

**Sound Management, LLC - South Bend
WNDV-FM, WYXX-FM, WUBU-FM**

MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Job Fair	N	0
2	Indiana Broadcasters Association or IBA Job Fair 3308 E 98 th St, #161 Indianapolis, IN Contact: Gwen Piening Phone: 800-342-6276 www.indianabroadcasters.org	N	2
3	Job Boards, Jockline, RAMP & Indeed www.indeed.com	N	64
4	Outside Web Links to job postings – re-posting of our recruitment advertisement by independent web sites	N	1
5	Allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 www.allaccess.com Phone: 310-457-6616 Fax: 310-457-8058	N	10
6	Sound Management, LLC. Website – www.artisticradio.com	N	0
7	WNDV 92.9 FM Radio Station Advertising	N	0
8	WNDV Station Website – www.u93.com	N	0
9	Rock 97.7 FM Radio Station Advertising	N	0
10	Rock977.com Website – WYXX Website	N	0
11	WYET Radio Station Advertising	N	0
12	WYET Website	N	0
13	ZIP Recruiter	N	0
14	South Bend Tribune or SBT Online 225 W Colfax South Bend, IN Phone: 574-235-6161	N	0
15	Walk-in/Referral/Other	N	11
16	Rehire	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			90

III. RECRUITMENT INITIATIVES

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	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program	<p>The stations have maintained an internship program to assist members of the local community to gain skills needed for broadcast employment. Although the program is available to the general community, participants were primarily individuals from Notre Dame University, IUSB and surrounding High Schools. Interns are given the opportunity to rotate throughout various station departments to gain exposure to various facets of the broadcasting business. In some cases, participants have been able to apply for school credits in return for their internship. (On-Air, Front Desk, Sales Participants, Promotions). Many students choose to take part time jobs with the stations to make money during their training program.</p> <p>Stations had Production intern this reporting period.</p>
2	Participation in Job Fairs	<p>On April 14 & 15, 2023 Tony Calumet, General Manager, attended and collected resumes. the Greater Bloomington Chamber of Commerce hosted the Spring Showcase. This event was held at the Switchyard Park Pavilion in Bloomington, IN. The event was opened up to the public and featured food and drink, musical entertainment, and business booths. SOUND used this opportunity to search for new hires and future hires.</p> <p>On April 27, 2023 Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Moose Lodge in Elkhart, IN. The event well attended. SOUND Management openings were listed, and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event.</p> <p>On October 19, 2023, Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Moose Lodge in Elkhart, IN. The event well attended. SOUND Management openings were listed, and on-site interviews were conducted. The</p>

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		<p>event was promoted on SEU radio stations and website prior to the event.</p> <p>On October 2, 2023, Arthur Angotti (SEU Hiring Manager and Managing Member) attended a Indiana Broadcasters Organized Job Fair and Career Expo at the Gainbridge Fieldhouse at 125 South Pennsylvania St., Indianapolis, IN 46204. The event was well attended by job seekers for both Radio and Television. SOUND Management openings were listed, and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event.</p> <p>On October 13 & 14, 2023 Tony Calumet, General Manager, attended and collected resumes. B-sides Bloomington Showcase event was held at the Bloomington Conference Center in Bloomington, IN. This was a conference for Cyber Security. This was showcased by conference meetings and 25 business booths as B97 and Hoosier Country 105.5 broadcasted live and had a booth displaying Brochures and applications for new hires and future applications. Tony Calumet (SEU), Scott, Rick Frank and Max manned the booth, while Rick Evans, Macy Evans, Austin Render and Kevin Stockbridge were broadcasting live from the Cyber Security event. 450 people attended the two day event.</p>
3	<p>Participation in ongoing education to ensure that all positions are filled according to the EEOC and Sound Management, LLC. guidelines</p>	<p>On March 19, 2024, Sound Management, LLC. staff and contractors in all markets took part in an EEOC/Harassment/Discrimination training seminar conducted by Greg Guevara with Bose McKinney & Evans LLP. Attendance was mandatory for all full time staff.</p>
4	<p>Broadcasting Outreach Education took place throughout the year.</p>	<p>Sean Wiley (Big Perm) regularly speaks with students at numerous schools in and around South Bend and Mishawaka. At these talks, Sean speaks about careers in Broadcasting as well as educating young students about what he does as an On-Air professional. Below is a list of events Sean hosted:</p> <p>May 18th, 2023 Eastwood Elementary School Elkhart, IN</p> <p>Oct 4, 2023 Riley High School Radio Class</p>

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		<p>South Bend, IN</p> <p>November 17th, 2023 Marshall Traditional School Mishawaka, IN</p> <p>March 5th, 2024 Kennedy Primary Elementary South Bend, IN</p> <p>March 7th, 2024 Berrien Springs Middle School Career Day Berrien Springs, MI</p>
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Note: WUBU – FM was operating under the call letters of WYET – FM from April 1, 2023 – December 18, 2023. The call letter change was approved by the FCC.