

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2014 – May 22, 2015.

- 1) **Employment Unit: Sovereign Communications, LLC – Sault Ste. Marie**

- 2) **Unit Members (Stations and Communities of License): WKNW(AM), Sault Ste. Marie, MI
WMKD(FM), Pickford, MI
WNBY(AM), Newberry, MI
WNBY-FM, Newberry, MI
WSOO(AM), Sault Ste. Marie, MI
WSUE(FM), Sault Ste. Marie, MI
WYSS(FM), Sault Ste. Marie, MI**

3) EEO Contact Information for Employment Unit:

Mailing Address: Sovereign Communications, LLC PO Box 1230 Sault Ste. Marie, MI 49783	Telephone Number: 906-632-2231
	Contact Person/Title: Theresa Henderson/General Manager
	E-mail Address: theresa@sovcomm.net

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

Job Title	Recruitment Source Referring Hiree
(a) Receptionist/Office Assistant	The Evening News, Sault Ste. Marie, MI

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

5) Job Title: Receptionist/Office Asst. Referral Source(s) of Hire: The Evening News, Sault, Mi

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
The Evening News	Nancy Kidder	109 Arlington Street, Sault Ste. Marie, MI 49783	906-632-2235	2	no
Sooeveningnews.com	Nancy Kidder	109 Arlington Street, Sault Ste. Marie, MI 49783	906-632-2235	0	no

6) Total # of Interviewees Referred: For the period from May 23, 2014 through May 22, 2015, this Employment Unit interviewed 2 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Participation in Job Fairs

1. Sovereign Communications Consultant Tammy Johnson, who has substantial responsibility in the making of hiring decisions, attended the Summer Job Fair at Northern Michigan University on February 2, 2015. The consultant staffed a table from 1pm - 4:00pm and provided information about careers in radio and accepted applications from prospective employees.
2. Sovereign Communications Newberry Market Manager Travis Freeman, who has substantial responsibility in the making of hiring decisions, attended a job fair at Michigan Works on April 15, 2015. The manager staffed a table from 3pm – 5:30pm and provided information about careers in radio and accepted applications from prospective employees.
3. The Operations Manager of the Employment Unit, Mark San Angelo, who has substantial responsibility in the making of hiring decisions, attended a job fair at Lake Superior State University on March 25, 2015, from 4:00-6:00pm. The Operations Manager staffed a table at LSSU’s Walker Cisler Center and provided information about careers in radio and accepted applications from prospective employees.

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