

EXHIBIT 3(d)

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

Job Postings and Responses

Positions:

SOUND Digital - Sales – Jamie XXXXXXXXXXXX
Hired from: SOURCE 8 – WNDV Website
Filled: 3.14.22

Note: Jamie was one of 10 applicants for the U93 Sales Position. While the primary responsibility would be selling terrestrial radio advertising, we are starting to ask new salespeople to do some digital sales. She saw the open position on the WWW.U93.com website and inquired through the website.

Below are the recruitment sources used.

Source 1:

Hosted U93 Job Fair and Career Expo
Date: October 14, 2021

Pam Kay Mason (SEU Hiring Manager) attended the Job Fair at the Moose Lodge in Elkhart, Indiana. Positions available were listed and on-site interviews were conducted. The event was promoted on SEU radio stations and website. SOUND interviewed 0 candidates from the Job Fair and Career Expo for this position.

Location:

Moose Lodge
1500 Co Rd. 6
Elkhart, IN 46514

Notes: Moose Lodge does not rent out their space. They took payment in the form of a donation to their organization which is reflected below:

SOUND MANAGEMENT LLC

Transaction List by Vendor

October - December, 2021

DATE	TRANSACTION TYPE	NUM	POSTING	MEMO/DESCRIPTION	ACCOUNT	AMOUNT
ELKHART MOOSE LODGE						
12/03/2021	Check	604684	Yes	JOB FAIR	Sound Mgmt FMB Operating 6678	-500.00

List of Participating Companies

JOB & CAREER EXPO	Rep:	10.14.21
ALLIED UNIVERSAL SECURITY SERVICES	Pam	Y

ALPHA SYSTEMS	Mike	Y
AMERIMAX BUILDING PRODUCTS	Pam	Y
BEACON HEALTH	Kenlyn	Y
BENCHMARK HUMAN SERVICES	Louren	Y
BLACKTIE PRODUCTS	Louren	Y
DYNAMIC METALS	Louren	Y
EDU STAFF	Kenlyn	Y
FIRST STUDENT	Pam	Y
FLEXIBLE CONCEPTS	Pam	Y
GDC, INC	Kenlyn	Y
GODFREY MARINE	Kenlyn	Y
GOSHEN COLLEGE ADULT PROGRAM	Kenlyn	Y
HEARTLAND RV	Kenlyn	Y
HOME INSTEAD	Louren	Y
HYDRO	Pam	Y
INDIANA MENTOR	Kenlyn	Y
INDIANA NATIONAL GUARD	Louren	Y
INDIANA TOLL ROAD	Kenlyn	Y
KEM KREST	Kenlyn	Y
KESSINGTON AEROSPACE	Mike	Y
LAKE CABLE OF ELKHART	Mike	Y
LIPPERT COMPONENTS	Kenlyn	Y
LOGAN CENTER	Mike	Y
LOWES HOME IMPROVEMENT	Kenlyn	Y
LOZIER	Mike	Y
MIKE'S FENCING	Mike	Y
NATIONWIDE JANITORIAL SERVICE	Pam	Y
OAKLAWN	Kenlyn	Y
PEOPLELINK STAFFING	Kenlyn	Y
PLACON	Pam	Y
QUALITY PLASTICS	Louren	Y
STEEL TECHNOLOGIES	Mike	Y
TECHNIPLAS	Pam	Y
TRUMA	Louren	Y
VOYANT BEAUTY	Louren	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.

 Sales Executive	 On Air Personality
Stations: WNDV, WYXX, WYET, WBWB, WHC	Stations: WNDV, WYXX, WYET, WBWB, WHCC
Start Date: TBD	Start Date: TBD
Employment Type: Full-time	Employment Type: Full-time
Location: Indianapolis	Location: Indianapolis
LEARN MORE	LEARN MORE

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Sales Executive

<h4>Job Description</h4> <p>Sound Management is looking for sales people. Please send your resume to arthur@artisticradio.com</p> <h4>Required Skills</h4> <p>Past sales experience is helpful but not necessary.</p> <h4>Education Required</h4> <p>N/A</p> <h4>Benefits</h4> <p>Available on request. (they change yearly)</p> <h4>How to Apply</h4> <p>Send resume to Arthur@artisticradio.com</p>	 Station: WNDV, WYXX, WYET, WBWB, WHCC Location: Indianapolis Employment Type: Full-time Job Type: <hr/> Back to Job Board Listing
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IBA Job Posting are updated regularly.

