

AMENDED

(Per advice of Counsel)

2020 ANNUAL EEO PUBLIC FILE REPORT

Tohono O’odham Nation, Licensee

Stations: **KOHN FM, KOHH FM**
Communities of License: **Sells, Arizona, San Lucy, Arizona**

Reporting Period: **June 1, 2019 through May 31, 2020**

No. of Full-time Employees: **More than 10**
Small Market Exemption:

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 at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.

- 1. Winter Mini Job fair, December 10, 2019 held at the Hickiwan Recreation Center, Hickiwan District, Tohono O’odham Nation hosted by the Tohono O’odham Nation’s One Stop Division.**
- 2. 30th Anniversary Diversity Career Fair, January 22, 2020 held at the Desert Diamond Casino, South Nogales Highway, Tucson, Arizona, hosted by Tucson Indian Center and Tucson.com**

Hosted at least one job fair.

- 1. Jump on Board job fair, December 13, 2019 held at the Sells Recreation Center, Sells District, Tohono O’odham Nation hosted by Tohono O’odham Nation Executive Branch Human Resources**

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

7 staff members attended the annual National Federation of Community Broadcaster’s Community Media Conference held June 18 through 20, 2019 in San Diego, California, which included a session with Native Public

Media. Staff attending included the General Manager and 6 On-air Announcers/Board Operators. Training sessions included Revenue and financial management, organizational capacity, legal and industry updates, and community, volunteer and listener engagement.

*Established a **mentoring** program for station personnel.*

Both Station Managers of Hewel Ni'ok, managers and operators of KOHN FM and KOHH FM are engaged in an Executive Management Program and participated in the following programs:

- 1. December 4, 2019, Arizona Broadcasters Association Active Shooter Training, held at ABA headquarters, 7740 N. 16th Street, Suite 200, Phoenix, Arizona.**
- 2. 7th Native American Leadership Forum West, December 9 through 10, 2019 held in Honolulu, Hawaii.**

*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

As a part of its Youth Engagement Program, Hewel Ni'ok holds periodic trainings on FCC rules and regulations for its in-school radio clubs, the following training and recruitment effort were held;

- 1. FCC rules and regulations training, November 5, 2019 held at Tohono O'odham High School, 2:00 pm to 5:00 pm, presented by the General Manager and Station Manager.**
- 2. Radio club recruitment, November 6, 2019 held at Baboquivari High School, 11:20 am to 12 noon, presented by Station Manager.**

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

Stations receiving the Community Service Grant (CSG) from the Corporation for Public Broadcasting (CPB) must complete a CPB sponsored harassments prevention training program on an annual basis. All 13 staff members participated and completed an interactive online harassment prevention training from NAVEX Global, the 2019 Workplace Harassment 7 General Edition,

during the period of October 17, 2019 through October 22, 2019. Staff included the General Manager; 2 Station Managers; the Engineering Technician; 2 Production Technicians; 5 On-air Announcers; Community Affairs Director and Programming Coordinator.

LIST OF POSITIONS FILLED

No full time position were filled in this reporting period.

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: June 1, 2019 to May 31, 2020.

No full time position were filled in this reporting period.

RECRUITING SOURCES USED

No full time position were filled in this reporting period.

Submitted:



05/25/2021

Sial Thonolig, General Manager
Hewel Ni'ok Network
Tohono O'odham Nation