

2008 ANNUAL EEO PUBLIC FILE REPORT
KUTE, INC.

Stations: KSUT / KUTE (FM-NCE)
(list all that are included within Employment Unit)
Community of License: Ignacio, CO
Date of Annual Report: November 28, 2008
No. of Full-time Employees: Between 5 and 10
Small Market Exemption: yes

This report for the employment unit of KUTE, Inc., covers the period between November 20, 2007, and November 20, 2008. During the reporting period, one full-time position was filled through a professional development internship. The information required by FCC Rule 73.2080(c)(6) follows.

BROAD OUTREACH AND INITIATIVES

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

- Continued summer internship program for Native American youth, designed to provide high school students with experience and skills needed for broadcast employment. The Employment Unit offered a summer internship program for tribal youth in conjunction with the Southern Ute Community Action Program (SUCAP) and the Native American Workforce Investment Act (WIA). The Employment Unit had 2 Native American summer interns placed through this program to train in programming, production and other broadcasting and general office skills June-August 2008.
- Participated in a job training program through Cooperative Vocational Services/Southwest Colorado Mental Health Organization. The Employment Unit offered a job training position, funded through state vocational services for a receptionist/office assistant. The candidate was assigned by the funder and worked in this training position from April 2008-September 2008.
- Station continues to host Southern Ute Education Department internship for administrative assistant/radio programmer trainee. This position was initiated through Southern Ute Community Action Program (SUCAP) as a summer training program for an adult Native American job candidate. Tribal education department assumed the program as a long term training position through the year.
- Established a second professional development internship for a Southern Ute Tribal Member. The Employment Unit, in collaboration with TERO (Tribal Employment Rights Organization), created a professional level internship for a Southern Ute Tribal Member to become Business Manager of KSUT with a hands-on training program. The candidate is participating in an 18-month internship with the goal of successful completion and assuming the full-time position of Business Manager. The Employment Unit advertised this opportunity with media resources directed at Native American candidates such as the Southern Ute Drum and posted it at the TERO office and the Southern Ute Tribe's personnel department..
- Continued Program Director professional development internship, originated in October 2007, with goal of completion in April 2009.

LIST OF POSITIONS FILLED

<u>DATE OF HIRE</u>	<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u>REFERRING HIREE</u>
December 2008 (for 1/09 start)	Business Manager Internship	see page 1	Southern Ute Drum

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year:	1
Recruitment Sources Used in Preceding Year	Number of Persons Interviewed referred by source
Southern Ute Drum	1

RECRUITING SOURCES USED

Job Title of Position: Business Manager Internship Date of Hire: December 2008 (for 1/09 start)

REFERRAL SOURCE

Southern Ute Drum (N) P.O. Box 737, Ignacio, CO 81137 Classified Advertising Dept. 970-563-0118

* 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).