

**October 2019 - September 2020 Annual EEO Public File Report  
for Radio Station KWSO(FM), Warm Springs, Oregon  
(Prepared October 2020)**

The purpose of this EEO Public File Report (Report) is to comply with § 73.2080(c)(6) of the FCC's Rules and Regulations. This Report covers the Station Employment Unit comprising noncommercial educational radio station KWSO(FM), Channel 220C2, Warm Springs, Oregon, FCC Facility ID No. 13582 (the Station).

This Report covers the time period beginning October 1, 2019 and ending September 30, 2020 (the Applicable Period).

FCC rules require that this Report be placed in the station's local public inspection file. FCC Rules also require that this Report be accessible through the station's web site, if one exists, until such time as a subsequent Report has been prepared and inserted into the station's local public inspection file. FCC Rules also require that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations during the Applicable Period;
2. For each such vacancy, the recruitment sources -- identified by name, address, contact person, and telephone number -- utilized to fill the vacancy (including any organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the Rules, which are to be separately identified);
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period, and the total number of interviewees that each recruitment source that the licensee utilized referred in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC's Rules.

**Section 1: Vacancy Information for Full-Time Positions Filled**

<b>Position Number</b>	<b>Job Title</b>	<b>Recruitment Period</b>	<b>Recruitment Source of Hiree</b>	<b>Total Number of Interviewees from All Sources</b>
709133	Multimedia Journalist	4/20/20-4/24/20	B Filled position internally	1
<b>Total Number of Persons Interviewed During the Applicable Period</b>				1

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**Section 2: Recruitment Source Information**

<b>Recruitment Source ID</b>	<b>Recruitment Source Contact Details (Name, Address, Telephone Number, Contact Person)</b>	<b>Number of Interviewees This Source Provided During the Applicable Period</b>	<b>Full-Time Position IDs for Which This Source Was Utilized</b>
A	<p align="center">Radio Station KWSO Sue Matters, Station Manager P.O. Box 489 Warm Springs, Oregon 97761 Telephone: 1.541.553-1968 FAX: 1.541.553.3348 <a href="http://www.kwso.org/">http://www.kwso.org/</a> On-Air Job Report Announcements Updated Weekly Airs 15x Weekdays</p>		
B	<p align="center">Radio Station KWSO Sue Matters, Station Manager P.O. Box 489 Warm Springs, Oregon 97761 Telephone: 1.541.553-1968 FAX: 1.541.553.3348 <a href="http://www.kwso.org/">http://www.kwso.org/</a> Outreach to potential candidates including current staff</p>	1	1
C	<p align="center">The Confederated Tribes of the Warm Springs Reservation of Oregon Warm Springs, Oregon 97761 Web Site: On-Line Postings of Job Announcements: <a href="https://warmsprings-nsn.gov/job-opportunities/">https://warmsprings-nsn.gov/job-opportunities/</a></p>		
D	<p align="center">The Confederated Tribes of the Warm Springs Reservation of Oregon Personnel Office</p>		

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	<p>1233 Veterans Street Warm Springs, Oregon 97761 Telephone: 1.541.553.3262 FAX: 1.541.553.3263 (Physical Postings of Job Announcements)</p>		
E	<p>Spilyay Tymoo Coyote News P.O. Box 489 1100 Wasco Street Warm Springs, Oregon 97761 Telephone: 1.541.553.2210 FAX: 1.541.553.3348 Editor: Dave McMechan Email: <a href="mailto:david.mcmechan@wsribes.org">david.mcmechan@wsribes.org</a> <a href="http://www.wsnews.org/">http://www.wsnews.org/</a></p>		
F	<p>Warm Springs Post Office 2128 Warm Springs Road Warm Springs, Oregon 97761 Telephone: 1.541.553.1377 Postmaster (Physical Postings of Job Announcements)</p>		
G	<p>Warm Springs Market 2132 Warm Springs Road Warm Springs, Oregon 97761 Telephone: 1.541.553.1597 Proprietors: Terry &amp; Diana Macy (Physical Postings of Job Announcements)</p>		
H	<p>Oregon Community Media Listserv c/o David Hammock KMUZ-FM PO Box 12038 Salem, OR 97309 <a href="https://oregoncommunitymedia.org">https://oregoncommunitymedia.org</a></p>		
I	<p>Oregon State Government Employment Department 875 Union Street North East, Salem, Oregon 97311</p>		

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	Telephone: 1.800.237.3710 <a href="http://www.oregon.gov/EMPLOY/index.shtml">http://www.oregon.gov/EMPLOY/index.shtml</a>		
J	National Federation of Community Broadcasters PO Box 11270 Denver, CO 80211 Telephone: 1.970.279.3411 <a href="http://www.nfcb.org/">http://www.nfcb.org/</a> Listserv		

\* Indicates sources that have requested notification of job openings

**Section 3: Supplemental (Non-Vacancy-Specific) Recruitment Activities Undertaken By the Station**

1. KWSO funded 2 limited duration college students. Both positions were a mix of on air announcing, news, production and other media work.
2. With our only full time vacancy, during the Covid-19 pandemic, with limited staffing already in place - we choose to fill the position with one of our student workers, making him full time. Not only did he possess the qualifications for the position, he was actually already working as part of our skeleton crew.
3. It is the policy of the Confederated Tribes of the Warm Springs Reservation of Oregon to hire individuals solely upon the basis of their qualifications for the job to be filled and not to engage in unlawful employment discrimination. Further, it is the intent of the organization to give preference in employment and career opportunity to members of the Confederated Tribes of the Warm Springs Reservation of Oregon. Therefore, all other things being equal, tribal members will be considered first to fill vacant positions. The Confederated Tribes will promote tribal-member employment by giving preference to those applicants who are tribal members, provided they meet the minimum qualifications needed to either fill the vacant position or participate in an Affirmative Action training plan.

If there are multiple applicants for a position, and all applicants have similar qualifications, preference in hiring is given in the following order:

- I. Tribal Member of the Confederated Tribes of the Warm Springs Reservation of Oregon

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- II. Married In to the Confederated Tribes of the Warm Springs Reservation of Oregon
- III. Native American - not a member of the Confederated Tribes of the Warm Springs Reservation of Oregon