

October 2022 - September 2023 Annual EEO Public File Report Radio Station KWSO(NCE-FM), Warm Springs, Oregon

The purpose of this EEO Public File Report (this *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*). The Licensee of the Station is the Confederated Tribes of the Warm Springs Reservation of Oregon, a Federally chartered Native American Tribe.

This Report covers the time period that began on October 1, 2022 and that ended on September 30, 2023 (the *Applicable Period*).

Sections 73.2080(c)(6) and 73.3527(c)(6) of the FCC’s Rules and Regulations require the Licensee to place this Report in the Station’s On-Line Public Inspection File. The FCC’s Rules also require the Licensee to make this Report accessible through the Station’s web site (if the Station has one). A Report is to remain accessible until such time as the Licensee: (a) has prepared a more recent Report; and (b) has inserted the more recent Report into the Station’s On-Line Public Inspection File.

The FCC’s 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 § 73.2080(c)(1)(ii) of the Rules, which are to be separately identified);
3. The recruitment source that referred the hires for each full-time vacancy filled 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 § 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
709142	Multimedia Journalist	3/27/23-4/01/23	B	1
Total Number of Persons Interviewed During the Applicable Period				1

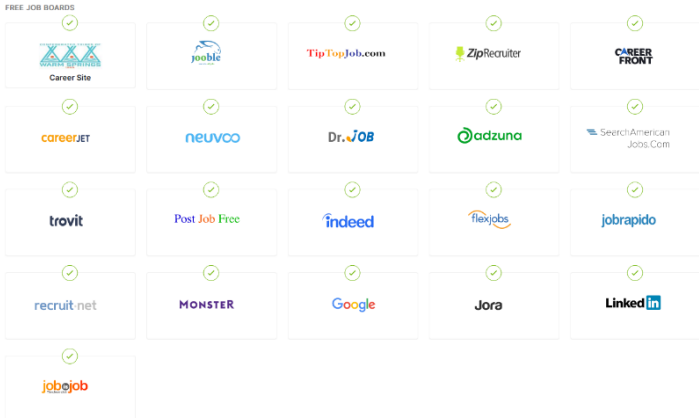
**October 2022 - September 2023 Annual EEO Public File Report
Radio Station KWSO(NCE-FM), Warm Springs, Oregon**

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	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 https://kwsso.org/ On-Air Job-Report Announcements Updated Weekly, Broadcast 15 Times Each Weekday	0	0
B	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 https://kwsso.org/ Outreach to potential candidates including current staff	1	1

**October 2022 - September 2023 Annual EEO Public File Report
Radio Station KWSO(NCE-FM), Warm Springs, Oregon**

Page 3

<p align="center">C</p>	<p align="center">The Confederated Tribes of the Warm Springs Reservation of Oregon Warm Springs, Oregon 97761</p> <p>Postings of Job Announcements on the Tribes' Web Site: https://warmsprings-nsn.gov/job-opportunities/</p> <p>Note: The Confederate Tribes' program of on-line recruitment efforts also currently employs these web sites:</p> 	<p align="center">1</p>	<p align="center">0</p>
<p align="center">D</p>	<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</p> <p align="center">Physical Postings of Job Announcements</p>	<p align="center">1</p>	<p align="center">0</p>
<p align="center">E</p>	<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</p> <p align="center">Editor: Dave McMechan Email: david.mcmechan@wstribes.org http://www.wsnews.org/</p>	<p align="center">0</p>	<p align="center">0</p>

**October 2022 - September 2023 Annual EEO Public File Report
Radio Station KWSO(NCE-FM), Warm Springs, Oregon**

Page 4

H	Oregon Community Media Listserv Attn: Susan Peterson Email: susan@KMUN.org https://oregoncommunitymedia.org	0	0
I	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	0	0
J	National Federation of Community Broadcasters P.O. Box 11270 Denver, Colorado 80211 Telephone: 1.970.279.3411 http://www.nfcb.org/ Listserv	0	0

(Note: An asterisk appended to a Recruitment Source ID denotes that such Source, if any, has requested notification of job openings.)

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

1. KWSO continues to commit to maintaining two (2) limited-duration paid multi-media journalist internships for college students. Included in the work is a mix of on-air announcing, preparation of news, production, and other media work. We continued to employ one of the interns that we hired the previous year, and we ran a new advertisement that garnered three (3) applicants, two (2) of whom lived out of the area. We selected the local student.
2. We participated in the Career Fair for the second year at our local K-8 school. Talking about radio but also media in general, including video and online work. Trying to plant seeds for future broadcasters but also encouraging media skills all around.
3. We have discovered that our geographic location and our salary structure are challenges when we try to attract qualified candidates. This past year, we were able to rehire a former staffer who possesses both knowledge of the community and broadcast skills. He was the only applicant, and he was hired.
4. 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

**October 2022 - September 2023 Annual EEO Public File Report
Radio Station KWSO(NCE-FM), Warm Springs, Oregon**

Page 5

employment and career opportunity to members of the Confederated Tribes of the Warm Springs Reservation of Oregon. Therefore, all other things being equal, we will first consider Tribal Members when attempting to fill vacant positions. The Confederated Tribes will promote Tribal-Member employment by giving preference to those applicants who are Tribal Members, provided either that they meet the minimum qualifications needed to fill the vacant position, or that they are equipped and willing to participate in an Affirmative Action training plan.

5. If there are multiple applicants for a position, and all applicants have similar qualifications, we give preference in hiring in the following order:
 - I. A Tribal Member of the Confederated Tribes of the Warm Springs Reservation of Oregon;
 - II. One who has married into the Confederated Tribes of the Warm Springs Reservation of Oregon;
 - III. A Native American, but one who is not a member of the Confederated Tribes of the Warm Springs Reservation of Oregon