

EXHIBIT 4(d)

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

Job Postings and Responses

Positions:

WNDV Sales Pool 2, Position 1 – Rick XXXXXX
WNDV Sales Pool 2, Position 2 – Sarah XXXXXX
Position 1 was hired from: SOURCE 3 INDEED
Position 2 was hired from: SOURCE 15 Referral
Filed: Position 1 was filled on 12.2.22
Position 2 was filled on 12.13.22

Note: WNDV hired 2 salespeople from a pool of 7 applicants. We called this “Sales Pool 2”.
Position 1 applied through Indeed
Position 2 was a referral that we had worked with at a local charity.

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

Source 1:

Hosted U93 Job Fair and Career Expo
Date: October 20, 2022

Location:

Moose Lodge
1500 Co Rd. 6
Elkhart, IN 46514

Payment/Donation for Space Receipt:

SOUND MANAGEMENT LLC

Transaction List by Vendor
October 2022

DATE	TRANSACTION TYPE	NUM	POSTING	MEMO/DESCRIPTION	ACCOUNT	AMOUNT
ELKHART MOOSE LODGE						
10/24/2022	Check	605375	Yes	JOB FAIR	Sound Mgmt FMB Operating 6678	-425.00

Notes: Moose Lodge does not rent out their space. They take payment in the form of a donation.

JOB & CAREER EXPO	10.20.22
A ROSIE PLACE	
BEACON HEALTH	Y
COLBERT PACKAGING	Y
CULVER DUCK FARM	Y
DAMAN PRODDUCTS	Y
ELKHART COUNTY SHERIFFS DEPT	Y

ELWOOD STAFFING	Y
EXAR HEALTHCARE	Y
FOUR WINDS CASINO	Y
GENESIS PRODUCTS	y
GOSHEN COLLEGE ADULT PROGRAM	Y
GOSHEN HEALTH	Y
GT INDEPENDENT	Y
HYDRO	Y
JSK HOSPITALITY	Y
LEADERS STAFFING	Y
LIGHTHOUSE AUTISM CENTER	Y
OAKLAWN	Y
PERKINS	Y
QUALITY IMPORT SERVICES	Y
SEVITA HEALTH	Y
SPECIALIZED STAFFING	Y
TALENT SOURCE	Y

Source 3:

Job Boards and INDEED

Dates: July 11, 2022
August 29, 2022

<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

Notes: SOUND did multiple searches for salespeople and filled positions 1 and 2 on 9.12.22 and 9.29.22. One of the new hires quit within 3 days so we restarted the search. Sales positions 3 and 4 were subsequently filled on 12.2.23 and 12.13.23.

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 [competitive 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

- Assisting with collection efforts from clients
- Critical Competencies [See 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

Supplemental Pay

- Commission [see](#)

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

- [email@3.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 4:
Outside Web Links to job postings
Date: 9.29.22

Note: The job posting was picked up and reposted by several different job boards. WNDV did not initiate the re-postings. Below is the original post from Indeed.

Marketing Consultant/Sales

Sound Management
South Bend, IN 46628

Job details

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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 [competitive 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!

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Source 6:
Sound Management Websites

No interviews came from the SOUND Websites.

a. Sound Management
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

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

b. WBWB Website

www.wbwb.com



Listeners Club Login/Register

Enter Keyword Here

Today's Best Music 1:00pm - 8:00pm Today's Best Music Howard Stern

Listen Live

HOME ON AIR PROGRAMS EVENTS NEWS CONTENTS BIP CLUB CLOSINGS & DELAYS

CONTACT PODCASTS

EMPLOYMENT OPPORTUNITIES



Employment Opportunities Bloomington - WBWB, WHCC



Sales Executives
Part/Full Time Air Talent
Part or Full Time Engineer
Business Office Personnel
On Air Personalities
Contact: Arthur Angotti Arthur@artisticradio.com 765-532-0041 South Bend - WNDV, WYET & WYXX

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

Accepting Resumes for ALL Positions!

What are your plans for THIS summer?

Spend time with family

Lots of grillin'

Outdoors, outdoors, outdoors!

Travel anywhere!

Add a Comment (Fields are Optional)

Name:

Email:

Publish my comment

Your email address is never published.

Submit

View Results

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c. WHCC Website

www.whcc105.com

The screenshot shows a radio station website with a dark header containing navigation links and a search bar. Below the header is a banner for '105.1 WNDV' with a 'LISTEN LIVE' button. The main content area is divided into two columns. The left column is titled 'EMPLOYMENT OPPORTUNITIES' and features a large advertisement for 'SOUND MANAGEMENT'. The ad includes a bar chart graphic and lists various job roles such as Sales Executives, Part/Full Time Air Talent, and Business Office Personnel. It provides contact information for Arthur Angetti and Pam Mason. The right column contains a 'WEATHER' widget for Bloomington, IN, showing a temperature of 76 degrees and a forecast. Below the weather is 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, County Fairs, and Local Swimming Pools. There is also 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.

No interview came through the other Sound website advertising.

Source 7:
WNDV 92.9 FM Radio Station Advertising
92.9 FM

Dates: Continuation of Sales Recruitment advertising
The advertising from Sales Pool 1 continued through Sales Pool 2. The recruitment advertisement was moved from Schedule to Promo category, so we do not have an affidavit of the spots running but we received 2 applicants who heard the commercial on WNDV.

