

2011 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, 2010 – November 20, 2011

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 at least 1 **job fair** by station personnel who have substantial responsibility in making hiring decisions.*

•The employment unit participated in the 10th 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.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE
February 2011	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	
Southern Ute Indian Tribe Higher Education Department	

RECRUITING SOURCES USED

Job Title of Position: Administrative Director

Date of Hire: February 2011

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

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE
February 2011	Underwriting Sales	Durango Herald

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 10

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Durango Herald	10
Southern Ute Drum	

Southern Ute Indian Tribe Higher Education Department	
Corporation for Public Broadcasting On-line Job Board	

RECRUITING SOURCES USED

Job Title of Position: Underwriting Sales

Date of Hire: Feb 2011

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
Corporation for Public Broadcasting	N	www.cpb.org	N/A – Online job board	N/A Online Job Board

* 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).