

2022 ANNUAL EEO PUBLIC FILE REPORT

Tohono O’odham Nation, Licensee
d/b/a Hewel Ni’ok

Stations:	KOHN FM	KOHH FM
Communities of License:	Sells, Arizona	San Lucy, Arizona
Reporting Period:	June 1, 2021 through May 31, 2022	
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):

Hosted at least one job fair

1. **Jump On Board, drive thru job fair, February 23, 2022, San Xavier Recreation Center parking lot, San Xavier Community, San Xavier District, Tohono O’odham Nation. Hosted by Tohono O’odham Nation Human Resources Department.**
2. **Jump On Board, drive thru job fair, March 30, 2022, Pisinemo Recreation Center parking lot, Pisinemo Community, Pisinemo District, Tohono O’odham Nation. Hosted by Tohono O’odham Nation Human Resources Department.**
3. **Jump On Board, drive thru job fair, April 27, 2022, Sif Oidak District Office parking lot, North Komelic Community, Sif Oidak District, Tohono O’odham Nation. Hosted by Tohono O’odham Nation Human Resources Department.**

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

The station employment unit, the Tohono O’odham Human Resources Department, participated in the following activities to disseminate information regarding employment opportunities:

1. **Wecij Ahidag, Wecij Soson, a new year, a new beginning, One Stop Spring**

- Virtual Job Fair, December 30, 2021, gotowebinar, hosted by the One Stop Division, Tohono O’odham Nation Department of Education.**
- 2. Cipkan ‘o m-nenda, a job is waiting for you, One Stop Spring Virtual Job Fair, March 28, 2022, gotowebinar, hosted by the One Stop Division, Tohono O’odham Nation Department of Education.**
- 3. Virtual Job Fair, May 26, 2022, gotomeeting 210-205-837, hosted by the Tohono O’odham Judicial Branch.**

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

Hewel Ni’ok made use of the Tohono O’odham Nation’s Personnel policies to make detail appointments to vacant positions for lower level station personnel to receive job experience and acquire the skills necessary to qualify for higher level positions; these included the Cultural Affairs Director, Engineering Technician and Programming Coordinator positions. Detail appointments are for a four month duration subject to an additional four months if the vacant position to which the person has been detailed has not been filled.

*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, continue to be engaged in an Executive Management Program and participated in the following programs:

- 1. Various Transmission Talk Today webinars provided by Nautel.**
- 2. Virtual Budget Training, Executive Office Programs, FY 2023 Budget Preparation, January 25, 2022 hosted by the Budget Office, Accounting Department, Tohono O’odham Nation.**
- 3. Intro to Financial Reporting live webinar training, provided by the Corporation for Public Broadcasting, January 26, 2022.**
- 4. CARES and ARPA funding webinar, provided by the Native Public Media, January 27, 2022.**
- 5. What is NFFS? Live webinar training,**

provided by the Corporation for Public Broadcasting, February 2, 2022.

6. **Completing the FSR live webinar Training, provided by the Corporation for Public Broadcasting, February 9, 2022.**

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. **As of this reporting period, 6 staff members have completed the 2022 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, 2022. Staff completing the training at this time included the General Manager; a Station Manager; Programming Coordinator; Cultural Affairs Director; Community Affairs Director; Engineering Technician; Production Technicians; 2 On-air Announcer/ Board Operators; and Programming Assistant.**

Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

Attended and made a presentation to the Gu Achi District Council on Internship Opportunities with KOHN and its Youth Webcasting program, via virtual meeting on May 13, 2022. Attending staff were the General Manager and Station Managers.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
08-27-2021	On-Air Announcer/Board Operator (CW)	Weekly Job Listing

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 1

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Tohono O'odham Nation Human Resources Office	1
Public Bulletin Boards	
Tohono O'odham Nation Internet and Intranet	
Indeed	
Zip Recruiter	

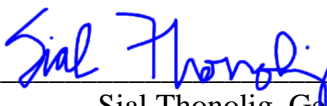
RECRUITING SOURCES USED

Job Title of Position: **On-Air Announcer/Board Operator (Covered Wells)**
 Date of Hire: **08-21-2021**

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	Angelina Lewis Executive HR Director	(520) 383-6540 angelina.lewis@tonation-nsn.gov
Tohono O'odham Nation Internet and Intranet	N	http://www.tonation-nsn.gov Tohono O'odham Nation, http://www.appone.com	Victoria Padilla	(520) 383-0270 victoria.padilla@tonation-nsn.gov
Indeed	N	http://www.indeed.com	NA	NA
Zip Recruiter	N	https://www.ziprecruiter.com	NA	NA

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

Submitted:



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

June 1, 2022