

2024 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, 2023 through May 31, 2024	
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. **Tohono O’odham Human Resources’ Fall Job Fair - October 18, 2023, held at the San Simon Health Care Center, 9 am to 1 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. **34th Anniversary Diversity Career Fair held Jan. 24, 2024, Tucson Indian Center, Sponsored by Desert Diamond Casino, Tucson Indian Center and Tucson.com.**
2. **The Tohono O’odham Human Resources Department had a booth at the Tohono O’odham Nation’s Rodeo & Fair on February 2nd and 3rd, 2024.**
3. **2024 Spring Career Days – All Majors Day, held at Bear Down Gym, University of Arizona, February 13, 2024. Sponsored by the University of Arizona.**
4. **Tucson Spring D.R.E.A.M Job Fair held April 18, 2024 at the Kino Event Center, Kino North Complex, 2805 E. Ajo Way, Tucson, Arizona.**

*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 Managers and Community Affairs Director participated in the Corporation for Public Broadcasting's webinar: Next Generation Warning System Grant Program, August 29, 2023.**
- 2. Station Manager for Low Power Operations participated in the Corporation for Public Broadcasting's webinar on Community Service Grant Requirements and resources on September 7, 2023.**
- 3. Station Manager for Full Power Operations participated in the Corporation for Public Broadcasting's webinar on Intro to Financial Reporting on September 27, 2023.**

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

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

- 1. Budget formulation and Administration.**
- 2. Tohono O'odham Nation Constitution overview.**
- 3. In-house overview of updating the FCC's license management system to file required documents in the station on-line public files.**

*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 harassment prevention training program training on an annual basis:

- 1. As of this reporting period, all 10 staff members have completed the 2024 Preventing Harassment and Discrimination: Gateway, an interactive self-paced online harassment training program via EVERFI online training system. The training is provided by CPB.**

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

1. **On June 6, 2023, the KWAK-LP provided an orientation for 3 summer youth intern which were accepted for a 6-8 week summer internship. Orientation included the various aspects of station operations, FCC broadcast rules and career opportunities.**
2. **On June 20, 2023, the Youth Interns were provided a tour of Hewel Ni'ok's Main Studio and received additional exposure to full power operations and mentoring from Main Studio staff.**
3. **On April 25, 2024, the Hewel Ni'ok Main Studio hosted the 5th grade class from San Simon Middle School and shared information on station operations and career opportunities within Hewel Ni'ok.**

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
N/A	N/A	N/A

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: N/A

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
N/A	N/A

RECRUITING SOURCES USED

Job Title of Position: N/A
Date of Hire: N/A

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
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

May 31, 2024

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