

2010 ANNUAL EEO PUBLIC FILE REPORT

KUTE, INC.

Stations: KSUT (FM-NCE), Ignacio, CO
KUTE (FM-NCE), Ignacio, CO
KDNG (FM-NCE), Durango, CO
KPGS (FM-NCE), Pagosa Springs, CO
KUSW (FM-NCE), Flora Vista, NM
KUUT (FM-NCE), Farmington, NM

Reporting Period: November 21, 2009 – November 20, 2010

No. of Full-time Employees: Between 5 and 10

Small Market Exemption: yes

During the reporting period, one full-time position was filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

BROAD OUTREACH AND INITIATIVES

During the reporting period, the Employment Unit has engaged in the following:

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

- The employment unit participated in the 9th Annual Career Fair, presented by the Southern Ute Indian Tribe's Higher Education Department, Durango High School and Fort Lewis College. Tribal Station Director and Programming and Operations Director attending.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

- The employment unit continued the professional development internship for a Southern Ute Indian Tribal member in collaboration with TERO (Tribal Employment Rights Organization). This position initially was established for Business Manager, but changed to the Tribal Signal Station Director to better meet the station's needs.

- The Employment Unit continued the summer internship program for Native American youth, designed to provide high school students with experience and skills needed for broadcast employment. KSUT worked with

the Southern Ute Community Action Program and the Native American Workforce Investment Act. The Employment Unit had one Native American summer intern placed through this program to train in programming, production and other broadcasting and general office skills June – August 2010.

*Participated in job banks, internet programs, and **other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

The Employment Unit participated with the Southern Ute Boys and Girls Club Mentoring Program providing hands-on radio programming activities with youth participants. Club members also researched and presented community topics to the listening audience on the radio. This initiative was held during the week of June 13, 2010. The Tribal Station Director, a member of the Employment Unit’s Leadership Team, participated in the program.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
August 2010	Administrative Director	Durango Herald

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 5

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Durango Herald	5
Southern Ute Drum	0
Southern Ute Indian Tribe Higher Education Department	0

RECRUITING SOURCES USED

Job Title of Position: Administrative Director

Date of Hire: August 2010

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO.
Durango Herald	N	P. O. Drawer A, Durango, CO 81302	Classified Advertising Dept.	970-247-3504
Southern Ute Drum	N	P.O. Box 737, Ignacio, CO 81137	Classified Advertising Dept.	970-563-0118
Southern Ute Indian Tribe Higher Education Department	N	PO Box 737, Ignacio, CO 81137	Latitia Taylor, Director Southern Ute Indian Tribe's Higher Education Department.	970-563-0100

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).