

2021 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 KZNM (FM-NCE), Towaoc, CO KUUT (FM-NCE), Farmington, NM
Reporting Period:	<u>December 20, 2020 – December 19, 2021</u>
No. of Full-time Employees:	<u>Between 5 and 10</u>
Small Market Exemption:	<u>yes</u>

During the reporting period there was one position filled at KUTE, Inc. 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.*

- March 2021 - Students from Golden High School, Golden, CO virtually visited (due to COVID) KSUT studios to learn about broadcasting.
- Ignacio high school students virtually visited KSUT studios during the school year to talk about school activities and learn about broadcasting.
- June 8-9, August 2-3, 2021 - Native Braids virtual interviews and field recording techniques training in Towaoc and Ignacio, Co.
- July 2021 – Virtually trained Ute Mountain Ute media intern in radio and radio production at KSUT studios
- Sept 15-17, 2021 – Dream Warriors training with Native American youth, for music production and videography in Ignacio and Towaoc, Co.
- KSUT sponsors weekly job announcements for the Southern Ute Indian Tribe, and monthly on-air discussions on jobs.

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE
9/24/21	Tribal Radio Digital Content Editor	Native American Journalists Assoc.

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed:	2
Recruitment Sources Used	that the Source Referred
NAJA website	6
CPB website	0
Tribal College Journal website	4
KSUT Tribal Radio website	0
KSUT Four Corners Public Radio website	0
KSUT Tribal Radio on-air spot	0
KSUT Four Corners Public Radio on-air spot	0

RECRUITING SOURCES USED

Job Title of Position: Tribal Radio Digital Content Editor

Date of Hire: 9/24/21

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	E-MAIL
NAJA jobs listing	N	https://najanewsroom.com/jobs/	Candice Mendez	Cmendez@naja.com
CPB jobs listing	N	401 9th Street, NW Washington, DC 20004-2129	Carole Mah	Cmah@cpb.org
KSUT Tribal Radio website	Y	15150 Hwy 172, Ignacio, CO 81137	Lorena Richards	Lorena@ksut.org
KSUT Four Corners Public Radio website	Y	15150 Hwy 172, Ignacio, CO 81137	Mark Duggan	Mark@ksut.org
KSUT Tribal Radio on-air spot	Y	15150 Hwy 172, Ignacio, CO 81137	Lorena Richards	Lorena@ksut.org
KSUT Four Corners Public Radio on-air spot	Y	15150 Hwy 172, Ignacio, CO 81137	Ken Brott	Ken@ksut.org

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* 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).