

EXHIBIT 4(a)

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

Job Postings and Responses

Position:

WNDV AMD (AM Drive Co-Host) – Gordon XXXXXXXXXXXX
Hired from: SOURCE 5 - ALLAccess.com
Filled: 2.6.23

Note: WNDV hired one AMD Co-Host on 2.6.23

The person hired for the AMD position found out about the opening through Allaccess.com.

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

Source 3:

Job Boards

Dates: November 23, 2022 – February 6, 2023

Notes: SOUND posted the AMD opening on allaccess.com. From that site the postings were reposted by multiple online sources.

Posting:

U93 Morning Show Co-Host
Full Time – South Bend, IN

Locally owned and operated Sound Management is looking for a morning show Co-Host for the market's most listened to radio station, WNDV – 92.9 FM. U93 is the last live and local radio station in all major dayparts!

We are looking for an energetic, creative, outgoing, well-spoken on-air talent that has at least three years of broadcast experience who is ready to become a member of our brand-new morning show and our amazing community.

In addition to being live on the air each weekday morning, applicants should be ready to assist in imaging, production, promotional planning and execution, live remotes, social media savvy, and anything else that is needed to secure victory! Public events are part of our ongoing strategy so be ready to say hello to our audience whenever possible!

A full list of responsibilities will be made available as the interview process progresses.

SOUND Benefits Include:

- Medical including dental and vision options
- Tailored 401k options
- Ratings bonuses

- Vested PTO
- A direct voice to the owner if you want it!

Send your resume and demo to dana@U93.com. No calls please.

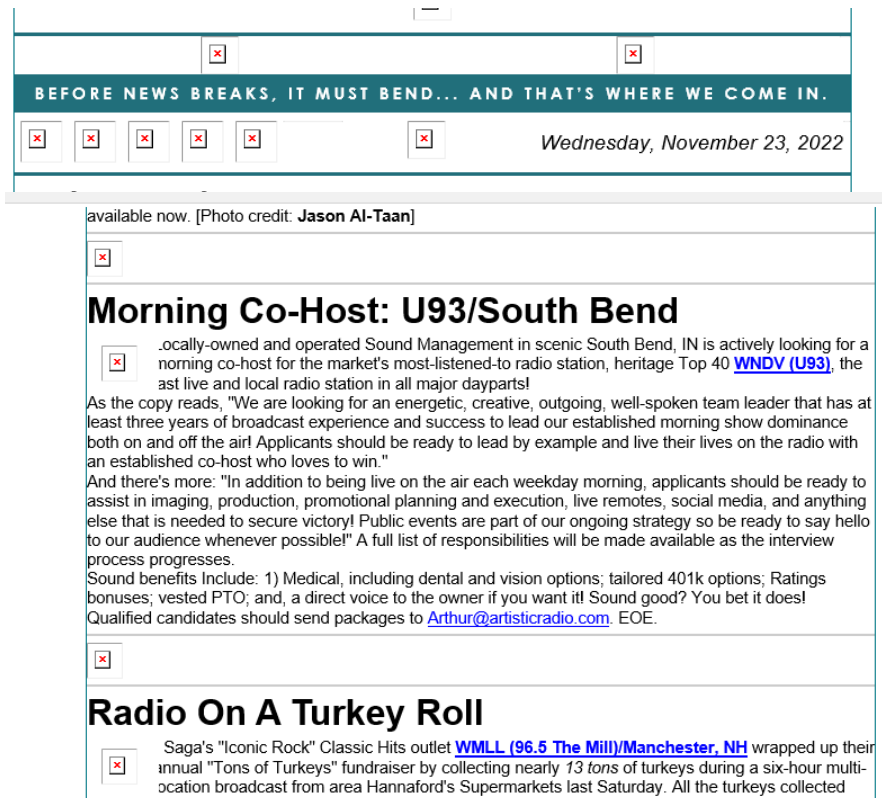
Sound Management is an EOE.

Source 4:

Outside Web Links to job postings

Date: 11.23.22 – 2.6.23

SOUND posted the open AMD position on RAMP247.com newsletter. SOUND conducted 3 interviews from the RAMP posting.



Source 5:

Allaccess.com

Dates: Position was reposted on Allaccess.com multiple times:

- 11.23.23
- 11.28.23
- 12.9.23
- 1.3.23
- 1.24.23

Position filled 2.6.23, but the posts can still be found on allaccess.com as of June 6, 2023. SOUND interviewed six applicants from this source.

The post:

U93 Morning Show Co-Host
Full Time – South Bend, IN

Locally owned and operated Sound Management is looking for a morning show Co-Host for the markets most listened to radio station, WNDV – 92.9 FM. U93 is the last live and local radio station in all major dayparts!

We are looking for an energetic, creative, outgoing, well-spoken team leader that has at least three years of broadcast experience and success to lead our established morning show dominance both on the air and off! Applicants should be ready to lead by example and live their lives on the radio with an established Co-Host who loves to win.