Source 3:
Job Boards and INDEED.com

This source was inadvertently omitted from the annual report and is reported here now.

Dates: June 28, 2021

SOUND interviewed 1 applicant for the open sales position from INDEED recruitment source.

	Marketing Consultant/Sales	June 28, 2021	South Bend, IN
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Text of post:
JUNE 28, 2021

Sound Management; WNDV-FM, WYET-FM & WYXX-FM are looking for outside sales people for the fun and fast paced radio industry. Outgoing candidates who are driven to succeed and motivated by incentive based pay should apply today.

Prospecting and cold calls will be necessary for success. If you have had experience in outside sales, have creative, problem-solving abilities and the ability to quickly build relationships we want you to join our team!

Key Responsibilities

- Business to business sales, and superior management of both large and small accounts
- Prospecting, cold calling, and development of new sales opportunities
- Creation of client-focused sales plans to meet/exceed goals, and ensuring client needs are met
- Participation in team/market efforts, meetings and events
- Assisting with collection efforts from clients

Critical Competencies For Success

- Highly motivated and creative individual
- Committed to building and developing new relationships
- Exceptional time management skills

Education/Qualifications

- 1-3 years business to business sales experience, with experience in media preferable
- Professional demeanor, and excellent verbal and written communication and customer service skills
- Successful track record in outside sales
- Web sales experience is a plus
- Knowledge in the following industries, radio, digital, marketing, advertising, a plus

Sound Management is an EOE.

Job Type: Full-time

Salary: \$45,000.00 - \$55,000.00 per year

Benefits:

- Dental insurance
- Health insurance
- Paid time off
- Vision insurance

Schedule:

- Monday to Friday

Supplemental pay types:

- Commission pay

Education:

- Bachelor's (Preferred)

Experience:

- Sales Experience: 1 year (Preferred)

License/Certification:

- Driver's License (Required)

Work Location: In person

Source 4:

Broadcast Compliance Services (BCS)

Dates: January 1, 2021 – September 30, 2021
Posts were updated monthly by Arthur Angotti

SOUND interviewed 1 candidate from the its BCS Posting but did not offer them a position.

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.

Add	Edit	J029902	Account Executive	09/29/2021	1	1	2021-12-01
Add	Edit	J029897	Account Executive	09/29/2021	1	1	2021-12-01

The list below is the local contacts that the BCS used to send job postings:

This list was sent to me by Robin Cooper with the BCS. Her number was (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 Director 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@lpbp.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 Services lower level of Alwood Hall 665-4124 260-665-4828	Debbi Roemke 1 University Avenue roemked@tri-state.edu	Director Angola IN	Career 46703 260-
332	Wea Indian Tribe Headquarters Lafayette IN 47904	Pat Pastore 757-689-4984	Chief Liasion	715 Park Avenue betty.stuff@yahoo.com
341	WorkOne Indiana-St. Joseph County South Marietta Suite 500 Lisa.Greco@gotoworkone.com	:isa Greco South Bend IN 46601	Business Representative	851 574-855-5321 574-239-9366
6977	Zonta Club of Indianapolis Randolph Street zontaintl.zonta.org	Marueen Powers Chicago IL	Eecutive Direcgtor	557 West 60661 312-930-5848 312-930-0951
6976	Zonta Club of Lebanon Lebanon IN 46052	Sylvia Maddox 765-436-7130	President	PO Box 453 info@zontakw.com

Source 5:

All Access

Dates: January 1, 2021 – September 30, 2021

Note: Job postings on AllAccess.com were pulled from BCS Postings. (see above)

Contact:

All Access Radio

Joel Denver, President

28955 Pacific Coast Highway, Suite 210

Malibu, CA 90265

310-457-6616

310-457-8058

lbrungardt@allaccess.com

No salespersons were interviewed from All Access postings.

