

**Licensee: KUTE, Inc.**  
**Schedule 396, EEO Report**  
**Exhibit 2: EEO Outreach Narrative Exhibit**

**NCE FM Stations in SEU:**

**KSUT, Ignacio, CO**  
**KUTE, Ignacio, CO**  
**KDNG, Durango, CO**  
**KPGS, Pagosa Springs, CO**  
**KUSW, Flora Vista, NM**  
**KUUT, Farmington, NM**  
**KZNM, Towaoc, CO**

Licensee KUTE, Inc, d/b/a KSUT Public Radio (KUTE or KSUT) is a Tribal-controlled nonprofit public broadcasting organization located on the Southern Ute Reservation in Ignacio, CO. KUTE is governed by a volunteer nine-member board of directors, five of whom are Native Americans. KUTE/KSUT was founded in 1976 by the Southern Ute Indian Tribe and now reaches listeners in four states through an NCE radio network consisting of seven full-service FM stations and four translators, all of which are operated as a single SEU, that serve the rural Four Corners region. KUTE/KSUT broadcasts two distinct signals serving a wide and diverse audience: Four Corners Public Radio, an NPR affiliate, and Southern Ute Tribal Radio, which provides local and national programming serving Native American communities and listeners.

The KUTE/KSUT SEU has fewer than 10 but more than 5 full-time employees. Accordingly, it is required by FCC Rule 73.2080 to conduct at least two Outreach Initiative Activities during each two-year period. However, the KUTE/KSUT SEU has conducted several more outreach activities than the required two, as will be discussed below. The licensee and station management of KUTE/KSUT are Equal Opportunity Employers that strive to increase the diversity of the KUTE/KSUT SEU workforce. The KUTE/KSUT SEU complies with federal, state, and local Employment Opportunity laws and the requirements of the Commission's EEO Rule 73.2080. The KUTE/KSUT SEU achieved broad and inclusive outreach during the two years prior to filing this Schedule 396 through its broad job vacancy recruitment practices and its intensive community-wide outreach initiatives.

**Recruitment.** Outreach through recruitment was achieved in the following manner: during the 2018-19 license year, the SEU had only one job vacancy, Business Manager. The SEU station management recruited locally using classified advertisements in local general circulation and a tribal newspaper, as well as making use of one national source (the CPB website) to recruit for this position. In the 2019 recruitment, the SEU received nine applications, all through the local newspaper *Durango Herald* classified ads, and interviewed three candidates from that source, one of whom was hired on 2/25/2019. During the 2019-2020 license year, the KUTE/KSUT SEU had no job vacancies, and thus conducted no recruitments.

KUTE/KSUT management has determined that the recruitment sources it utilizes are broad and inclusive because the combination of local general newspaper that reaches readers throughout the Four Corners region as well as one tribal newsletter source that it widely read on the Southern Ute Reservation. To this mix it adds a highly-accessible public broadcasting national jobs website. KUTE management has determined, however, that adding more sources may help increase the applicant pool. It wishes to increase the number and variety of recruitment sources it utilizes, and will also work with local community organizations to increase job referral opportunities. In the upcoming year, the KUTE/KSUT SEU will explore adding other options for recruitment sources, while also pursuing local job referral entities for future recruitments..

**Outreach.** The KUTE/KSUT SEU conducts several outreach initiatives and activities. Among these are:

***Educational partnerships:*** KUTE/KSUT hosts studio visits and broadcast training programs with local high schools. One high school is located in Golden, CO and conducted its site visits in April 2019 and March 2020. The other high school is located in Ignacio, CO; its students visit the KSUT/KUTE studio weekly throughout the year. Students from both schools are trained in various aspects of radio broadcasting and production under the overall oversight of Executive Director Tami Graham.

***Native Braids*** is a project developed by KUTE/KSUT to combine the storytelling traditions of Southern Ute culture with training opportunities in broadcast production for tribal youth. It was launched in November 2019 and continued in the 2020 license year with a training session in June 2020 in Towaoc. See <https://durangoherald.com/articles/303286>, <https://www.sudrum.com/top-stories/2019/11/22/ksut-launches-native-braids-pilot-project/>, and our Native Braids Facebook page at <https://www.facebook.com/Native-Braids-119353736134271/>

***Dream Warriors Project.*** This was a five-day multi-media training program in music production and videography that was made available for Tribal youth in August 2019 by KUTE/KUTE. See <https://www.ksut.org/post/ksut-presents-dream-warriors-indigenous-recording-artists-working-native-youth-performing#stream/0>, and <https://www.sudrum.com/news/2019/08/02/ksut-teams-up-with-dream-warriors-for-our-youth/> The project was conducted again in July 2020 on a virtual basis due to COVID concerns and restrictions.

***Internships.*** In 2019, KSUT/KUTE staff members, under the overall direction of Tami Graham, provided instruction in radio, radio production, and mentoring for a Ute tribal member media intern. In 2020, due to COVID concerns and restrictions, this year's Ute media intern was trained and mentored on a virtual basis rather than at the KSUT studio.

***Ute Jobs.*** KUTE/KSUT broadcasts weekly job announcements for the Southern Ute Indian Tribe and conducts a monthly on-air discussion about jobs and careers.