

# 2020 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: 11/21/2020 to 11/20/2021

No. of Full-time Employees: 4  
Small Market Exemption: Yes

### 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' General Manager attended and had a booth at the Fond du Lac Reservation Job Fair at Min No Aya Win Clinic in Cloquet, Minnesota. Literature was handed out explaining job duties and potential openings in the future at the radio stations. August 22<sup>nd</sup> & 29<sup>th</sup>, 2020.

The Stations' General Manager and Operations Manager attended and had a booth at the CareerForce Drive-Thru Job Fair at Wheeler Field in Duluth, Minnesota. We handed out fliers and information concerning jobs and potential future openings at the radio stations. September 16<sup>th</sup>, 2020.

Northeast Minnesota Fall 2020 Virtual Job Fair (online) was held October 27<sup>th</sup>-29<sup>th</sup>, 2020. Station's General Manager and Operations Manager were online to talk about the radio industry, describe to potential future employees how the radio industry works, answer questions and hand out literature about possible future openings at our radio stations.

(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](http://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.)