

NARRATIVE STATEMENT
BROADCAST EEO PROGRAM REPORT: SEPTEMBER 2021
RADIO STATION KWSO

The Confederated Tribes of the Warm Springs Reservation of Oregon (the *Confederated Tribes*), the licensee of Noncommercial Educational FM Broadcast Station KWSO, faces many of the same challenges that other small-market Broadcasters in rural areas must face. In addition, the Station is located on the Confederated Tribes' Reservation, which is fairly remote. The Confederated Tribes believe that the pool of those interested in pursuing a career in Broadcasting has become smaller over the years. Many, if not most, of those who do seek careers in Broadcasting dream of landing jobs in larger markets.

The economic environment since the onset of the COVID-19 pandemic has restricted the Confederated Tribes' ability to offer new positions. Nonetheless, the Confederated Tribes have continued their outreach efforts

In an effort to help Reservation youth develop broadcasting skills, Station KWSO has collaborated with an annual Summer Youth Work Program to identify students interested in Broadcasting or Journalism. As part of that program, select youth are assigned to work at Station KWSO as their work site. A participant's success in this program depends on his or her skill set, dedication, and interest. Unfortunately, restrictions associated with the COVID-19 pandemic prevented KWSO's hosting of youths in the program during the Summers of 2020 and of 2021. KWSO hopes to reinstate such participation when circumstances permit.

Ongoing training and job-performance reviews are key elements in the professional development of station personnel. On an ongoing basis, the Station Manager provides coaching and feedback to enhance employee skills in pursuit of high quality radio programming and production. From time to time, Station Staff have also been sent to training sessions and conferences.

To try to reach potential employees, the Confederated Tribes have also availed themselves of resources provided by the Oregon Association of Broadcasters, the Oregon State Government Employment Department, and the National Federation of Community Broadcasters.

The Confederated Tribes has generally found that its most productive recruiting sources have been its own Radio Station and its own Station's web site.

It is the responsibility of the KWSO Station Manager to implement EEO Policies in accordance with the Personnel Policies of the Confederated Tribes of Warm Springs. Specifically, those Policies state:

All qualified applicants will be considered without regard to race, religion, color, national origin, gender, age, marital status, the presence of mental, physical or sensory disability, sexual orientation or any other basis prohibited by federal, state or local law. Accommodations and/or assistance will be provided gladly for any applicant with sensory and nonsensory impairments by calling (541) 553-3262.

Additionally, and as stated in each of the Station's EEO Public File Reports:

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:

1. Tribal Member of the Confederated Tribes of the Warm Springs Reservation of Oregon;
2. Married into the Confederated Tribes of the Warm Springs Reservation of Oregon;
and
3. Native American - not a member of the Confederated Tribes of the Warm Springs Reservation of Oregon.

These policies are presented in writing to all applicants pursuing employment opportunities with the Confederated Tribes, including those seeking positions at KWSO.

The Confederated Tribes reviews its EEO recruitment program each Fall, when the Station Manager compiles the Annual EEO Public File Report for Station KWSO. Of particular interest is determining where applicants learned about the job vacancy and the process they used to apply. Contact information for recruitment sources is the subject of regular review and updating.

**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

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

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Section 2: Recruitment Source Information

Recruitment Source ID	Recruitment Source Contact Details (Name, Address, Telephone Number, Contact Person)	Number of Interviewees This Source Provided During the Applicable Period	Full-Time Position IDs for Which This Source Was Utilized
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 http://www.kwso.org/ 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 http://www.kwso.org/ 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: https://warmsprings-nsn.gov/job-opportunities/</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: david.mcmechan@wstribes.org http://www.wsnews.org/</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 & 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 https://oregoncommunitymedia.org</p>		
I	<p>Oregon State Government Employment Department 875 Union Street North East, Salem, Oregon 97311</p>		

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for Radio Station KWSO(FM), Warm Springs, Oregon
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	Telephone: 1.800.237.3710 http://www.oregon.gov/EMPLOY/index.shtml		
J	National Federation of Community Broadcasters PO Box 11270 Denver, CO 80211 Telephone: 1.970.279.3411 http://www.nfcb.org/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.

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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

**October 2020 - September 15, 2021 Annual EEO Public File Report
for Radio Station KWSO(FM), Warm Springs, Oregon
(Prepared September 18, 2021)**

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Position Number	Job Title	Recruitment Period	Recruitment Source of Hiree	Total Number of Interviewees from All Sources
709129	Operations Manager	8/16/21-8/20/21	B Filled position internally	1
Total Number of Persons Interviewed During the Applicable Period				1

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1. KWSO funded 2 part time, limited duration multi-media journalist positions for college students. Both positions were a mix of on air announcing, news, production and other media work.
2. Our Operations Manager vacancy was filled internally by a staff member who was being mentored to move into that position. With this critical position in charge of day to day operations - it was essential to fill it immediately with someone who understands our systems and the work flow. The new employee does have a Individual Development Plan that includes training for: supervisory skills; technical knowledge; & overall station operations.

Training plans and mentorship are critical for us to be able to continue to develop broadcasters from our community so they can successfully build careers in media.

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