

Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 396</b></p>	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY  
<p><b>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT</b>                  (To be filed with broadcast license renewal application)</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. -

**Section I**

Legal Name of the Licensee CONFEDERATED TRIBES OF WARM SPRINGS OREGON		
Mailing Address PO BOX 489		
City WARM SPRINGS	State or Country (if foreign address) OR	Zip Code 97761 -
Telephone Number (include area code) 5415531968		E-Mail Address (if available) SMATTERS@WSTRIBES.ORG
Facility ID Number 13582		Call Sign KWSO

<b>TYPE OF BROADCAST STATION:</b> (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input checked="" type="radio"/> Educational Radio <input type="radio"/> Educational TV
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**Application Purpose**

New Program Report  
 Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

**Station List**

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement.

Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KWSO	13582	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	WARM SPRINGS, OR	<input type="radio"/> Yes <input checked="" type="radio"/> No

**CONTACT PERSON IF OTHER THAN LICENSEE**

Name JOHN J. MCVEIGH			Street Address 12101 BLUE PAPER TRAIL	
City COLUMBIA	State MD	Zip Code 21044-2787	Telephone Number 3015961655	

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been  Yes  No filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees?  Yes  No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

**CERTIFICATION.**

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.**

Signed	Name of Respondent CHARLES CALICA
Title SECRETARY-TREASURER	Telephone No. ( include area code) 5415531161
Date 9/30/2005	

**The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.**

**GENERAL POLICY**

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

**RESPONSIBILITY FOR IMPLEMENTATION**

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: SUE MATTERS	Title: STATION MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure

that no person is discriminated against in employment because of race, color, religion, national origin or sex.

<p><b>I. EEO PUBLIC FILE REPORT</b>                  Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.</p>	<p>[Exhibit 2]</p>
<p><b>II. NARRATIVE STATEMENT</b>                  Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.</p>	<p>[Exhibit 3]</p>

**FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT**

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to [jboley@fcc.gov](mailto:jboley@fcc.gov). Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

**THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

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**Exhibits**

**Exhibit 2**

**Description:** STATEMENT RE EEO PUBLIC FILE REPORTS

STATION KWSO'S EEO PUBLIC FILE REPORTS FOR THE PERIOD OCTOBER 1, 2003-SEPTEMBER 30, 2004, AND FOR THE PERIOD OCTOBER 1, 2004-SEPTEMBER 30, 2005 FORM ATTACHMENTS TO THIS EXHIBIT.

**Attachment 2**

Description
<a href="#">KWSO 2003-2004 EEO Public File Report</a>
<a href="#">KWSO 2004-2005 EEO Public File Report</a>

**Exhibit 3**

**Description:** STATEMENT RE EEO OUTREACH EFFORTS

STATION KWSO IS AN OUTREACH MEDIUM LICENSED TO AND OPERATED BY THE CONFEDERATED TRIBES OF THE WARM SPRINGS RESERVATION OF OREGON, A FEDERALLY CHARTERED NATIVE AMERICAN TRIBE. THE STATION SERVES THE COMMUNITY OF WARM SPRINGS AND SURROUNDING AREAS OF THE WARM SPRINGS RESERVATION. AS THE STATION'S ON-LINE PROGRAM GUIDE INDICATES, THE STATION BROADCASTS A WEEKLY JOB REPORT THAT DESCRIBES OPENINGS NOT JUST AT THE STATION ITSELF, BUT ALSO IN TRIBAL GOVERNMENT OFFICES AND AT OTHER TRIBAL AND AREA BUSINESSES. NATIVE AMERICANS, WOMEN, AND OTHER MINORITIES ARE ESPECIALLY ENCOURAGED TO APPLY FOR SUCH POSITIONS.

BY OVERSIGHT, THE LICENSEE FAILED TO PREPARE EEO PUBLIC FILE REPORTS FOR THE PERIODS MARCH 2003-OCTOBER 2003 AND OCTOBER 2003-SEPTEMBER 2004. THERE WERE NO VACANCIES DURING THE MARCH 2003-SEPTEMBER 2003 TIME PERIOD. THERE WAS ONE PART-TIME VACANCY AND ONE FULL-TIME VACANCY DURING THE OCTOBER 2004-SEPTEMBER 2004 TIME PERIOD. THE LICENSEE HAS PREPARED EEO PUBLIC FILE REPORTS FOR THE TIME PERIODS IN QUESTION AND HAS INSERTED THEM IN THE STATION'S LOCAL PUBLIC INSPECTION FILE. THE LICENSEE REQUESTS THE COMMISSION'S UNDERSTANDING AND FOREBEARANCE. THE LICENSEE, A FEDERALLY CHARTERED NATIVE AMERICAN TRIBE, TAKES ITS EEO OBLIGATIONS SERIOUSLY AND STRIVES TO OFFER EMPLOYMENT OPPORTUNITIES FOR NATIVE AMERICANS, WOMEN, AND OTHER MINORITIES. NATIVE AMERICANS MAKE UP A SUBSTANTIAL PORTION OF THE STATION'S STAFF.

**Attachment 3**