

EXHIBIT 4(c)

Sound Management, LLC.
(WNDV, WYET, WYXX)
EEOC Audit Response
April 2022 – March 2023

Job Postings and Responses

Positions:

WNDV Sales Pool 1, Position 1 – MATT XXXXXX
WNDV Sales Pool 1, Position 2 – LOUREN XXXXX
Position 1 hired from: SOURCE 3 INDEED
Position 2 hired from: SOURCE 4 (Re-posting of INDEED)
Filled: Position 1 filled 9.12.22
Position 2 filled 9.29.22

Note: WNDV hired 2 salespeople from a pool of 24 applicants. We call this pool of applicants “Sales Pool 1”.

Below are the recruitment sources and number of people from each source.

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

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 3:

Job Boards and Indeed

Dates: July 11, 2022
August 29, 2022

NOTE: The largest number of applicants for these two filled positions came from our Indeed posting (10) as did one of the two applicants we hired.

<input type="radio"/>	Marketing Consultant/Sales	August 29, 2022	South Bend, IN 46628
<input type="radio"/>	Marketing Consultant/Sales	July 11, 2022	South Bend, IN 46628

Below is the Indeed Post

<p>Marketing Consultant/Sales Sound Management South Bend, IN 46628</p> <hr/> <p>Job details Pay \$50,000.00 - \$55,000.00 per year Job type • Full-time Number of people to hire for this job • 2 Schedule • Monday to Friday Benefits • Health insurance • Paid time off • Dental insurance • Vision insurance • 401(k) matching</p> <hr/> <p>Job description Show description Sound Management, WNDV-FM, WYET-FM & WYXX-FM are looking for outside sales people for the fun and exciting radio industry. Outgoing candidates who are driven to succeed and motivated by reputation 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, events and events</p>	<ul style="list-style-type: none"> Assisting with collection efforts from clients <p>Critical Competencies See Success</p> <ul style="list-style-type: none"> Highly motivated and creative individual Committed to building and developing new relationships Exceptional time management skills <p>Education/Qualifications</p> <ul style="list-style-type: none"> 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 Digital sales experience is a plus Knowledge in the following industries, radio, digital, marketing, advertising, a plus <p>Sound Management is an EOE.</p> <p>Supplemental Pay</p> <ul style="list-style-type: none"> Commission see <p>Work location</p> <ul style="list-style-type: none"> In person 3371 Cleveland Road, South Bend, IN, USA, South Bend, IN 46628 <p>Settings The following information will not be shared on your job post.</p> <hr/> <p>Application settings Apply method</p> <ul style="list-style-type: none"> Email <p>Resume required</p> <ul style="list-style-type: none"> Yes <p>Send application updates to</p> <ul style="list-style-type: none"> SoundOf3.com Also send an individual email update each time someone applies. <p>Allow messages</p> <ul style="list-style-type: none"> Yes, let candidates message about their application 	<p>People with a criminal record are encouraged to apply</p> <p>Employer Assist</p> <ul style="list-style-type: none"> No, do not automatically decline candidates <p>Receive calls from potential candidates</p> <ul style="list-style-type: none"> No <p>Customized pre-screening</p> <ul style="list-style-type: none"> Application question: What is the highest level of education you have completed? Application question: How many years of Sales Experience could you do you have? Application question: Please list 2-3 dates and time ranges that you could do an interview. Application question: Do you have a valid Driver's License? (Deal breaker) <hr/> <p>Job settings Country and language</p> <ul style="list-style-type: none"> United States English <p>Hiring timeline for this job</p> <ul style="list-style-type: none"> 2 to 4 weeks <p>By pressing confirm, you agree that this job will be posted and applications will be processed in accordance with Indeed's Cookie Policy, Privacy Policy and Terms of Service. You consent to Indeed informing a user that you have opened, viewed or made a decision regarding the user's application.</p>
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Source 4:
Outside Web Links to job posting
Dates: July 11, 2022
August 29, 2022

Note: The job posting was reposted by a number of different job boards. WNDV did not initiate the re-postings, but did get two separate applicants for the sales position who said they saw the re-postings of the Indeed posting. They did not say what other sites on which they saw the posting.

Sound interviewed 2 applicants from outside reposting of the INDEED post. One of the two applicants was hired from the reposting of the INDEED post.