In addition to being live on the air each weekday morning, applicants should be ready to assist in imaging, production, promotional planning and execution, live remotes, social media savvy, and anything else that is needed to secure victory! Public events are part of our ongoing strategy so be ready to say hello to our audience whenever possible!

A full list of responsibilities will be made available as the interview process progresses.

SOUND Benefits Include:

- Medical including dental and vision options
- Tailored 401k options
- Ratings bonuses
- Vested PTO
- A direct voice to the owner if you want it!

Send your resume to Arthur@artisticradio.com

Sound Management is an EOE.

Allaccess.com

11.23.22

U93 Morning Show Co-Host Full Time - South Bend, IN

Locally owned and operated Sound Management is looking for a morning show Co-Host for the markets most listened to radio station, WNDV - 92.9 FM. U93 is the last live and local radio station in all major dayparts! We are looking for an energetic, creative, outgoing, well-spoken team leader that has ...

by [ampradioguy](#)
Tue Nov 22, 2022 2:22 pm

Forum: [Job Archives](#)
Topic:
[U93 Morning Show Co-Host Full Time - South Bend, IN](#)
Replies: 0
Views: 428

[Jump to post >](#)

Allaccess.com

11.28.22

U93 Morning Show Co-Host Full Time - South Bend, IN

Locally owned and operated Sound Management is looking for a morning show Co-Host for the markets most listened to radio station, WNDV - 92.9 FM. U93 is the last live and local radio station in all major dayparts! We are looking for an energetic, creative, outgoing, well-spoken team leader that has ...

by [ampradioguy](#)
Mon Nov 28, 2022 6:39 am

Forum: [Job Archives](#)
Topic:
[U93 Morning Show Co-Host Full Time - South Bend, IN](#)
Replies: 0
Views: 199

[Jump to post >](#)

Allaccess.com

12.9.22

U93 Morning Show Co-Host Full Time - South Bend, IN

Locally owned and operated Sound Management is looking for a morning show Co-Host for the markets most listened to radio station, WNDV - 92.9 FM. U93 is the last live and local radio station in all major dayparts! We are looking for an energetic, creative, outgoing, well-spoken team leader that has ...

by [ampradioguy](#)
Fri Dec 09, 2022 8:59 am

Forum: [Job Archives](#)
Topic:
[U93 Morning Show Co-Host Full Time - South Bend, IN](#)
Replies: 0
Views: 236

[Jump to post >](#)

Allaccess.com

1.3.23

U93 Morning Show Co-Host

Happy New Year Everybody! Locally owned and operated Sound Management is looking for a morning show Co-Host for the markets most listened to radio station, WNDV - 92.9 FM. U93 is the last live and local radio station in all major dayparts! We are looking for an energetic, creative, outgoing, well-sp...

by [ampradioguy](#)
Tue Jan 03, 2023 2:01 pm

Forum: [Job Archives](#)
Topic:
[U93 Morning Show Co-Host](#)
Replies: 0
Views: 757

[Jump to post >](#)

Allaccess.com

1.24.23

U93 Morning Show Co-Host

U93 Morning Show Co-Host Full Time - South Bend, IN
Locally owned and operated Sound Management is looking for a morning show Co-Host for the markets most listened to radio station, WNDV - 92.9 FM. U93 is the last live and local radio station in all major dayparts! We are looking for an energetic, c...

by [ampradioguy](#)
Tue Jan 24, 2023 9:29 am

Forum: [Job Archives](#)
Topic:
[U93 Morning Show Co-Host](#)
Replies: 0
Views: 511

[Jump to post >](#)

Source 6:

Sound Management Websites

No applicant interviews came from this source.

- a. Sound Management



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

The screenshot shows the WBWB website with a navigation bar at the top. The main content area features a large advertisement for Sound Management, which includes the company logo and a list of job openings: Sales Executives, Part/Full Time Air Talent, Part or Full Time Engineer, Business Office Personnel, and On-Air Personalities. Contact information for Arthur Angeli is provided. To the right of the ad is a '0 REPLY' section with a poll question: 'What are your plans for this summer?' with options: 'Spend time with family', 'Lots of grillin'', 'Outdoors, outdoors, outdoors', and 'Travel anywhere!'. Below the poll is a comment form with fields for Name and Email, and a 'Submit' button. The footer of the page contains a copyright notice for 2013 WHCC/PA Sound Management, LLC.

b. WHCC Website

www.whcc105.com

The screenshot shows a radio station website with a navigation bar at the top including 'Listeners Club', 'Login/Registrar', and a search bar. Below the navigation is a 'Regular Programming' section for 12:00pm - 12:00am. A main menu lists categories like Home, DJs, Tradin Post, Programs, Sports, Racing, News, Events, Podcasts, Closings & Delays, and Contact. The main content area is split into two columns. The left column is titled 'EMPLOYMENT OPPORTUNITIES' and features an advertisement for 'SOUND MANAGEMENT' with a list of job roles such as Sales Executives, Part/Full Time Air Talent, and Business Office Personnel. It also includes logos for '105.1 B97', 'u93 92.9 FM', '102.3', and '97.7 CLASSIC ROCK'. The right column is titled 'WEATHER' and shows a temperature of 76 degrees for Bloomington, IN. 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 a comment form with fields for Name and Email, and a 'Submit' button.

