

**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:  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:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(a) Business Manager/Bookkeeper	On Air Advertising
(b) Account Executive	Michigan Works Job Fair





- 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 – 6:00pm 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.