The original Indeed post:

Marketing Consultant/Sales

Sound Management
South Bend, IN 46628

Job details

Pay

\$50,000.00 - \$55,000.00 per year

Job type

- Full-time

Number of people to hire for this job

- 2

Schedule

- Monday to Friday

Benefits

- Health insurance
- Paid time off
- Dental insurance
- Vision insurance
- 401(k) matching

Job description

Show 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, tradeshows and events

- Assisting with collection efforts from clients
 - Critical Competencies Are 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
 - Digital sales experience is a plus
 - Knowledge in the following industries, radio, digital, marketing, advertising, a plus

Sound Management is an EOE.

Supplemental Pay

- Commission pay

Work location

- In person
- 3371 Cleveland Road, South Bend, IN, USA, South Bend, IN 46628

Settings

The following information will not be shared on your job post.

Application settings

Apply method

- Email

Resume required

- Yes

Send application updates to

- jam@wmgt.com
- Also send an individual email update each time someone applies.

Allow messages

- Yes, let candidates message about their application

People with a criminal record are encouraged to apply

Employer Assist

- No, do not automatically decline candidates

Receive calls from potential candidates

- No

Customized pre-screening

- Application question: What is the highest level of education you have completed?
- Application question: How many years of Sales Experience experience do you have?
- Application question: Please list 2-3 dates and time ranges that you could do an interview.
- Application question: Do you have a valid Driver's License? (Deal breaker)

Job settings

Country and language

- United States
- English

Hiring timeline for this job

- 2 to 4 weeks

By pressing confirm, you agree that this job will be posted and applications will be processed in accordance with Indeed's [Cookie Policy](#), [Privacy Policy](#) and [Terms of Service](#). You consent to Indeed informing a user that you have opened, viewed or made a decision regarding the user's application.

Source 6: Sound Management Websites

a. Sound Management

www.soundmngt.com

No interview came through the other Sound website advertising.

soundmngt.com/careers

HOME CONTACT US STATIONS EEO CAREERS

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

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

The screenshot shows the WHCC website with the following content:

- Header:** "Listeners Club" with a "Login/Register" button, social media icons, and a search bar.
- Navigation:** "Listen Live" button and a menu with "HOME", "ON AIR", "PROGRAMS", "EVENTS", "NEWS", "CONTESTS", "BIF CLUB", "CLOSINGS & DELAYS", "CONTACT", and "PODCASTS".
- Main Content:**
 - EMPLOYMENT OPPORTUNITIES:** A section for "SOUND MANAGEMENT" with a bar chart graphic. It lists "Employment Opportunities Bloomington - WBWB, WHCC" and "South Bend - WNDV, WYET & WYXX".
 - Job Details:**
 - South Bend - WNDV, WYET & WYXX:** Director Of Sales, Sales Manager, Sales Executives, On Air Personalities, Business Office Personnel, Part or Full Time Engineer. Contact: Pam Mason, Pam@u93.com, 574-273-9300 ext. 225.
 - Bloomington - WBWB, WHCC:** Sales Executives, Part/Full Time Air Talent, Part or Full Time Engineer, Business Office Personnel, On Air Personalities. Contact: Arthur Angoff, Arthur@artstationradio.com, 765-632-0041 South Bend, WNDV, WYET & WYXX.
- Right Sidebar:**
 - Weather:** "Bloomington, IN 76°" with a "Go" button.
 - POLL:** "What are your plans for this summer?" with radio button options: "Spend time with family", "Lots of golf!", "Outdoors, outdoors, outdoors!", "Travel anywhere!".
 - Comments:** "Add a Comment (Fields are Optional)" with fields for Name, Email, and a text area. Includes a "Publish my comment" checkbox and a "Submit" button.
- Footer:** "© 2023 WHWB-TV, Sound Management, LLC" and "BIF club" logo.

Dates: Continuous Posting
Updated as needed

c. WHCC Website
www.whcc105.com

The screenshot shows a radio station website with a dark header and a white main content area. At the top, there are navigation links and a search bar. Below the header, there are logos for '105.1' and 'LISTEN LIVE'. The main content area is divided into two columns. The left column is titled 'EMPLOYMENT OPPORTUNITIES' and features a large graphic with the text 'SOUND MANAGEMENT'. Below this, there are logos for '105.1 B97', '49.3 92.9 FM', '102.3', and '97.7 CLASSIC ROCK'. The right column is titled 'WEATHER' and shows a temperature of 76 degrees. Below the weather widget is a 'HOOSIER COUNTRY POLLS' section with a poll question and several radio button options. At the bottom of the right column is a comment form with fields for Name and Email, and a 'Submit' button.

