

October 2021 - September 30, 2022 Annual EEO Public File Report for Radio Station KWSO(FM), Warm Springs, Oregon

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, 2021 and ending September 30, 2022 (the Applicable Period).

FCC rules require that this Report be placed in the station's online 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

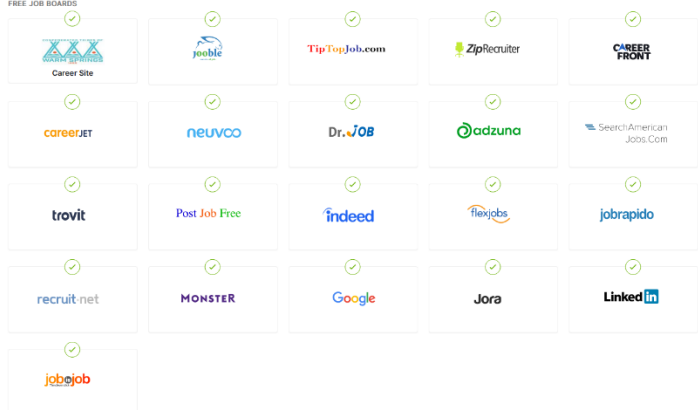
Position Number	Job Title	Recruitment Period	Recruitment Source of Hiree	Total Number of Interviewees from All Sources
709138	Multimedia Journalist	8/29/22-9/17/22	A/B	5
709133	Multimedia Journalist	9/11/1/22-12/1/22	B In house transfer	1
709142	Multimedia Journalist	5/9/22-5/27/22	B	1
Total Number of Persons Interviewed During the Applicable Period				7

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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: 541-553-1968 FAX: 541-553-3348 https://kwsso.org/ On-Air Job Report Announcements Updated Weekly Airs 15x Weekdays</p>	0	0
B	<p align="center">Radio Station KWSO Sue Matters, Station Manager P.O. Box 489 Warm Springs, Oregon 97761 Telephone: 541-553-1968 FAX: 541-553-3348 https://kwsso.org/ Outreach to potential candidates including current staff</p>	5	3
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> <p>** Current CTWS program for recruitment includes these sites:</p>	2	0

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D	<p align="center">The Confederated Tribes of the Warm Springs Reservation of Oregon Personnel Office 1233 Veterans Street Warm Springs, Oregon 97761 Telephone: 1.541.553.3262 FAX: 1.541.553.3263 (Physical Postings of Job Announcements)</p>	1	0
E	<p align="center">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@wsribes.org http://www.wsnews.org/</p>	0	0
H	<p align="center">Oregon Community Media Listserv Attn: Susan Peterson susan@KMUN.org https://oregoncommunitymedia.org</p>	0	0
I	<p align="center">Oregon State Government Employment Department 875 Union Street North East, Salem, Oregon 97311 Telephone: 1.800.237.3710 https://www.oregon.gov/employ/jobseekers/pages/find-a-job.aspx</p>	0	0
J	National Federation of Community	0	0

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	Broadcasters PO Box 11270 Denver, CO 80211 Telephone: 1.970.279.3411 http://www.nfcb.org/ Listserv		
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* 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 summertime, limited duration multi-media journalist positions for college students. Both positions were a mix of on air announcing, news, production and other media work. We did advertise the opportunity and had 5 interested applicants. The first candidate hired had done an unpaid internship initiated by her mentor at her high school. She is interested in a career in communications and media. The second candidate hired applied and was selected in part due to strong writing skills and interest in media. 2 other applicants had already secured summer work and withdrew their interest. 1 other candidate was an adult vs. a student. A previous employee – she was hire on in a part time capacity for specific program development and production.

We also picked up a part time limited duration employee in the winter months to give her experience while laid off from a seasonal job and potentially develop her.

2. Our first Multimedia Journalist vacancy was filled after screening 2 applicants, one of which lacked experience but who we hired in a limited duration part time capacity. The other applicant found secured employment elsewhere. Three candidates were then interviewed by a panel of people. Two of the three eventually withdrew their interest and we hired someone who had previous experience. This was a new position.

Our second Multimedia Journalist vacancy was filled internally by a staff member who had been working in our college student position, but who also had vast experience in media. She was not continuing with her college career and so was recruited to fill this vacancy

Our third Multimedia Journalist vacancy was a new position – and after extending the initial advertisement – we had only one applicant. He was recruited having previously

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worked part time and had continued to volunteer. He also has newspaper experience.

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
- 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