

# 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: December 20, 2020 – December 19, 2021

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

Small Market Exemption: yes

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.

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

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

<b>REFERRAL SOURCE</b>	<b>*</b>	<b>ADDRESS OF SOURCE</b>	<b>CONTACT PERSON AT SOURCE</b>	<b>E-MAIL</b>
NAJA jobs listing	N	<a href="https://najanewsroom.com/jobs/">https://najanewsroom.com/jobs/</a>	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

\* 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).