Dates: Continuous Posting
Updated as needed

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

Source 7:
WNDV 92.9 FM Radio Station Advertising
92.9 FM

Dates: Continuous and Ongoing

SOUND conducted 9 interviews with applicants who heard about job opening through WNDV on-air recruitment source.

Note: Liners run year-round telling listeners on all SOUND stations to go to station websites to look at job openings. When we have specific opening, we supplement the generic message with specific messages like those above.

Script:

TITLE:
 AE: SPECIAL INSTRUCTION:
 MX...SFX...ETC...

- 1) VOICE 1 U93 IS HIRING
- 2) VOICE 2 YES WE ARE, WE ARE LOOKING FOR ACCOUNT EXECUTIVES
- 3) VOICE 1 SALESPERSON IS WHAT THAT FANCY TALK IS ALL ABOUT. CAN YOU
- 4) SELL KETCHUP POPSICLES TO A WOMAN WEARING WHITE GLOVES
- 5) VOICE 2 CAN YOU SELL AN ICE CUBE TO A POLAR BEAR?
- 6) VOICE 1 DO YOU WONDER WHY A POLAR BEAR WOULD NEED AN ICE CUBE?
- 7) (CUZ I DO) BUT WE DO NEED YOU! COME WORK WITH US. ARE YOU A
- 8) SALESMAN A SALES WOMAN DO YOU HAVE EXPERICE SELLING EMAIL PAM @
- 9) U93.COM
- :30 VOICE 1 ONE MORE TIME, WHAT'S THAT EMAIL ADDRESS?
- 11) VOICE 2 PAM @ U93.COM WHAT ARE YOU WAITING FOR? EMAIL HER RIGHT
- 12) NOW...COME WORK WITH US!
- 13)

On air Schedule:

Sound Management	Advertiser: EMPLOYMENT
	Order #: 2254857843596
	Contract #: 38018
	Date Entered: 08/29/2022
	Last Modified: 10/07/2022
	Product: U93 RECRUITMENT
	Salesperson: Promo PSA
	Billing Cycle: Broadcast Standard
	Estimate #: 2022
EMPLOYMENT 3371 CLEVELAND RD SOUTH BEND, IN 46628	

Order Date Range: 08/29/2022 through 10/07/2022 (6 weeks)
 Media Outlets: WNDV-FM-AM, WYXX-FM

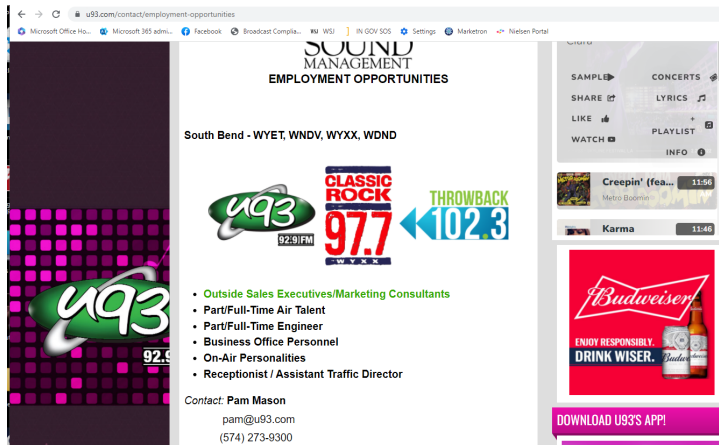
#	Dates	Station	Time/Program	Len	Mo	Tu	We	Th	Fr	Sa	Su	S/W	Rate	Qty	Total	
1	08/29/22-10/07/22	WNDV-FM-AM	12:00AM-12:00AM	30	X	X	X	X	X	X	X	X	100	0.00	600	0.00
2	08/29/22-10/07/22	WYXX-FM	12:00AM-12:00AM	30	X	X	X	X	X	X	X	X	100	0.00	600	0.00
Station Totals																
		Station	On-Air Count	Digital Count	Web Count	Other Count							Gross Billing		Net Billing	
		WNDV-FM-AM	600	0	0	0							\$0.00		\$0.00	
		WYXX-FM	600	0	0	0							\$0.00		\$0.00	
		Totals	1,200	0	0	0							\$0.00		\$0.00	
													Total Charges:		\$0.00	
													Total Net:		\$0.00	

Projected Billing By Broadcast Standard Month			
Month	Year	Gross Billing	Net Billing
September	2022	\$0.00	\$0.00
October	2022	\$0.00	\$0.00
Totals		\$0.00	\$0.00

Source 8:
 WNDV Station Website
www.u93.com
<https://u93.com/contact/employment-opportunities>

Dates: Online continuously
 Updated as needed

No interviews were conducted from this source.



