

EXHIBIT 3(e)

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

**Job Postings and Responses**

**Positions:**

**WNDV Sales (Last posting from Annual Report) – Regina XXXXXXXXX**  
**Hired from: SOURCE 7 – WNDV Radio**  
**Filled: 12.16.21**

**Note:** Regina was one of 5 applicants for the U93 Sales Position. In addition to terrestrial radio sales, this salesperson (and all future salespersons) must incorporate our digital sales platform. Regina heard the opening on WNDV FM radio. Regina was hired based on her existing radio, tv and digital sales experience.

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. 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

<b>JOB &amp; CAREER EXPO</b>	<b>Rep:</b> 10.14.21
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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

Posts are ongoing and constant.

No interviews from this source.

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

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About Engineers Careers Recognition Recent News Members

## Sales Executive

### Job Description

Sound Management is looking for sales people. Please send your resume to [arthur@artisticradio.com](mailto: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](mailto:Arthur@artisticradio.com)



**Station:**  
WNDV, WYXX, WYET, WBWB, WHCC

**Location:**  
Indianapolis

**Employment Type:**  
Full-time

**Job Type:**

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[Back to Job Board Listing](#)

**Source 3:**  
INDEED.com

**Dates:** June 28, 2021

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

<input type="radio"/>	Marketing Consultant/Sales	June 28, 2021	South Bend, IN
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Text of the 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 0 candidates from the BCS Posting.

This was the last posting with BCS.

**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.

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 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  
Lafayette IN 47904 757-689-4984

341 WorkOne Indiana-St. Joseph County :isa Greco  
South Marietta Suite 500 South Bend IN  
Lisa.Greco@gotoworkone.com

6977 Zonta Club of Indianapolis Marueen Powers  
Randolph Street Chicago IL  
zontaintl.zonta.org

6976 Zonta Club of Lebanon Sylvia Maddox  
Lebanon IN 46052 765-436-7130

Chief Liasison 715 Park Avenue  
betty.stuff@yahoo.com

Business Representative 851  
46601 574-855-5321 574-239-9366

Eecutive Direcgtor 557 West  
60661 312-930-5848 312-930-0951

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 Website

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

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.

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

**Source 7:**  
WNDV 92.9 FM Radio Station Advertising  
92.9 FM

Dates: Continuous and ongoing

SOUND conducted 3 interviews with applicants who heard the on-air recruitment on WNDV.

The applicant hired heard about the opening from the ongoing radio recruitment liners/commercials.

Script:

	TITLE: AE:	SPECIAL INSTRUCTION: 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	10) POTENTIAL	
	11) VOICE 1 EMAIL <a href="mailto:PAM@U93.COM">PAM@U93.COM</a> AND APPLY	
	12) VOICE 2 <a href="mailto:PAM@U93.COM">PAM@U93.COM</a>	
	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](http://www.u93.com)

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

We conducted 0 interviews from the website advertising.

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.KIMMELANDCOPPERHEAD.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

**SOUND MANAGEMENT**  
EMPLOYMENT OPPORTUNITIES

South Bend - WYET, WNDV, WYXX, WND

**u93** **92.9 FM** **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  
WATCH PLAYLIST  
INFO

Creepin' (feat... 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 0 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](mailto:PAM@U93.COM) AND APPLY
  - 12) VOICE 2 [PAM@U93.COM](mailto: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:**

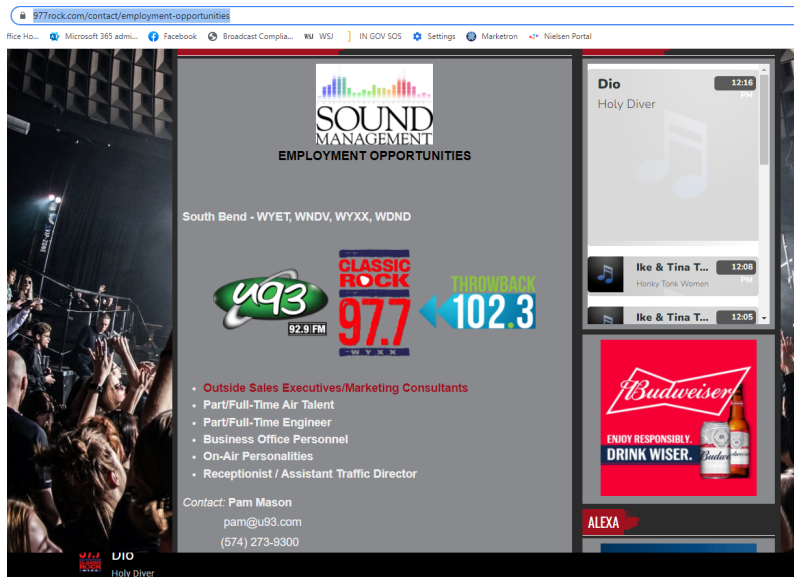
Rock977.com Website - WYXX Website

[www.977rock.com](http://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 <a href="mailto:PAM@U93.COM">PAM@U93.COM</a> AND APPLY
12)	VOICE 2 <a href="mailto:PAM@U93.COM">PAM@U93.COM</a>
13)	

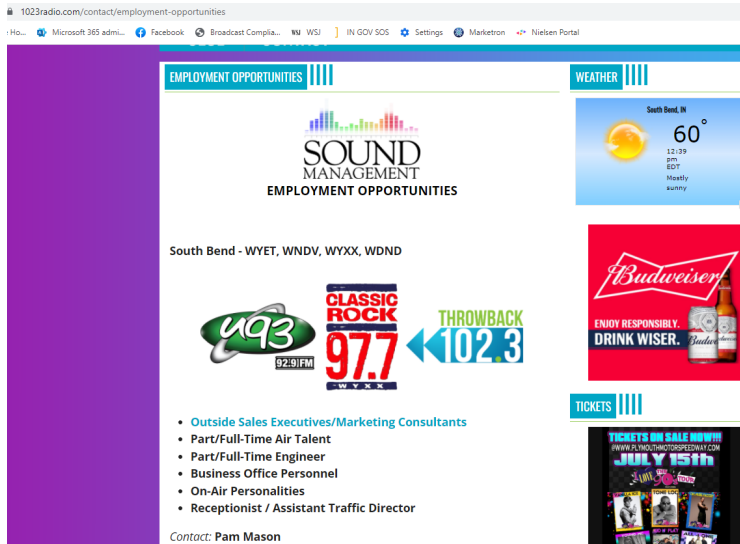
**Note:** Liners run year-round telling listeners on all SOUND stations to go to station websites to look at job openings.

**Source 12:**

WYET Website  
[www.1023radio.com](http://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 re-posted.

SOUND conducted 1 interview from outside posts that SOUND had not initiated.