

2023 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, 2022 through May 31, 2023	
No. of Full-time Employees:	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, November 16, 2022, Desert Diamond Casino, 7350 S Nogales Highway, Tucson, Arizona 85756. 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. **One Stop Winter Virtual Job Fair, December 29, 2022, gotowebinar, hosted by the One Stop Division, Tohono O'odham Nation Department of Education.**
2. **One Stop Spring Virtual Job Fair, March 30, 2023, gotowebinar, hosted by the One Stop Division, Tohono O'odham Nation Department of Education.**
3. **Judicial Job Fair, March 31, 2023, Bashas' Plaza, Sells, Arizona, hosted by the Tohono O'odham Judicial Branch.**
4. **One Stop In-person Job Fair, May 18, 2023, Bashas' Plaza, Sells, Arizona, hosted by the One Stop Division, Tohono O'odham Nation Department of Education.**

*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 training made available through associated organizations:

- 1. A station manager attended a Station Emergency Operation Plan pilot training on January 26, 2023 at the Radisson Phoenix Airport, 427 44th Street, Phoenix, Arizona. The training was made available through Native Public Media.**
- 2. The Hewel Ni'ok Community Affairs Director and a Production Technician attended the 8th Annual Tribal Nations Training – Managing Public Information for all Hazards Incidents and Understanding Targeted Cyber Attacks at the Center for Domestic Preparedness center, Anniston, Alabama, March 11- 18, 2023. The training was made available through Native Public Media.**

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

Both Station Managers of Hewel Ni'ok and the Community Affairs Director, continue to be engaged in an Executive Management Program and participated in the following programs and activities:

- 1. Station Activities Survey, All Sections – TV and Radio webinar ID 810 4099 0630, provided by the Corporation for Public Broadcasting, January 19, 2023.**
- 2. A Station Manager participated in the legislative oversight budget presentation and review process for the fiscal year 2024 budget preparations.**

*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, all 10 staff members have completed the 2023 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, 2023.**

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

The Community Affairs Director and Programming Assistant made presentations to the Ha:san Preparatory and Leadership School on April 10, 2023 and to the San Xavier Youth Council on May 10, 2023. The presentations included discussions on Hewel Ni'ok's youth internships and youth programming.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
9/23/2022	Cultural Affairs Director	Tohono O'odham Nation, Weekly job listing
12/02/2022	Community Affairs Director	Tohono O'odham Nation, Weekly job listing

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Tohono O'odham Nation Human Resources Office	3
Public Bulletin Boards	0
Tohono O'odham Nation Internet and Intranet	0
Indeed	0
Zip Recruiter	0

RECRUITING SOURCES USED

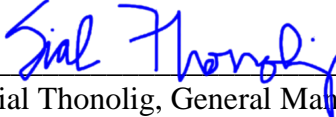
Job Title of Position: **Cultural Affairs Director**
 Date of Hire: **9/23/2022**
 Job Title of Position: **Community Affairs Director**
 Date of Hire: **12/02/2022**

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	Doreen Thomas, Executive HR Director	(520) 383-6540 doreen.thomas@tonation-nnsn.gov
Tohono O'odham Nation	N	http://www.tonation-	Victoria Padilla	(520) 383-0270

Internet and Intranet		nsn.gov Tohono O'odham Nation, http://www.appone.com		victoria.padilla@tonation-nsn.gov
Indeed	N	http://www.indeed.com	N/A	N/A
Zip Recruiter	N	https://www.ziprecruiter.com	N/A	N/A

* 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