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 in August of 2022 as the posting is updated as job opportunities change.

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
 WYXX FM
 97.7 FM

Dates: 8.29.22 – 9.29.22

SOUND conducted 3 interviews with applicants who heard about the open position on WYXX.

Note: Liners run year-round telling listeners on all SOUND stations to go to station websites to look at job openings. When we have specific opening, we supplement the generic message with specific messages like those below.

Script:

TITLE:
 AE: SPECIAL INSTRUCTION:
 MX...SFX...ETC...

1) VOICE 1 977 IS HIRING
 2) VOICE 2 YES WE ARE, WE ARE LOOKING FOR ACCOUNT EXECUTIVES
 3) VOICE 1 SALESPERSON IS WHAT THAT FANCY TALK IS ALL ABOUT. CAN YOU
 4) SELL KETCHUP POPSICLES TO A WOMAN WEARING WHITE GLOVES
 5) VOICE 2 CAN YOU SELL AN ICE CUBE TO A POLAR BEAR?
 6) VOICE 1 DO YOU WONDER WHY A POLAR BEAR WOULD NEED AN ICE CUBE?
 7) (CUZ I DO) BUT WE DO NEED YOU! COME WORK WITH US. ARE YOU A
 8) SALESMAN A SALES WOMAN DO YOU HAVE EXPERICE SELLING EMAIL PAM @
 9) U93.COM
 :30
 10) VOICE 1 ONE MORE TIME, WHAT'S THAT EMAIL ADDRESS?
 11) VOICE 2 PAM @ U93.COM WHAT ARE YOU WAITING FOR? EMAIL HER RIGHT
 12) NOW...COME WORK WITH US!
 13)
 14)

On air Schedule:

Sound Management EMPLOYMENT 3371 CLEVELAND RD SOUTH BEND, IN 46628	Advertiser: EMPLOYMENT Order #: 2254857843596 Contract #: 38018 Date Entered: 08/29/2022 Last Modified: 10/07/2022 Product: U93 RECRUITMENT Salesperson: Promo PSA Billing Cycle: Broadcast Standard Estimate #: 2022
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Order Date Range: 08/29/2022 through 10/07/2022 (6 weeks)
Media Outlets: WNDV-FM-AM, WYXX-FM

#	Dates	Station	Time/Program	Len	Mo	Tu	We	Th	Fr	Sa	Su	S/W	Rate	Qty	Total	
1	08/29/22-10/07/22	WNDV-FM-AM	12:00AM-12:00AM	30	X	X	X	X	X	X	X	X	100	0.00	600	0.00
2	08/29/22-10/07/22	WYXX-FM	12:00AM-12:00AM	30	X	X	X	X	X	X	X	X	100	0.00	600	0.00

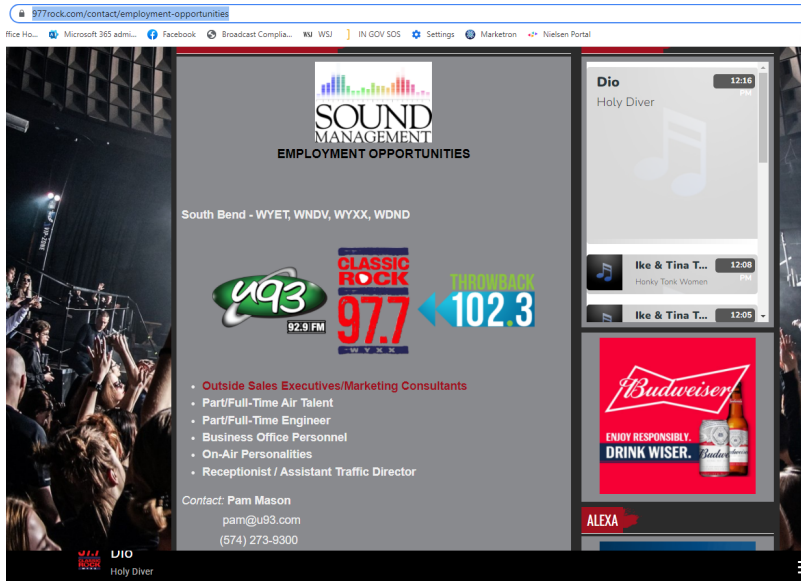
Station	On-Air Count	Digital Count	Web Count	Other Count	Gross Billing	Net Billing
WNDV-FM-AM	600	0	0	0	\$0.00	\$0.00
WYXX-FM	600	0	0	0	\$0.00	\$0.00
Totals	1,200	0	0	0	\$0.00	\$0.00

