

2019 ANNUAL EEO PUBLIC FILE REPORT

Fond du Lac Band of Lake Superior Chippewa

Stations: WKLK(AM), Cloquet, MN
WKLK-FM, Cloquet, MN
WMOZ(FM), Moose Lake, MN

Reporting Period: 11/21/2018 to 11/20/2019

No. of Full-time Employees: 5
Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

The Stations' Operations Manager participated in a Job Fair at the Fond du Lac Tribal and Community College, Cloquet, MN, March 13th, 2019.

The Stations' General Manager attended, and had a booth, at the Fond du Lac Reservation Spring Job Fair at Black Bear Casino Resort in Carlton, Minnesota. Literature was handed out explaining job duties and potential openings in the future at the radio stations. April 10th, 2019.

The Stations' General Manager and Operations Manager operated a booth at the annual Carlton County Fair where we handed out fliers and information concerning jobs and potential future openings at the radio stations, August 15-18th, 2019.

Cloquet Fall Harvest Job Fair at Community Memorial Hospital was held on Thursday, October 24th, 2019. Station's General Manager was on hand to talk about the radio industry and describe to potential future employees how the radio industry works.

(A Job Flyer describing station job openings and providing information about the stations is made available to the participants at all such events.)

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

The licensee makes available its Media Consultant who works with station staff to broaden their industry knowledge and effectiveness.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

Because we are owned by the Fond du Lac Band of Lake Superior Chippewa there are strict guidelines already in place by a strong HR department to avoid discrimination and allow of equal employment opportunity. Those guidelines are discussed between FDL HR and our management on a regular basis.

*Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

Engaged with our local community on our Facebook page and through our website, www.northwoodsradio.com. Station staff also actively participates in community events, such as local sports events and live broadcasting at area Festivals.

(A Job Flyer describing station job openings and providing information about the stations is made available to the general public at all such events.)

LIST OF POSITIONS FILLED

(NOTE: There was one qualifying opening during this reporting term.)

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
June 17, 2019	Sales Account Rep.	Pine Journal Newspaper

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 1 (only one who applied).

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
[Cloquet Pine Journal Newspaper & On-Air announcements on WKLK]	1 Only one person applied.

RECRUITING SOURCES USED

The following sources were contacted about all full-time positions filled during the reporting period.

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT AT SOURCE	TEL. # OF SOURCE
Cloquet Pine Journal	N	424 W 1st Street, Duluth, MN	Classifieds	218-724-4525
Fond du Lac Reservation FDLRez.com	Y	1720 Big Lake Road, Cloquet, MN 55720	Tammy Anderson	218 879-4593
Minnesota Chippewa Tribe	N	P.O. Box 217 Cass Lake, MN 56633	Classifieds	218-335-8496
Fond du Lac Tribal and Community College	N	2104 14th Street Cloquet, MN 55720	Tom Urbanski	218-879-0814
WKLK AM/FM and WMOZ (On-air announcements and web site postings)	N	1104 Cloquet Ave. Cloquet, MN 55720	Kerry Rodd	218-879-4534

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.