**2023 ANNUAL EEO PUBLIC FILE REPORT**

Cook County Community Radio Corporation

Stations: WTIP (FM), Grand Marais, MN

WGPO (FM), Grand Portage, MN

WKEK (FM), Gunflint Lake, MN

Reporting Period: 12/01/23 to 11/30/24

No. of Full-time Employees: Between 5 & 11

Small Market Exemption: Yes

**Positions Filled**

During the Reporting Period, one full time position was filled. The information required by FCC Rule 73.2080(c)(6) is provided below.

WTIP job vacancies 2023 Position: **Development Director**

Help wanted posted in April, 2024

Association of Minnesota Public Educational Radio Stations (Ampers) list server

National Federation of Community Broadcasters (NFCB) list server

Cook County News Herald (local paper)

North Shore Journal (regional paper)

MN Council of Non Profits

Date hired 05/28/2023

**Outreach Initiatives**

During the reporting period employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2). However, outreach initiatives were still somewhat difficult by the lingering effects of the pandemic.

* Station personnel met members of the community and provided outreach messaging at remote broadcasts for other organizations and at other community events. Representative examples of such events during the reporting period include:

\*3/8 to 3/10 *Canoecopia* event at Rutabaga Sports in Madison, WI – WTIP attended *Canoecopia* which is the largest paddling event in the US. Our booth featured our Boundary Waters Podcast and we recorded over 30 stories regarding trips in to the BWCA from attendees.

\*7/13 *Grand Marais Art Colony Arts Festival*– WTIP collaborated with the Art Colony to broadcast a live show during their event. 2 hosts, development director and an engineer for a remote broadcast at Grand Marais Arts Festival in downtown Grand Marais. Interviews with festival organizers and participants filled the hours including the festival show awards announcement.

\*7/17 *Gunflint Trail Canoe Races* – WTIP visited the Gunflint Lodges for the annual canoe races with 2 hosts and 2 engineers for a live 2 hour broadcast of the local canoe races for interviews with participants (both pre-race..dry and post-race… wet) and organizers for this annual fundraiser for the Gunflint Fire Department.

\*9/6 to 9/8 *Radio Waves Music Festival* – Our music festival was again at Sweat Hearts Bluff in the Grand Marais Recreation Area, under a 40’x80’ big top with multi-genera based local and regional music acts ranging from solo acts to a 28 person band. This much anticipated local event was attended by 2000+ people and dogs from near and far

\*Third Thursdays starting in August- Trivia – WTIPhosts *‘Trivia Night at the Up Yonder Bar’* in Grand Marais. This event is not broadcast live but attend regularly by 40 to 60 local trivia buffs. 2 WTIP hosts ask questions for 2 hours each time. WTIP also fills in for any other Thursdays that are needed.

*The stations actively engage the community through social media such as Facebook, Instagram and YouTube and Soundcloud for all of these events.*

**Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities**

* 6/25/2024– WTIP worked with Ampers, who supports the concept that the survival and growth of radio broadcasting is dependent on talented and well-educated individuals interested in a career in broadcasting. To this end, Ampers offers an annual $1,000 scholarship to an individual, working at an AMPERS station, that is or will be pursuing a career in broadcast communications through an institution of higher education in the State of Minnesota.

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

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

* NFCB Underwriting/ Development yearlong trainings (development director).
* Year-long trainings with The MN Council of Non-Profits to support Human Resources and Supervision (executive director)
* February training with staff and MPR in Grand Marais regarding all things radio
* Training April for executive director with Director of MPR in Minneapolis.
* Training in August for development director with development team at MPR in Minneapolis
* Executive director attended the October MN Council of Nonprofits and MN Council of Foundations for their conference that brought topics facing nonprofits today and in the future