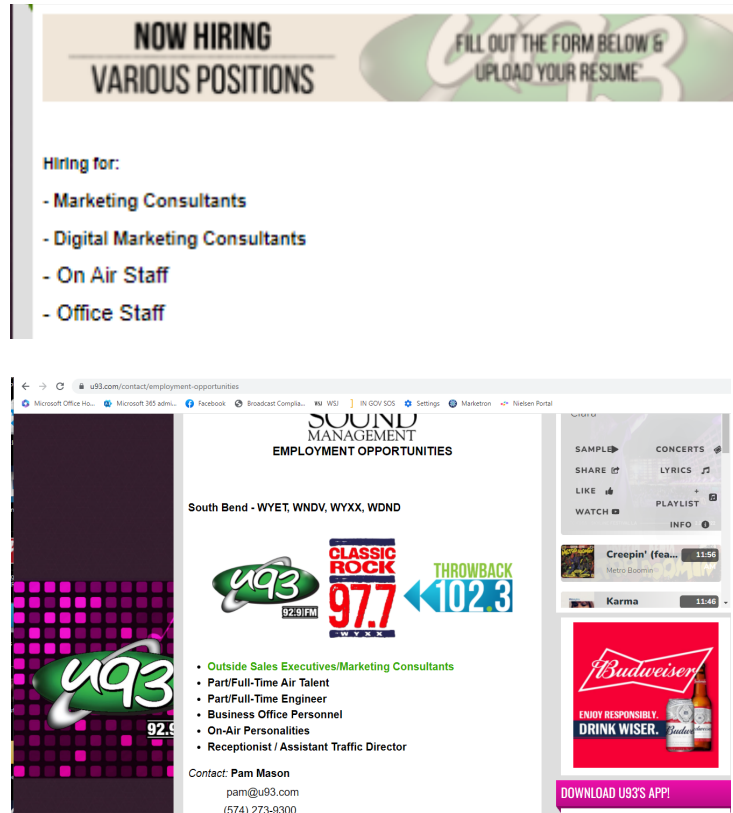
WNDV Station Website

[www.u93.com](http://www.u93.com)

<https://u93.com/contact/employment-opportunities>

No interview for the Evening DJ Position were conducted from the website recruitment advertising.

Dates: Online continuously, updated as new positions open.



**Note:** Above is the current (May 2023) posting on the WNDV website and on all SOUND Radio Station websites. Unfortunately, we do not have a picture of the posting from 2021-2022.

Arthur Angotti (Managing Member) certifies that the job postings for each website were in place in 2021 and 2022. The postings are updated regularly to reflect new job opportunities that arise.

**Source 10:**

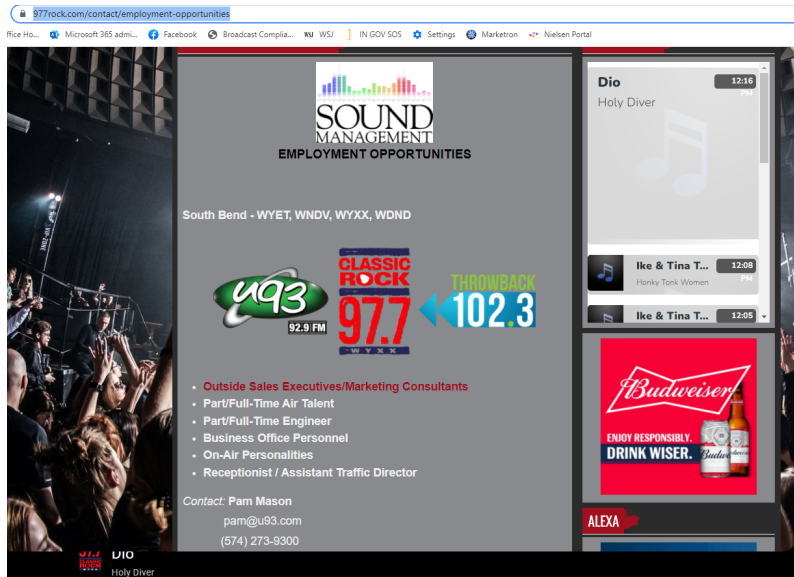
Rock977.com Website – WYXX Website

[www.977rock.com](http://www.977rock.com)

<https://977rock.com/contact/employment-opportunities>

Dates: Online continuously, updated as new positions open.

No interviews came through the WYXX Website.



**Note:** Above is the current (May 2023) posting on the WYXX website and on all SOUND Radio Station websites. Unfortunately, we do not have a picture of the posting from 2021 – 2022.

Arthur Angotti (Managing Member) certifies that the job postings for each website were in place in 2021 and 2022. The postings are updated regularly to reflect new job opportunities that arise.

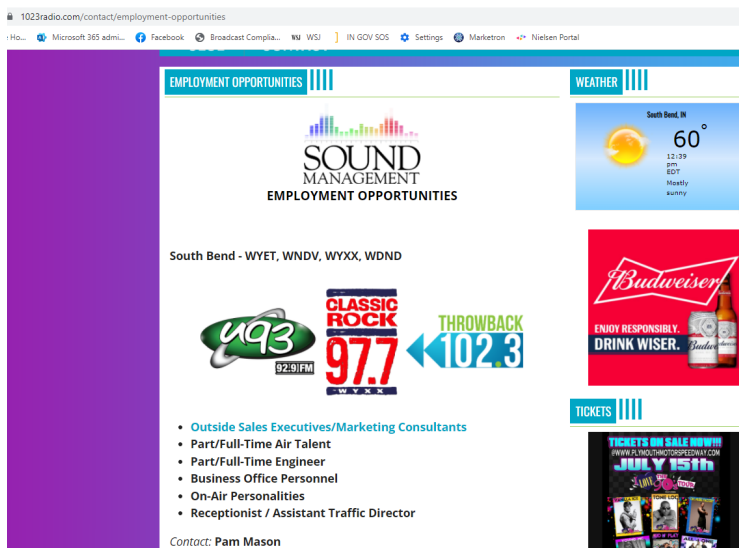
**Source 12:**

WYET Website

[www.1023radio.com](http://www.1023radio.com)

Dates: Online continuously, updated as new positions open.

No interviews came through the WYET Website.



**Note:** Above is the current (May 2023) posting on the WYET website and on all SOUND Radio Station websites. Unfortunately, we do not have a picture of the posting from 2021 – 2022.

Arthur Angotti (Managing Member) certifies that the job postings for each website were in place in 2021 and 2022. The postings are updated regularly to reflect new job opportunities that arise.

**Source 15:**

Walk-in/Referral/other

Dates: N/A

SOUND did not do any interviews based on referrals.

**Source 16:**

Outside Web Links to job postings

Dates: N/A

No interviews were conducted with applicants using outside links or postings.