

**October 2013 - September 2014 Annual EEO Public File Report
for Radio Station KWSO(FM), Warm Springs, Oregon
(Prepared October 2014)**

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, 2013 and ending September 30, 2014 (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	07/28/14-8/22/14	B	4
Total Number of Persons Interviewed During the Applicable				2

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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	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	n/a	
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 http://www.kwso.org/ Internal Station Postings	1	709133
C	The Confederated Tribes of the Warm Springs Reservation of Oregon Warm Springs, Oregon 97761 Web Site: http://www.warmsprings.com/ On-Line Postings of Job Announcements: http://www.warmsprings.com/warmsprings/Job_Opportunities/	2	709133

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D	<p>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 Email: mailto:personnel@wstribes.org Amelia Tewee(Physical Postings of Job Announcements)</p>	1	709133
E	<p>Spilyay Tymoo Coyote News P.O. Box 870 1100 Wasco Street Warm Springs, Oregon 97761 Telephone: 1.541.553.1644 FAX: 1.541.553.3539 Editor: Dave McMechan Email: mailto:spilyaytymoo@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: Marie Crawford (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 Macy (Physical Postings of Job Announcements)</p>		
H	<p>Oregon Association of Broadcasters 7150 Southwest Hampton Street, Suite 240 Portland, Oregon 97223-8366</p>		

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	Telephone: 1.503.443.2299 FAX: 1.503.443.2488 Bill Johnstone Email: mailto:theoab@theoab.org http://www.theoab.org/jobs_radio.htm		
I	Oregon State Government Employment Department 875 Union Street NorthEast, Salem, Oregon 97311 Telephone: 1.800.237.3710 FAX: 1.503.947.1472 http://www.oregon.gov/EMPLOY/index.shtml		
J	National Federation of Community Broadcasters – Listserv 2751 Hennepin Ave, South #41 Minneapolis, MN 55408 Telephone: 1.612.998.9619 Janis Lane-Ewart http://www.nfcb.org/		

* Indicates sources that have requested notification of job openings

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

1. KWSO funded a limited duration position for a high school student in the summer of 2014, with a goal of mentoring them to produce content. There had been a cut to the Tribal Summer Youth Work program so we decided to fund our own. There was a last minute implementation of a Tribal funded program, however we had already hired our worker.

Our student worker has proven to be so reliable and consistently increases their capacity so we are keeping her on through the school year part time, after school. Two keys to the success of our student worker are: her own skill set and the efforts of our News Director to train her.

Next year we will be prepared to either, again, fund our own position or be better organized to take advantage of any funded position that becomes available. Definitely we would

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need a work station for each student and a designated trainer. The students must possess good reading, writing and computer skills.

2. KWSO was able to reallocate some personnel costs to limited duration, part time positions. Our goal is to create opportunity to bring on new staff in a part time capacity, provide them with basic training and set clear expectations for assignments across a range of functions. Ongoing coaching and training will allow hirees to develop their talents and to take on more responsibilities in preparation for possible full time openings.

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