

2012 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, 2011 – November 20, 2012

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 2 job events by station personnel who have substantial responsibility in making hiring decisions.

- The employment unit participated in a job fair presentation presented by the Southern Ute Indian Tribe's Higher Education Department, Tribal Station Director attending.
- The employment unit participated in a jobs and volunteers recruitment event at Mercury Payment Systems, one of the region's largest employers.

List of Positions Filled

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE
January 2012	Underwriting Manager	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	4
Southern Ute Drum	

Southern Ute Indian Tribe Higher Education Department	
Corporation for Public Broadcasting	1

RECRUITING SOURCES USED

Job Title of Position: Underwriting Manager

Date of Hire: January 2012

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

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE
July 2012	Membership Manager	Durango Herald

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 7

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Durango Herald	7
Southern Ute Drum	
Southern Ute Indian Tribe Higher Education Department	
Corporation for Public Broadcasting	

RECRUITING SOURCES USED

Job Title of Position: Membership Manager

Date of Hire: July 2012

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	N	P.O. Box 737, Ignacio,	Classified Advertising	970-563-0118

Drum		CO 81137	Dept.	
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

* 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).