

EXHIBIT 3(b)

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

Job Postings and Responses

Positions:

WNDV Sales – Zach XXXXXXXXXX
Hired from: SOURCE 15 Referral
Filled: 4.26.21

Note: Zach was one of five applicants for the sales position. He was referred to us through a contact at the Ronald McDonald House Charity. SOUND works with the RMHC to help raise funds to help kids and families that need lodging while they are receiving treatment.

SOUND had been trying to fill this and other positions going back to 2020 when Covid protocols made it difficult to find/hire people.

Below are the recruitment sources used.

Source 1:

Hosted U93 Drive Through Job Fair and Career Expo
Date: August 12, 2020

This event was in the height of COVID protocols. At the time, we were doing anything we could including a drive through job fair. The event was well attended but we did not find any sales candidates that were worth interviewing.

The event was promoted on SEU radio stations and website prior to the event.

Location:

Center Six One Five Elkhart
2707 County Rd 15
Elkhart, IN 46514

Notes: Center Six One Five did not charge us for the Drive Through Job Fair and Career Expo. We had no tables to rent, no drapes, no power expense. Vehicles drove through the convention center and participants stayed in their vehicles and conducted interviews. This was completed amid COVID restrictions so we were all limited in our ability to interact.

List of Participating Companies

JOB & CAREER EXPO	Rep:	Drive Thru 8/12
HEARTLAND RV	Kenlyn	Y
TRI PACK INC	Louren	Y
CARPENTER CO	Kenlyn	Y
DAYSTAR STAFFING	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

 [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

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](#)

IBA Job Posting are updated regularly.

Source 4:

Broadcast Compliance Services (BCS)

Dates: January 26, 2021 – April 27, 2021

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	Responses	Candidates Interviewed	Hire Date
Add	Edit	J029554	Account Executive	03/26/2021	0	0	NA
Add	Edit	J029458	Account Executive	03/01/2021	0	0	NA
Add	Edit	J029391	Account Executive	01/26/2021	0	0	NA

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 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

Dates: January 1, 2021 – April 27, 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.

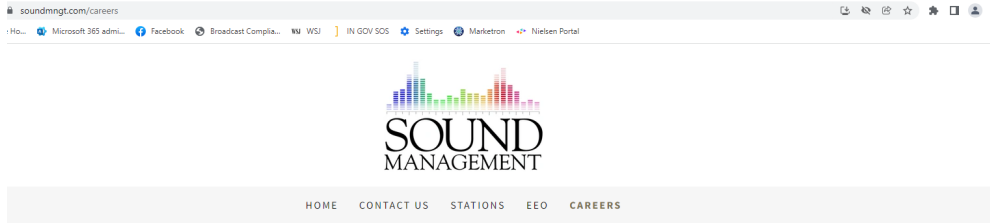
Source 6:

Sound Management Websites

a. Sound Management Website

www.soundmngt.com

No Interviews from SOUND Website



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

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

We conducted 2 interviews with applicants who heard the on-air recruitment on WNDV. Neither of the 2 interviews were offered a position.

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>

Dates: Online continuously, updated as new positions open.

We conducted 1 interview from the website advertising.

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.MULHOLANDTHEATRE.COM
JULY 15th

GET OUT GUIDE

GET OUT
GUIDE

CITY OF SOUTH BEND
VENUES PARKS & ARTS

JOIN THE CLUB

S CLUB
LISTENERS
U93

u93.com/contact/employment-opportunities

Microsoft Office Home Microsoft 365 admin Facebook Broadcast Compa... W9 WGI IN GOV SCS 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 Booms

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 Station Advertising

Dates: Continuous and ongoing

We conducted 1 interview with an applicant who heard the on-air recruitment on WYXX.

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

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
:30 10) POTENTIAL
11) VOICE 1 EMAIL PAM@U93.COM AND APPLY
12) VOICE 2 PAM@U93.COM

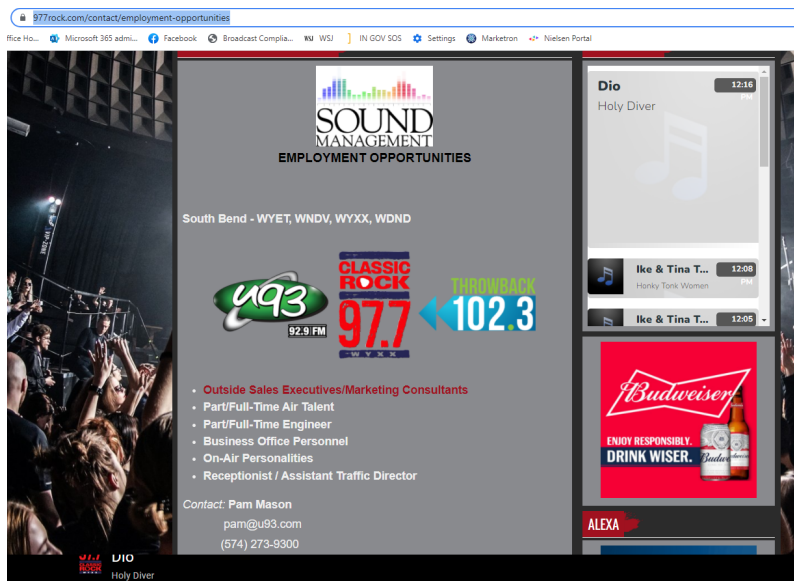
Source 10:

Rock977.com Website - WYXX Website

www.977rock.com

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

Dates: 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 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.

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

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)

Source 12:
WYET Website
www.1023radio.com

Dates: Online continuously, updated as new positions open.

The screenshot shows the website 1023radio.com/contact/employment-opportunities. The main content area is titled "EMPLOYMENT OPPORTUNITIES" and features the "SOUND MANAGEMENT EMPLOYMENT OPPORTUNITIES" logo. Below the logo, it lists "South Bend - WYET, WNDV, WYXX, WDND" and includes logos for "u93 92.5 FM", "CLASSIC ROCK 97.7", and "THROWBACK 102.3". A weather widget for South Bend, IN shows a temperature of 60°F and "Mostly sunny" conditions. A Budweiser advertisement is also present. A "TICKETS" section advertises "TICKETS ON SALE NOW!! JULY 15th". 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".

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

SOUND works with the RMHC to help raise funds to help kids and families that need lodging while they are receiving medical treatment. We interviewed one applicant who was referred to us from the Ronald McDonalds House Charities. The applicant, Zach, was hired.

Source 16:

Outside Web Links to web postings

Dates: March 11, 2021

Posted on Indeed

NOTE: At the time of this opening, INDEED was listed as an outside posting source.

No interviews were done from this source



Posting:

March 11, 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

Benefits:

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

Schedule:

- Monday to Friday

Education:

- Bachelor's (Preferred)

Experience:

- Sales Experience: 1 year (Preferred)

License/Certification:

- Driver's License (Preferred)