

EEO PUBLIC FILE REPORT - AMENDED

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: P.O. Box 1230 Sault Ste. Marie, MI 49783	Telephone Number: 906-632-2231
	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

5) Job Title: Business Manager/Book Keeper Referral Source(s) of Hire: Sovereign Communications On Air 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 49783	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

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

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

Stations WYSS FM WMKD FM WSUE FM WNBY FM WNBY AM WKNW AM AND WSOO AM are Equal Opportunity Employers.

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.**

(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 COO staffed a table, provided information about careers in radio and accepted applications from individuals interested in 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 COO staffed a table, provided information about careers in radio and accepted applications from students interested in 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 Careers in Marketing – Radio Sales.

(d) Initiative: Internship Program

The Employment Unit has established of an internship program designed to assist members of the community in acquiring skills necessary for broadcast employment, and designed to promote and foster the professional development of participating students. During this reporting cycle, the Employment Unit hosted one paid intern from Lake Superior State University. Throughout the program, the intern was encouraged to gain experience in all departments at the Employment Unit, and to focus on those departments of most interest to her. The intern gained experience in areas that will benefit her when seeking permanent employment in the field.

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