Total Charges: \$0.00
Total Net: \$0.00

Month	Year	Gross Billing	Net Billing
September	2022	\$0.00	\$0.00
October	2022	\$0.00	\$0.00
Totals		\$0.00	\$0.00

Source 10:
 Rock977.com Website - WYXX Website
www.977rock.com
<https://977rock.com/contact/employment-opportunities>

Dates: Online continuously
 Updated as needed



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 in August of 2022 as the posting is updated as job opportunities change.

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: 8/29/22 - 9/29/22

None of the applicants interviewed indicated that they heard the job opening on WYET.

Note: Liners run year-round telling listeners on all SOUND stations to go to station websites to look at job openings. When we have specific opening, we supplement the generic message with specific messages like those below.

WYET is syndicated.

Script:

TITLE:	SPECIAL INSTRUCTION:
AE:	MX...SFX...ETC...
1) VOICE 1 THROWBACK 102-3 IS HIRING	
2) VOICE 2 <u>YES</u> WE ARE, WE ARE LOOKING FOR ACCOUNT EXECUTIVES	
3) VOICE 1 SALESPERSON IS WHAT <u>THAT FANCY</u> TALK IS ALL ABOUT. CAN YOU	
4) SELL KETCHUP POPSICLES TO A WOMAN WEARING WHITE GLOVES	
5) VOICE 2 CAN YOU SELL AN ICE CUBE TO A POLAR BEAR?	
6) VOICE 1 DO YOU WONDER WHY A POLAR BEAR WOULD NEED AN ICE CUBE?	
7) (<u>CUZ</u> I DO) BUT WE DO NEED YOU! COME WORK WITH US. ARE YOU A	
8) SALESMAN A <u>SALES WOMAN</u> DO YOU HAVE EXPERICE SELLING EMAIL PAM @	
9) U93.COM	
:30	
10) VOICE 1 ONE MORE TIME, WHAT'S THAT EMAIL ADDRESS?	
11) VOICE 2 PAM @ U93.COM WHAT ARE YOU WAITING FOR? EMAIL HER RIGHT	
12) NOW <u>...COME</u> WORK WITH US!	
13)	
14)	
15)	
16)	
17)	
18)	
:60	

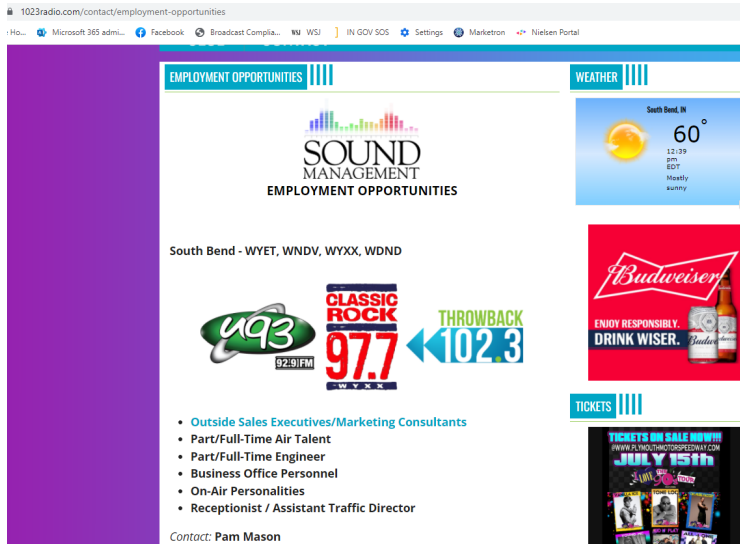
Source 12:

WYET Website

www.1023radio.com

Dates: Online continuously
Updated as needed

No applicants interviewed said they found out about the openings on 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 in August of 2022 as the posting is updated as job opportunities change.

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

We did reach out to a couple existing salespeople in the market, none were willing to have an interview with us regarding the open sales positions.