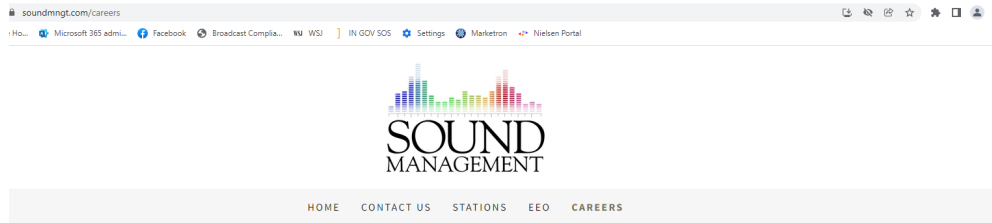
Source 6:

SOUND Websites

No Interviews from SOUND Website

a. Sound Management

www.soundmngt.com



SOUTH BEND, IN

WINDV, 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

This website uses cookies.
 We use cookies to analyze website traffic and optimize your website experience. By accepting our use of cookies, your data will be aggregated with all other user data.

ACCEPT

Dates: Continuous Posting
 Updated as needed

b. WBWB Website
www.wbwb.com



Dates: Continuous Posting
 Updated as needed

c. WHCC Website
www.whcc105.com

The screenshot shows the Sound Management website. At the top, there is a navigation bar with links for 'Home', 'DJs', 'Traffic Post', 'Programs', 'Sports', 'Racing', 'News', 'Events', and 'Podcasts'. Below this is a section for 'EMPLOYMENT OPPORTUNITIES' with a large 'SOUND MANAGEMENT' logo and a bar chart. The text below the logo lists various job roles such as 'Sales Executives', 'Part/Full Time Air Talent', and 'Business Office Personnel'. To the right of the employment section is a 'WEATHER' widget showing a temperature of 76 degrees and a 'HOOSIER COUNTRY POLLS' section with a poll question: 'My favorite part of summer in Bloomington is...'. The poll options include 'Boating on Lake Monroe', 'Farmer's Market', 'Cruisin' around Bloomington & Monroe County', 'Food Truck Fridays', and 'County Fairs'. There is also a 'Submit' button and a 'View Results' link.

Dates: Continuous Posting
Updated as needed

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

No interviews for the salesperson position came through the Sound website advertising.

Source 7:
WNDV 92.9 FM Radio Station Advertising
92.9 FM

Dates: Continuous and ongoing

We conducted 2 interviews with applicants who heard the on-air recruitment on WNDV.

Script:

TITLE:	SPECIAL INSTRUCTION:
AE:	MX...SFX...ETC...
1)	VOICE 1 U93 IS LOOKING TO HIRE SALESPEOPLE
2)	VOICE 2 ARE YOU AN EXPERIENCED SALESPERSON?
3)	VOICE 1 THAT WILL HELP A LOT! DO YOU HAVE OUTSIDE SALES? BOY THAT
4)	WOULD BE HUGE.
5)	VOICE 2 YEAH, OTHER THINGS THAT WOULD BE HUGE, GOOD TIME
6)	MANAGEMENT SKILLS, GOOD COMMUNICATION SKILLS.
7)	VOICE 1 ARE YOU CREATIVE, WANNA HAVE SOME FUN WITH THAT...COME
8)	WORK WITH US
9)	VOICE 2 THIS IS YOUR CHANCE TO HAVE A JOB WITH UNLIMITED EARNING
:30	POTENTIAL
10)	
11)	VOICE 1 EMAIL PAM@U93.COM AND APPLY
12)	VOICE 2 PAM@U93.COM
13)	

Note: Liners run year-round telling listeners on all SOUND stations to go to station websites to look at job openings.

Source 8:

WNDV Station Website

www.u93.com

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

We conducted 1 interview from the website advertising.

The final hire found out about the position through the WNDV website.

Dates: Online continuously, updated as new positions open.

SOUND MANAGEMENT/U93

NOW HIRING
VARIOUS POSITIONS

FILL OUT THE FORM BELOW & UPLOAD YOUR RESUME

Hiring for:

- Marketing Consultants
- Digital Marketing Consultants
- On Air Staff
- Office Staff

Marketing Job description

Sound Management; WNDV-FM, WYET-FM & WYXX-FM are looking for outside sales people for the fun and fast paced radio industry. Outgoing candidates who are driven to succeed and motivated by incentive based pay should apply today.

Prospecting and cold calls will be necessary for success. If you have had experience in outside sales, have creative, problem-solving abilities and the ability to quickly build relationships we want you to join our team!

