EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2018 - May 22, 2019

- 1) Employment Unit: Sovereign Communications Sault Ste. Marie
- 2) Unit Members (Stations and Communities of License): WMKD FM Pickford WYSS FM Sault Ste.

 Marie WNBY FM Newberry WNBY AM

 Newberry WKNW AM Sault Ste. Marie WSUE

 FM Sault Ste. Marie WSOO Sault Ste. Marie
- 3) EEO Contact Information for Employment Unit:

Mailing Address:	Telephone Number: 906-632-2231
P.O. Box 1230 Sault Ste. Marie, MI 49783	Contact Person/Title: Keith Neve C.O.O.
	E-mail Address: Keith@sovcomm.net

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

Job Title Recruitment Source Referring Hiree

(a) Business Manager/Bookkeeper On Air Advertising

(b) Account Executive Michigan Works Job Fair

[Prepare one (1) chart for every full-time job vacancy filled during the reporting period.]

5) Job Title: Business Manager/Book Keeper Referral Source(s) of Hiree: Sovereign Communications On Air Campaign/Facebook Campaign

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 St. Sault Ste. Marie, Mi 49783	906-632-2235	1	No
Monster.com	Chelsea Fritz	109 Arlington St. Sault Ste. Marie, MI 49783	906-632-2235	3	No
Bay Mills News	Shar Meyers	12140 W. Lakeshore Dr. Brimley, MI 49715	906-248-8142	0	No
Michigan Works	Ray Cook	1118 E. Easterday Ave. Sault Ste. Marie, MI 49873	906-635-1751	0	No
Sovereign Communications/Facebook	Keith Neve	P.O. Box 1230 Sault Ste. Marie, MI 49783	906-632-2231	2	No
Lake Superior State University Career Services	Marc Boucher	650 W. Easterday Sault Ste. Marie, MI 49783	906-635-2404	0	No
Sovereign Communication On Air	Keith Neve	P.O. Box 1230 Sault Ste. Marie, MI 49783	906-635-2231	4	No

[Prepare one (1) chart for every full-time job vacancy filled during the reporting period.]

5) Job Title: Account Executive Referral Source(s) of Hiree: Michigan Works

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 St. Sault Ste. Marie, MI 49783	906-632-2235	2	No
Monster.com	Chelsea Fritz	109 Arlington St. Sault Ste. Marie, MI 49783	906-632-2235	1	No
Bay Mills News	Shar Meyers	12140 W. Lakeshore Dr. Brimley, MI 49715	906-248-8142	0	No
Michigan Works	Ray Cook	1118 E Easterday. Ave. Sault Ste. Marie, MI 49783	906-635-1751	1	No
Sovereign Communications/Facebook	Keith Neve	P.O. Box 1230 Sault Ste. Marie, MI 49783	906-632-2231	1	No
Lake Superior State University Career Services	Marc Boucher	650 W Easterday Sault Ste. Marie, MI 49783	906-635-2404	1	No
Sovereign Communications/ On Air	Keith Neve	P.O. Box 1230 Sault Ste. Marie, MI 49783	906-632-2231	3	No

- 6) Total # of Interviewees Referred: For the period from May 23, 2018 May 22, 2019 this Employment Unit interviewed 19 interviewees for full-time job vacancies.
- 7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Michigan Works Job Fair

Sovereign Communications Chief Operating Officer, who has substantial responsibility in the making of hiring decisions, attended a job fair in association with Michigan Works on March 13, 2019 at Lake Superior State University. The manager staffed a table from 3:00 pm - 6:00 pm and provided information about careers in radio and accepted applications from Individuals interested in a potential future careers in radio.

(b) Initiative: Lake Superior State University Career Fair

Sovereign Communications Chief Operating Officer, who has substantial responsibility in the making of hiring decisions, attended a job fair in association with Michigan Works on October 9, 2018 at Lake Superior State University. The manager staffed a table from 4:00 pm – 7:00pm and provided information about careers in radio and accepted applications from Students interested in a potential future careers in radio.

(c) Initiative: Lake Superior State University Marketing Lecture

Sovereign Communications Chief Operating Officer, who has substantial responsibility in the making of hiring decisions, Lectured a Marketing Class at Lake Superior State University on January 15, 2019. Topic of the Lecture was Career's in Marketing – Radio Sales.