

**WBWB(FM), Bloomington, IN (FIN: 68968)  
and  
WHCC(FM), Ellettsville, IN (FIN: 33540)**

**EEO PUBLIC FILE REPORT  
April 1, 2020 through March 31, 2021**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Engineer	1,2,4,8,10,12,15,16	Rehire

**Notes:**

- **Sound Management, LLC. purchased WBWB and WHCC from Artistic Media Partners, Inc. with the full approval of the FCC in May of 2018.**
- **The stations which comprise the SEU have had no requests for information regarding job openings from any local, state, or national organizations.**

## WBWB(FM) / WHCC(FM)

### II. 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 3308 E 98 <sup>th</sup> St, #161 Indianapolis, IN Contact: Eric Moore Phone: (317) 804-9440 www.indianabroadcasters.org	N	N/A
2	Bloomington Herald-Times P.O. Box 909 Bloomington, IN Contact: Lisa Payton Phone: 812-331-4312 Fax: 812-331-4285	N	N/A
3	American Women in Radio & TV 8405 Greensboro Drive McLean, VA Contact: Maria Brennan Phone: 703-506-3290- Fax: 703-506-3266 www.awrt.org	N	N/A
4	Allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 www.allaccess.com Phone: 310-457-6616 Fax: 310-457-8058	N	N/A
5	WBWB Station Website – www.wbwb.com	N	N/A
6	WBWB Radio Station Advertising	N	N/A
7	Artistic Media Partners Website – www.artisticradio.com Contact: Arthur Angotti III 317-594-0600	N	N/A
8	WHCC Station Website – www.whcc105.com	N	N/A
9	WHCC Radio Station Advertising	N	N/A
10	Broadcast Compliance Services http://bcs-ok.com/ Contact: Robin Cooper Phone: 301-457-6616 Fax: 410-457-8058	N	N/A
11	Inside Radio – Classifieds Contact: Gene McKay 800-640-8852 Fax: 877-270-3998	N	N/A
12	Referral/Other	N	N/A

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
13	Internship with WBWB or WHCC (IBA, Online, Job Fairs, High School & College Interactions, etc.)	N	N/A
14	Re-Hire (Previously employed with AMP. Released, quit or fired for unnamed reasons including financial strain caused by recession.)	N	1
15	Linked-In (Posted online)	N	N/A
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			N/A (1 rehire)

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.

**WBWB(FM) / WHCC(FM)**  
**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	<b>Broadcasting Outreach Education and Job Shadowing took place throughout the year.</b>	<p>Due to Covid, —ongoing Outreach Education and Job Shadowing initiative was suspended during this reporting period.</p> <p>The Job Shadowing Program is standard and will start back up as soon as distancing rules subside.</p> <p>In non-pandemic times, Junior Blondell (Station Representative) regularly speaks with students at numerous schools in and around Bloomington. At these talks, Junior speaks about careers in Broadcasting as part of our ongoing Feature Teacher educational program.</p>
2	<b>Establish internship program</b>	<p>Due to Covid – the internship program was suspended during this reporting period.</p> <p>Standard internship programming will start back up as soon as distancing rules subside.</p> <p>Normally, the stations maintain an internship program to assist members of the local community to gain skills needed for broadcast employment. Although the program is available</p>

		<p>to the general community, past participants were primarily individuals from Indiana 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. (On-Air, Front Desk, Sales Participants, Promotions). In some cases, participants were able to apply for school credits in return for their internship.</p>
<p><b>3</b></p>	<p><b>Participation in Job Fairs</b></p>	<p>Due to Covid – the majority of job fairs were suspended during this reporting period. SOUND did participate in regional Job fairs as follows:</p> <p>On <b>August 12, 2020</b> Pam Kay Mason (SEU Hiring Manager) Hosted a Drive Through Job Fair and Career Expo at the Center Six One Five in Elkhart Indiana. Positions available 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 <b>October 8, 2020</b>, Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Center Six One Five in Elkhart Indiana. Positions available were listed and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event.</p>
<p><b>4</b></p>	<p><b>Participation in ongoing education to insure that all positions are filled according to the EEOC and Sound Management, LLC.. guidelines</b></p>	<p>On <b>March 23, 2021</b>, 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 &amp; Evans LLP. Attendance was mandatory for all Staff.</p>