

2016 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: 11/21/2015 to 11/20/2016

No. of Full-time Employees: 5 – 10
Small Market Exemption: No

The employment unit filled no full-time positions during the reporting period.

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 participated in the Head of the Lakes Spring Job and Internship Fair at the University of Wisconsin - Superior, Superior, WI, February 10, 2016.

The Stations' Operations Manager participated in a Job Fair at the Fond du Lac Tribal and Community College, Cloquet, MN, February 17, 2016.

The Stations' Operations Manager participated in a Career and College Fair at the Fond du Lac Community College, Cloquet, MN, March 16, 2016.

(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.*

Licensee's Media Consultant met with the General Manger and Operations Manager to train on FCC EEO implementation, November 1, 2016. Topics included regulatory practices and how to make local community recruitment more robust.

*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.)
