

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 22, 2015- May 23, 2016.

- 1) **Employment Unit: Sovereign Communications, LLC – Sault Ste. Marie**
- 2) **Unit Members (Stations and Communities of License): WKNW (AM), Sault Ste. Marie, MI
WMKD (FM), Pickford, MI
WNBY (AM), Newberry, MI
WNBY-FM, Newberry, MI
WSOO (AM), Sault Ste. Marie, MI
WSUE (FM), Sault Ste. Marie, MI
WYSS (FM), Sault Ste. Marie, MI**

3) EEO Contact Information for Employment Unit:

Mailing Address: Sovereign Communications, LLC PO Box 1230 Sault Ste. Marie, MI 49783	Telephone Number: 906-632-2231
	Contact Person/Title: Theresa Henderson/General Manager
	E-mail Address: theresa@sovcom.net

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
(a) Business Manager	Employee Referral
(b) Receptionist/Office Assistant	Sault News

Stations WKNW(AM), WMKD(FM), WNBY(AM), WNBY-FM, WSOO(AM), WSUE(FM), and WYSS(FM) are Equal Opportunity Employers.

5) Job Title: Business Manager

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Sault News	Chelsea Fritz	109 Arlington Street, Sault Ste. Marie, MI 49783	906-632-2235	3	NO
Monster.com	Chelsea Fritz	109 Arlington Street, Sault Ste. Marie, MI 49783	906-632-2235	0	NO
Bay Mills News	Shar Meyers	12140 W. Lakeshore Drive, Sault Ste. Marie, MI 49715	906-248-8142	0	NO
Michigan Works	Ray Cook	1118 E. Easterday Ave., Sault Ste. Marie, MI 49783	906-635-1752	0	NO
Employee Referral	Andie Aiello	P.O. Box 1131, Sault Ste. Marie, MI 49783	705-206-3015	1	NO

5) Job Title: Receptionist/Office Assistant

Referral Source(s) of Hire: Sault News

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Sault News	Chelsea Fritz	109 Arlington Street, Sault Ste. Marie, MI 49783	906-632-2235	5	NO
Monster.com	Chelsea Fritz	109 Arlington Street, Sault Ste. Marie, MI 49783	906-632-2235	2	NO
Bay Mills News	Shar Meyers	12140 W. Lakeshore Drive, Sault Ste. Marie, MI 49715	906-248-8142	0	NO
Michigan Works	Ray Cook	1118 E. Easterday Ave., Sault Ste. Marie	906-635-1752	2	NO

6) Total # of Interviewees Referred: For the period from May 22, 2015 through May 23, 2016, this Employment Unit interviewed 13 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Northern Michigan University Job & Resource Fair

A Sovereign Communications Consultant, who has substantial responsibility in the making of hiring decisions, attended the Summer Job Fair at Northern Michigan University on February 10, 2016. The consultant staffed a table from 1:00 pm - 4:00pm and provided information about careers in radio and accepted applications from prospective employees.

(b) Initiative: Michigan Works Job Fair

A Sovereign Communications manager, who has substantial responsibility in the making of hiring decisions, attended a job fair at Michigan Works on April 13, 2016. The manager staffed a table from 3:00 pm – 5:30pm and provided information about careers in radio and accepted applications from prospective employees.