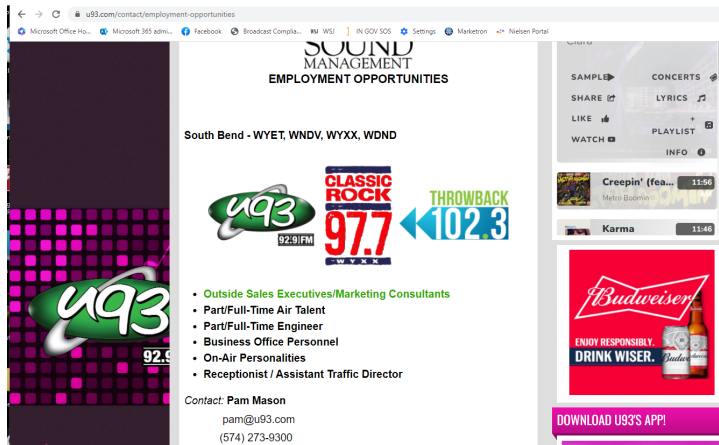
Dates: Continuous Posting
Updated as needed

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

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

Dates: 11.23.22 – current (as of June 6, 2023)
Online continuously, updated as new positions open.

No applicant interviews came 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.

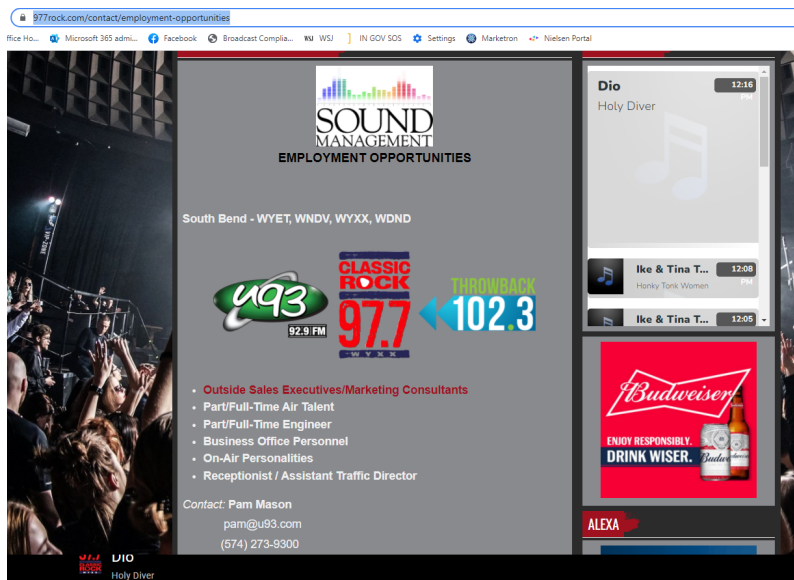
Source 10:

Rock977.com Website - WYXX Website

www.977rock.com

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

Dates: 11.23.22 – current (As of June 6, 2023)
 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 November and December of 2022 as the posting is updated as job opportunities change.

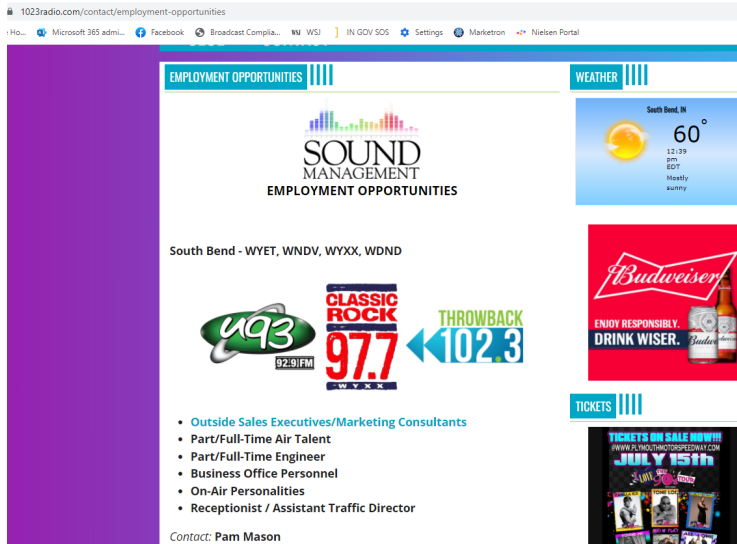
Arthur Angotti (Managing Member) certifies that the job postings for each website have been in place going back to around 2015 when SOUND Management purchased the stations. The postings are updated regularly to reflect new job opportunities that arise.

Source 12:

WYET Website

www.1023radio.com

Dates: 11.23.22 – current (as of June 6, 2023)
Online continuously, updated as new positions open.



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 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 15:

Walk-in/Referral/other

Dates: N/A

SOUND interviewed one referral for the AMD position. That person was not hired.