

South Bend
WNDV-FM, WSSM-FM, WSMM-FM, WDND-AM

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	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	0
2	Career Builder www.careerbuilder.com	N	0
3	Broadcast Compliance Services http://www.bcs-ok.com/ Contact: Robin Cooper Phone: 301-998-6136 Fax: (410) 486-7354	N	0
4	Allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 www.allaccess.com Phone: 310-457-6616 Fax: 310-457-8058	N	82
5	WNDV Station Website – www.u93.com	N	10
6	WNDV Radio Station Advertising	N	14
7	Artistic Media Partners Website – www.artisticradio.com Contact: Shel Leshner 574-273-9300 ext 224	N	0
8	WSMM Website – www.thestreamlive.com	N	0
9	WSMM Radio Station Advertising	N	4
10	Inside Radio – Classifieds Gene McKay Phone: 800-640-8852 Fax: 877-270-3998	N	0
11	Walk-in/Referral/Other	N	5
12	South Bend Tribune 225 W Colfax South Bend, IN Phone: 574-235-6161	N	4
13	Outside Web Links to job postings – re-posting of our recruitment advertisement by independent web sites	N	1
14	IUSB Job Placement Website sbcareer@iusb.edu	N	0
15	Indianapolis Star – Lisa Jones 317-444-7287	N	0

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TOTAL INTERVIEWEES OVER REPORTING PERIOD			120

Note: Broadcast Compliance Services (“BCS”) is a Rockville, Maryland, based company that provides broadcast stations with prompt and wide-ranging distribution of the stations’ vacant employment opportunities. BCS maintains an extensive resource listing of contacts at minority, distaff (gender-specific) and college institutions and organizations. A subscribing station furnishes BCS with notification of a job vacancy, and BCS, in turn, distributes the vacancy notice to all the relevant contacts on its resources lists, thereby ensuring broad public outreach of the employment opportunities.

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Scholarship Programs designed to assist students interested in pursuing a career in broadcasting.	2015 – 2016 IBA Scholarship-ran PSA’s on WNDV, WSMM, WSSM & WDND promoting the scholarship. The stations were a distribution point for students to pick up the scholarship packets.
2	Establish internship program	The stations 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 and surrounding High Schools. Interns were given the opportunity to rotate throughout various station departments so as to gain exposure to various facets of the broadcasting business. In some cases, participants were able to apply for school credits in return for their internship. (On-Air, Front Desk, Sales Participants, Promotions) April 18, 2015 Internship Fair (IBA). Booth participation and on air support for the

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		Internship Fair hosted by the IBA.
3	Participation in Job Fairs	<p>On April 18, 2015, Junior Blondell (SEU President) participated in the 2014 Black Expo Employment Opportunity Fair in Indianapolis, Indiana.</p> <p>On October 2, 2015, The SEU was a co-sponsor for the Broadcaster Job Fair held at the Marriott Hotel in Indianapolis, IN. Arthur A. Angotti III (President) represented the SEU at the event.</p> <p>On December 6th, Arthur Angotti participated in a Job fair that took place at the Marriott Hotel in Indianapolis, IN. Resumes were disseminated to all AMP markets.</p>
4	Participation in ongoing education to insure that all positions are filled according to the EEOC and Artistic Media Partners, Inc. guidelines	<p>On March 24, 2016, Artistic Media Partners, Inc. Staff and Contractors in all markets took part in an EEOC/Harassment/Discrimination training seminar conducted by Phil Ripani with Bose McKinney & Evans LLP. Attendance was mandatory for all Staff and Contractors.</p>