

Gila River Telecommunications, Inc.

Equal Employment Opportunity Annual Report 2021-2022

This report covers the employment unit which includes KGRF-LD, KGRQ-LD, KGRX-LD, and KGRY-LD, all Gila River Indian Co., Arizona for the period from August 30, 2021, through May 21, 2022. Gila River Telecommunications, Inc. ("GRTI"), which operates the stations in the employment unit through Gila River Broadcasting Corporation ("GRBC"), recognizes that this report normally would cover the period May 22, 2021 – May 21, 2022, (or June 1, 2021 – May 31, 2022), but prior to the start date of this report, the GRTI/GRBC employment unit had fewer than five full-time employees and thus was not required to have an EEO program.

GRTI and GRBC operate the first low power television station broadcasting in Indian Country with both English and O'odham language programming. The Gila River Indian Community, a sovereign tribal nation, identified a need for culturally competent and respectful programming that was not available for its community members. This vision became a reality in 2015 with the first broadcasts, but the employment unit's fifth full-time employee was hired only within the past year. The following report reflects information regarding the hiring of the fifth and sixth full-time employees and the EEO program adopted following the hiring of the fifth such employee.

| <u>Full-time Position Filled</u> | <u>Date of Hire</u> | <u>Recruitment Source of Hiree</u> |
|----------------------------------|---------------------|--|
| 1. Media Editor | 08/30/2021 | GRBC Social Media |
| 2. Multimedia Designed | 10/18/2021 | Internal posting – GRTI and subsidiaries |

| <u>Recruitment Source Contacted</u> | <u>Opening(s) for which Used</u> | <u># Interviewees Referred</u> |
|--|----------------------------------|--------------------------------|
| GRTI Website employment posting | #1 and #2 | 0 |
| GRBC Website | #1 and #2 | 0 |
| GRBC Social Media (Facebook and Instagram) | #1 and #2 | 2 |
| Internal Posting to GRTI and subsidiaries | #1 and #2 | 1 |
| | | <hr/> |
| <u>Total Interviewees</u> | | 3 |

General Employment Outreach Activities

In addition to recruitment for specific positions, the employment unit engaged in the following outreach activities designed to inform the community of job opportunities in broadcasting generally, without any necessary connection to a particular job opening.

1. The employment unit established an internship program and employed one intern at the stations during the month of March, 2022.
2. GRBC provides tours of the station facilities to visiting tribal communities. These tours enable visitors to see all of the different jobs that need to be done at a broadcasting facility and to see the staff that does those jobs in action, which illustrates the different employment positions that are generally available at broadcasting stations. The employment unit provided at least two such tours during the reporting period.
3. The employment unit mentored at the 2022 United National Indian Tribal Youth Digital Media Bootcamp. GRBC staff worked with native youth over two days. One day was virtual and the other day was in-person. They showed the youth digital storytelling by helping them come up with topics, storyboarding, filming, lighting, and editing. The youth also became familiar with equipment used for productions. At the end of the bootcamp the participants had a completed project. These shorts were played during the United National Indian Tribal Youth Conference.