Key Responsibilities

- Business to business sales, and superior management of both large and small accounts
- Prospecting, cold calling, and development of new sales opportunities
- Creation of client-focused sales plans to meet/exceed goals, and ensuring client needs are met
- Participation in team/market efforts, meetings and events
- Assisting with collection efforts from clients

Critical Competencies For Success

- Highly motivated and creative individual
- Committed to building and developing new relationships
- Exceptional time management skills

Education/Qualifications

- 1-3 years business to business sales experience, with experience in media preferable
- Professional demeanor, and excellent verbal and written communication and customer service skills
- Successful track record in outside sales
- Web sales experience is a plus
- Knowledge in the following industries, radio, digital, marketing, advertising, a plus

Sound Management is an EOE.
Job Type: Full-time

GET THE APP

U93 WEATHER

South Bend, IN
81°
3:22 PM EDT
Sunny

TICKETS

TICKETS ON SALE NOW!
WWW.KUMULONATIONSPLENDOR.COM
JULY 15th

GET OUT GUIDE

GET OUT
GUIDE

CITY OF SOUTH BEND
VENUES PARKS & ARTS

JOIN THE CLUB

U93 LISTENERS CLUB

u93.com/contact/employment-opportunities

Microsoft Office Home Microsoft 365 admin Facebook Broadcast Compa... WU WGI IN GOV SOS Settings Marketron Nielsen Portal

SOUND MANAGEMENT
EMPLOYMENT OPPORTUNITIES

South Bend - WYET, WNDV, WYXX, WND

U93 **CLASSIC ROCK 97.7** **THROWBACK 102.3**

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

Contact: Pam Mason
pam@u93.com
(574) 273-9300

SAMPLE CONCERTS
SHARE LYRICS
LIKE PLAYLIST
WATCH INFO

Creepin' (fea... 11:58
Metro Boomin

Karma 11:48

Budweiser
ENJOY RESPONSIBLY.
DRINK WISER.

DOWNLOAD U93'S APP!

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 have been in place going back to around 2015 when SOUND Management purchased the stations. The postings are updated regularly to reflect new job opportunities that arise.

Source 9:

Rock 97.7 FM Radio Station Advertising
97.7 FM

Dates: Continuous and ongoing

We conducted 2 interviews with applicants who heard about the open position on WYXX.

Script:

- TITLE:
AE: SPECIAL INSTRUCTION:
MX...SFX...ETC...
- 1) VOICE 1 ROCK 977 IS LOOKING TO HIRE SALESPEOPLE
 - 2) VOICE 2 ARE YOU AN EXPERIENCED SALESPERSON?
 - 3) VOICE 1 THAT WILL HELP A LOT! DO YOU HAVE OUTSIDE SALES? BOY THAT
 - 4) WOULD BE HUGE.
 - 5) VOICE 2 YEAH, OTHER THINGS THAT WOULD BE HUGE, GOOD TIME
 - 6) MANAGEMENT SKILLS, GOOD COMMUNICATION SKILLS.
 - 7) VOICE 1 ARE YOU CREATIVE, WANNA HAVE SOME FUN WITH THAT...COME
 - 8) WORK WITH US
 - 9) VOICE 2 THIS IS YOUR CHANCE TO HAVE A JOB WITH UNLIMITED EARNING
 - 10) POTENTIAL
 - 11) VOICE 1 EMAIL PAM@U93.COM AND APPLY
 - 12) VOICE 2 PAM@U93.COM

Note: Liners run year-round telling listeners on all SOUND stations to go to station websites to look at job openings.

Source 10:

