

**AMP South Bend
WNDV-FM, WZOW-FM, WSMM-FM, WDND-AM, WPNT-AM**

**EEO PUBLIC FILE REPORT
April 1, 2008 through March 31, 2009**

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive #1 WZOW (Pool A)	3,5,6,8,9,11,12,14	6
Account Executive #1 WNDV (Pool A)	3,5,6,8,9,11,12,14	6
Account Executive #2 WZOW (Pool A)	3,5,6,8,9,11,12,14	11
Account Executive #2 WNDV (Pool A)	3,5,6,8,9,11,12,14	9
Account Executive #3 WZOW (Pool A)	3,5,6,8,9,11,12,14	11
Account Executive #3 WZOW (Pool A)	3,5,6,8,9,11,12,14	9
Account Executive #4 WNDV (Pool B - Rehire)	3,5,6,8,9,11,12	11
Account Executive #4 WZOW (Pool B)	3,5,6,8,9,11,12	12
Account Executive #5 WNDV (Pool B)	3,5,6,8,9,11,12	6
Account Executive #6 WNDV (Pool B)	3,5,6,8,9,11,12	6
Afternoon Drive WNDV	3,4,5,8,11	4
Account Executive #7 WNDV (Pool C)	3,5,6,8,9,12	5
Account Executive #5 WZOW (Pool C)	3,5,6,8,9,12	9
General Sales Manager South Bend	1,4,10,11	10
Account Executive #6 WZOW (Pool D)	2,3,5,6,8,9,11,12	12
Account Executive #8 WNDV (Pool D)	2,3,5,6,8,9,11,12	2
Account Executive #9 WNDV (Pool D)	2,3,5,6,8,9,11,12	11
Account Executive # 7 WZOW (Pool D)	2,3,5,6,8,9,11,12	11
Account Executive #10 WNDV (Pool D)	2,3,5,6,8,9,11,12	12

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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 (Includes Job Fair) 3308 E 98 th St, #161 Indianapolis, IN Contact: Gwen Piening Phone: 800-342-6276 www.indianabroadcasters.org	N	1
2	South Bend Help Wanted.com www.SouthBendHelpWanted.com Phone: 800-365-8630 Peter Wagner	N	21
3	Broadcast Compliance Services http://www.bcs-ok.com/ Contact: Robin Cooper Phone: 301-998-6136 Fax: (410) 486-7354	N	2
4	Allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 www.allaccess.com Phone: 310-457-6616 Fax: 310-457-8058	N	8
5	WNDV Station Website – www.u93.com	N	11
6	WNDV Radio Station Advertising	N	10
7	Artistic Media Partners Website – www.artisticradio.com Contact: Rob Ford 317-594-0600	N	0
8	WZOW Website – www.wzow.com	N	4
9	WZOW Radio Station Advertising	N	6
10	Inside Radio – Classifieds Gene McKay Phone: 800-640-8852 Fax: 877-270-3998	N	8
11	Referral/Other	N	8
12	South Bend Tribune 225 W Colfax South Bend, IN Phone: 574-235-6161	N	25
13	Station Hosted Job Fairs WNDV/WWLV/WDND/WZOW-WOZW	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
14	Monster.com 1-800-666-7837	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			108

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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.	<p>2008 - IBA Scholarship-ran PSA's on WNDV, WZOW, WSMM, WPNT, WDND promoting the scholarship. Also the stations were a distribution point for students to pick up the scholarship packets.</p> <p>2009 - IBA Scholarship-ran PSA's on WNDV, WZOW, WSMM, WPNT, WDND promoting the scholarship. Also the stations were a distribution point for students to pick up the scholarship packets. The stations ran a combined 2,365 commercials to raise awareness</p>
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 University of Notre Dame, and I.U.S.B. Interns were given the opportunity to rotate throughout various station departments so as to gain exposure to various facets of the broadcasting business.
3	Participation in Job Fairs.	On July 17, 2008 , Arthur Angotti (SEU Sr. VP.) participated in the 2008 Black Expo Employment Opportunity Fair in Indianapolis, Indiana.

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		<p>On November 19, 2008, The SEU was a co-sponsor for the Broadcaster Job Fair held at the Sheraton Hotel in Indianapolis, IN. Sandy Zehr (VP) represented the SEU at the event.</p> <p>On February 7, 2009, The SEU was a co-sponsor for the Broadcaster Job Fair held at the Sheraton Hotel in Indianapolis, IN. Arthur Angotti (President) represented the SEU at the event.</p>
4	<p>Participation in ongoing education to insure that all positions are filled according to the EEOC and Artistic Media Partners, Inc. guidelines.</p>	<p>On February 17, 2009, Artistic Media Partners, Inc. Managers in all markets took part in an EEOC training seminar conducted by an EEOC Attorney from Krieg-DeVault, LLC. Attendance was mandatory for all hiring managers.</p> <p>On March 12, 2009, Arthur Angotti (President) attended a EEOC training seminar hosted by the Indiana Broadcasters Association to gain further training on hiring practices.</p>