

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2012 – May 22, 2013.

- 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: Tom Ewing/General Manager
	E-mail Address: tomewing@charter.net

- 4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit: NONE**
- 5) **Total # of Interviewees Referred: For the period from May 23, 2012 through May 22, 2013, this Employment Unit interviewed: 0 interviewees for full-time job vacancies.**
- 6) **Supplemental Recruitment Initiatives.**

(a) Initiative: Northern Michigan University Job Fair

Sovereign Communications Consultant Tammy Johnson, who has substantial responsibility in the making of hiring decisions, attended a job fair at Northern Michigan University on October 10, 2012. The consultant staffed a table at the Great Lakes Rooms of the University Center from 1:00pm until 4:00pm. and provided information about careers in radio and accepted applications from prospective employees.

(b) Initiative: Lake Superior State University Job Fair

The VP/General Manager of the Employment Unit, Tom Ewing, who has substantial responsibility in the making of hiring decisions, attended a job fair at Lake Superior State University on October 11, 2012. The VP/GM staffed a table at LSSU's Walker Cisler Center and provided information about careers in radio and accepted applications from prospective employees.

(c) Initiative: Michigan Works Job Fair

The Newberry Market Manager of the Employment Unit, Travis Freeman who has substantial responsibility in the making of hiring decisions, attended a job fair at Michigan Works on April 8, 2013. The manager staffed a table and provided information about careers in radio and accepted applications from prospective employees.

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