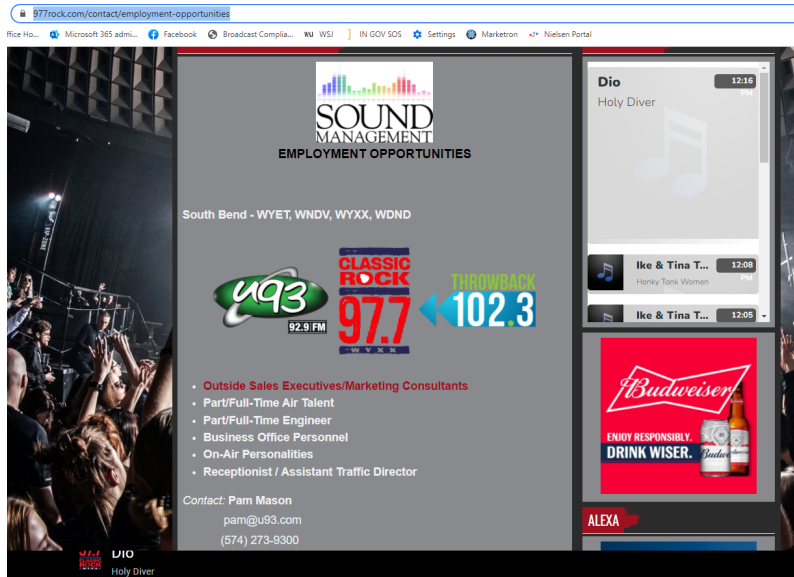
Rock977.com Website - WYXX Website

www.977rock.com

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

Dates: Online continuously, updated as new positions open.

Sound interviewed no applicants from this source.



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 have been in place going back to around 2015 when SOUND Management purchased the stations. The postings are updated regularly to reflect new job opportunities that arise.

Source 11:

WYET Radio Station Advertising
102.3 FM

Dates: Continuous and ongoing

No applicants interviewed said that they heard the job opening on WYET.

Script:

TITLE:	
AE:	SPECIAL INSTRUCTION: MX...SFX...ETC...
1)	VOICE 1 ALL 80'S IS LOOKING TO HIRE SALESPEOPLE
2)	VOICE 2 ARE YOU AN EXPERIENCED SALESPERSON?
3)	VOICE 1 THAT WILL HELP A LOT! DO YOU HAVE OUTSIDE SALES? BOY THAT
4)	WOULD BE HUGE.
5)	VOICE 2 YEAH, OTHER THINGS THAT WOULD BE HUGE, GOOD TIME
6)	MANAGEMENT SKILLS, GOOD COMMUNICATION SKILLS.
7)	VOICE 1 ARE YOU CREATIVE, WANNA HAVE SOME FUN WITH THAT...COME
8)	WORK WITH US
9)	VOICE 2 THIS IS YOUR CHANCE TO HAVE A JOB WITH UNLIMITED EARNING
:30	
10)	POTENTIAL
11)	VOICE 1 EMAIL PAM@U93.COM AND APPLY
12)	VOICE 2 PAM@U93.COM
13)	

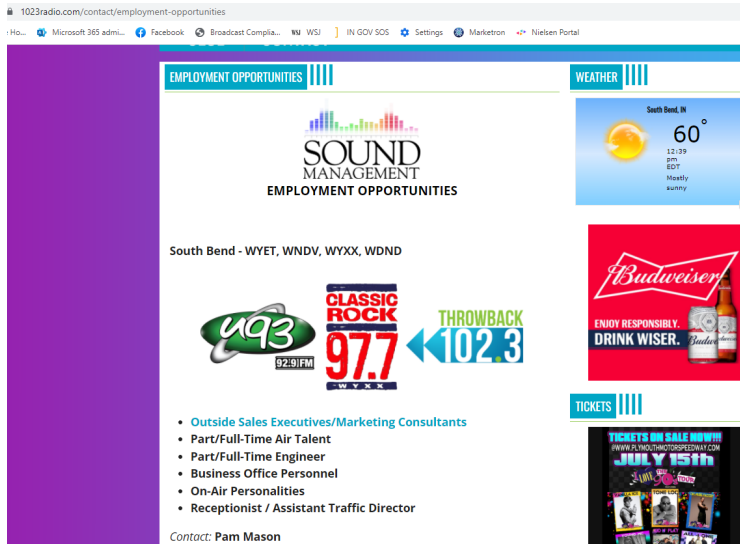
Note: Liners run year-round telling listeners on all SOUND stations to go to station websites to look at job openings.

Source 12:

WYET Website
www.1023radio.com

Dates: Online continuously, updated as new positions open.

Sound conducted no interviews derived from this source.



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 have been in place going back to around 2015 when SOUND Management purchased the stations. The postings are updated regularly to reflect new job opportunities that arise.

Source 15:

Walk-in/Referral/other

Dates: N/A

No referrals/other applicants were interviewed for this position.

Source 16:

Outside Web Links to job postings

Dates: June 28, 2021 – March 14, 2022

Posted on Indeed and on the BCS website which were re-posted to third party sites.

We conducted 3 interviews from outside posts that SOUND had not initiated.