

EEO PUBLIC FILE REPORT - AMENDED

This Report covers full-time vacancy recruitment data for the period: May 23, 2019 - May 22, 2020

- 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:**

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	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) No full-time positions were filled during the period.	N/A

- 5) Total # of Interviewees Referred:** No interviews took place as no full-time positions were available.
- 6) Supplemental Recruitment Initiatives.**

(a) Initiative: Michigan Works Job Fair

Sovereign Communications Chief Operating Officer, who has substantial responsibility in the making of hiring decisions, was slated to attend a job fair in association with Michigan Works in March of 2020 at Lake Superior State University. The event was canceled due to the Covid 19 outbreak.

(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 career fair in association with The Sault and Area District School Board on October 17, 2019 at Sault Area High School. The COO provided information about careers in radio, and career descriptions for various positions in the industry, for 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 19, 2020. Topic of the lecture was Radio Marketing & Radio Sales. A portion of the lecture focused on the details and requirements for a successful career in Radio Sales/Marketing.

(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 two paid interns from Lake Superior State University. Throughout the program, the interns were encouraged to gain experience in all departments at the Employment Unit, and to focus on those departments of most interest to them. The interns gained experience in areas that will benefit them when seeking permanent employment in the field.

(e) Initiative: Provision of EEO/Prevention of Discrimination Training to Management Level Personnel

During this reporting cycle, the COO participated in online training courses regarding EEO and diversity, and particularly methods to prevent sexual harassment and discrimination.