

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2021- May 22, 2022

- 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:**

There were no full-time job vacancies during this reporting period.

- 5) **Total # of Interviewees Referred:** Not applicable.
- 6) **Supplemental Recruitment Initiatives.**

**(a) Initiative: Internship Program in Association with Sault and Area District Schools**

Sovereign Communications Operations/Program Director, who has substantial responsibility in the making of hiring decisions, contacted the Sault and Area District Schools counseling center in September 2021, and renewed a paid internship opportunity through the school district for a student to work at the stations and be trained in the aspects of board operation and production. In October 2021, an intern was brought on. The internship continues through the end of June 2022.

**(b) Initiative: Management-Level Training**

Sovereign Communications Market Manager, who has substantial responsibility in the making of hiring decisions, attended a seminar on April 26, 2022 in Houston, Texas concerning conflict resolution and workplace cohesiveness. The seminar gave insight into providing a better understanding for management in key areas such as workplace conflicts, office dynamics, and better interview skills and resume review. Information and a review of the seminar was provided to all management personnel at Sovereign Communications.

**(c) Initiative: Michigan Works Virtual Job Fair**

Sovereign Communications Chief Operating Officer, who has substantial responsibility in the making of hiring decisions, participated in a virtual job fair conducted by the State of Michigan on October 19<sup>th</sup>, 2021. Various opportunities for careers in broadcasting were covered in a general session which was followed by individual interviews via Zoom with nine (9) individuals expressing an interest in seeking a career in broadcasting.

**(d) Initiative: Sault Tribe Job Fair**

Sovereign Communications Chief Operating Officer, who has substantial responsibility in the making of hiring decisions, attended a job fair conducted by the Sault Tribe of Chippewa Indians on March 21<sup>st</sup>, 2022, and provided information regarding potential careers in broadcasting.

**(e) Initiative: Management-Level EEO training**

Management personnel (C.O.O.) from the employment unit reviewed the FCC's EEO FAQ at <https://www.fcc.gov/eo-frequently-asked-questions>. The FAQ provides a wide-ranging guide to the FCC's EEO rules and policies, including recruitment, initiatives, recordkeeping, and audits.

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