

2021 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, 2020 through May 31, 2021	
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. **One Stop Virtual Job fair, March 19, 2021 Via GoToMeeting hosted by the Tohono O’odham Nation’s One Stop Division.**
2. **31st Virtual Diversity Career Fair, April 23, 2021 via gethired.anywhererecareerfair.com/diversityevent. Hosted by Tucson Indian Center and Tucson.com**
3. **31st Virtual Diversity Career Fair, April 29, 2021 via gethired.anywhererecareerfair.com/diversityevent. Hosted by Tucson Indian Center and Tucson.com**

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

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

1. **The New FCC Radio License Filling Window: What you need to know Webinar, held online October 29, 2020 12 pm Eastern by the National Federation of Community**

Broadcasters.

2. **Nautel Transmission Talk Tuesday – IT Security Webinar, held online February 23, 2021, 1 pm eastern by Nautel, AM/FM Transmitters.**

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 training on an annual basis:

1. **All 13 staff members participated and completed an interactive online harassment prevention training from NAVEX Global, the 2020 Workplace Harassment 8 General Edition, during the period of December 1, 2020 through December 10, 2020. Staff included the General Manager; 2 Station Managers; the Engineering Technician; 2 Production Technicians; 5 On-air Announcers; Community Affairs Director and Programming Coordinator.**
2. **As of this reporting period, 6 staff members have completed the 2021 Preventing Harassment and Discrimination: Gateway, an interactive self-paced online harassment training program via EVERFI online training system. The training is provided by CPB and must be completed by all staff by September 30, 2021. Staff completing the training at this time included the General Manager; a Station Manager; the Engineering Technician; a Production Technician; an On-air Announcer; and Programming Assistant.**

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
05-21-2021	On-Air Announcer/Board Operator (SX)	Weekly Job Listing
05-21-2021	Production Technician, KOHN	Weekly Job Listing

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 2

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Tohono O'odham Nation Human Resources Office	2
Public Bulletin Boards	
Tohono O'odham Nation Internet and Intranet	
Indeed	
Zip Recruiter	

RECRUITING SOURCES USED

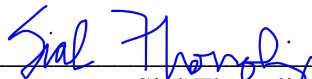
Job Title of Position: On-Air Announcer/Board Operator (SX)
 Date of Hire: 05-21-2021

Job Title of Position: Production Technician, KOHN
 Date of Hire: 05-21-2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Tohono O'odham Nation Human Resources Department	Y	Post Office Box 837 Sells, Arizona 85634	Nadine Manuel Executive HR Director	(520) 383-6540 www.tonation-nsn.gov
Public Bulletin Boards				
Tohono O'odham Nation Internet and Intranet				
Indeed				
Zip Recruiter				

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

Submitted:



05/25/2021

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