2 applicants we interviewed heard about the open position on WNDV radio.

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 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)
- 15)
- 16)
- 17)
- 18)
- :60

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.

Source 8:

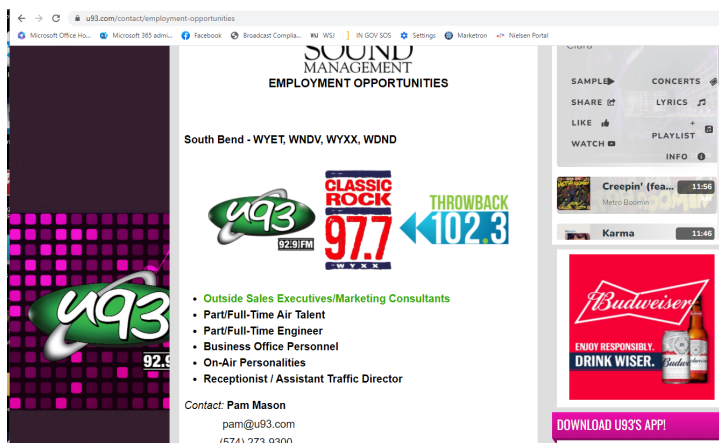
WNDV Station Website

www.u93.com

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

Dates: 9.29.22 – current
Online continuously, updated as new positions open.

No interviews for these positions 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 November and December 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: Continuation of Sales Recruitment advertising
The advertising for Sales Pool 1 continued for Sales Pool 2. The commercial was moved from Schedule to Promo category, so we do not have an affidavit of the spots running but we received.

No interviews for these positions were conducted from this source.

Script:

TITLE: AE:	SPECIAL INSTRUCTION: MX...SFX...ETC...
1) VOICE 1 977 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)	

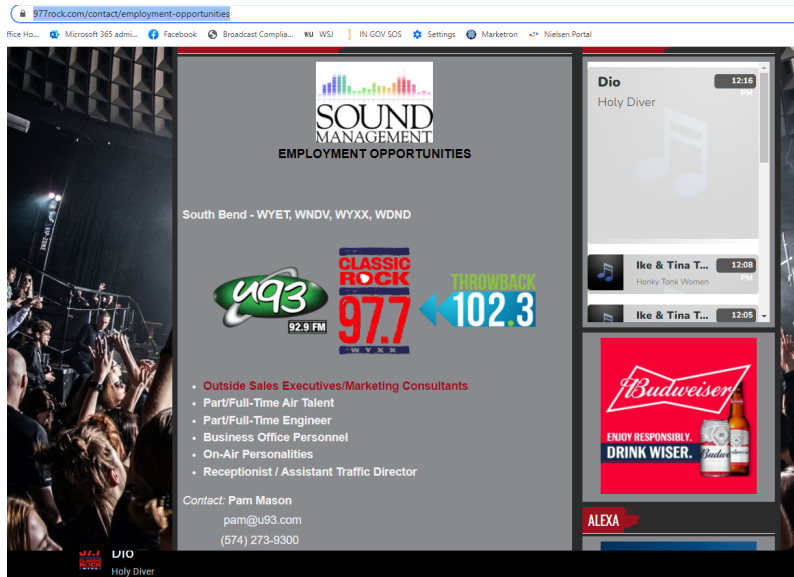
Note: Liners run year-round telling listeners on all SOUND stations to go to station websites to look at job openings. When we have specific opening, we supplement the generic message with specific messages like those above.

Source 10:

Rock977.com Website - WYXX Website
www.977rock.com

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

Dates: Continuous and ongoing
Online continuously, updated as new positions open.



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: Continuation of Sales Recruitment advertising
The commercial was moved from Schedule to Promo category, so we do not have an affidavit of the spots running.

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

Script:

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

- 1) VOICE 1 THROWBACK 102-3 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?
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- 8) SALESMAN A SALES WOMAN DO YOU HAVE EXPERICE SELLING EMAIL PAM @
- 9) U93.COM
- :30
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- 12) NOW...COME WORK WITH US!
- 13)
- 14)
- 15)
- 16)
- 17)
- 18)
- :60

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.

Throwback WYET 102.3 FM is a syndicated station.

Source 12:

WYET Website

www.1023radio.com

Dates: 9.29.22 – current
Online continuously, updated as new positions open.

The screenshot shows the website 1023radio.com/contact/employment-opportunities. The page features a purple sidebar on the left and a main content area with a white background. At the top, there are navigation tabs for 'EMPLOYMENT OPPORTUNITIES' and 'WEATHER'. The main content area includes the 'SOUND MANAGEMENT EMPLOYMENT OPPORTUNITIES' logo, the location 'South Bend - WYET, WNDV, WYXX, WDND', and logos for 'u93 92.5 FM', 'CLASSIC ROCK 97.7', and 'THROWBACK 102.3'. A list of job openings is provided, including 'Outside Sales Executives/Marketing Consultants', 'Part/Full-Time Air Talent', 'Part/Full-Time Engineer', 'Business Office Personnel', 'On-Air Personalities', and 'Receptionist / Assistant Traffic Director'. The contact information is 'Contact: Pam Mason'. There are also weather and ticket information widgets on the right side of the page.

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 – 12.13.22

SOUND was approached by a Non-profit employee with whom SOUND had previously worked with to raise money for a charity. SOUND hired this applicant.