

2025 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, 2024 through May 31, 2025	
No. of Full-time Employees:	8	
Small Market Exemption:	Yes	

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. **Tohono O’odham Human Resources in partnership with Tohono O’odham Nation Health Care and Tucson Indian Center held a Job Fair – February 26, 2025, at the Tucson Indian Center, 160 N Stone Ave, Tucson, Arizona 85701, 9 am to 12 pm.**

*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 Division presents “It’s FALL Ya’ll Job Fair”, September 19, 2024, 10 am – 2 pm, Sells, Arizona – Bashas Plaza.**
2. **Cipkan ‘o M-nenda (A job awaits you) Employment Conference held September 25, 2024, 10 am – 2 pm at the Sells Recreation Center, sponsored by the Tohono O’odham Nation Department of Education, One Stop Division.**
3. **Holly Jolly Job Fair held December 12, 2024, 10 am – 2 pm at the Bashas Plaza, Sells, Arizona 85634, sponsored by the**

**Tohono O’odham Nation Department
of Education, One Stop Division.**

- 4. The Tohono O’odham Human Resources Department had a booth at the Tohono O’odham Nation’s 86th Annual Rodeo & Fair held on January 31, 2025 through February 2, 2025.**

*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. Station Manager for Low Power Operations participated in the Worker’s Compensation Best Practices 2024 training held November 12, 2024, 1 pm by the Tohono O’odham Nation Human Resources Department in partnership with Amerind, at the Veteran’s Office, Sells, Arizona 85634.**
- 2. Station Manager for Low Power Operations participated in the Fiscal Year 2026 Budget Training, presented by the Tohono O’odham Nation Accounting Department, Budget Office held February 26, 2025, 8 am – 5 pm, at the San Xavier Fire Station, San Xavier, Arizona.**

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

All staff participated in the following mandatory update:

- 1. In-house overview update of the FCC’s rules and regulations of underwriting mentions for non-commercial radio stations, held on April 17, 2025 at the Tohono O’odham Nation Cultural Center, 9 am – 12:30 pm.**
- 2. Hewel Ni’ok re-appointed the previous Intern (Intern 1) to another term beginning October 1, 2024 through January 31, 2025; this appointment was extended on February 14, 2025 for the term February 1, 2025 through May 31, 2025.**
- 3. Hewel Ni’ok provided an additional internship opportunity for another member of the Nation (Intern 2). Intern**

2 started his internship on January 22, 2025 for the term of January 22, 2025 through May 22, 2025 which was extended on May 14, 2025 for the term May 23, 2025 through September 30, 2025.

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

2 Programming staff attended the Tohono O’odham Nation’s mandatory April Sexual Harassment training presented by the Human Resources Department in partnership with the Clark Law Firm PC held April 15, 2025, 10 am at the Sells Recreation Center, Sells, Arizona 85634. Additional sessions will be scheduled in next months.

Sponsored at least 1 event in the community designed to inform and educate the public as to employment opportunities in broadcasting.

Station Manager, Low Power Operations and KWAK-LP Program Coordinator participated in a presentation on broadcast copyright issues with the Tohono O’odham Community College’s Video Arts Class, April 24, 2025, 12:30 – 2:45 pm at the S-cuk Du’ag Mascamakud (Black Mountain Campus).

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
November 15, 2024	Programming Coordinator, Hewel Ni’ok	Tohono O’odham Nation Human Resources Office (Internal Promotion, Hewel Ni’ok)
April 16, 2025	Station Manager, Full Power Operations	Tohono O’odham Nation Human Resources Office (Internal Transfer, Hewel Ni’ok)

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
*Note: the transfer candidate was not interviewed.	

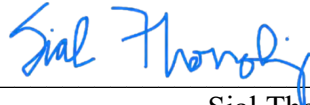
RECRUITING SOURCES USED

Job Title of Position: Programming Coordinator
Station Manager, Full Power Operations
Date of Hire: November 15, 2024
April 16, 2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Tohono O'odham Nation Human Resources Office	y	PO Box 837 Sells, Az 85634	Francella Lopez	520-383-6540 Francella.lopez@tonation-nsn.gov

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

Submitted:



June 1, 2025

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