

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2018 – March 22, 2019.*

1) **Employment Unit:** HEH Communications, LLC

2) **Unit Members (Stations and Communities of License):** KSAM-FM, Huntsville, Texas
KHVL(AM), Huntsville, Texas

3) **EEO Contact Information for Employment Unit:**

Mailing Address: P.O. Box 330 Huntsville, TX 77342	Telephone Number: 936-295-2651
	Contact Person/Title: Steve Everett/General Manager
	E-mail Address: Steve@ksam1017.com

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Position Title	Recruitment Source Referring Hiree
1. Account Executive	On-Air Recruitment
2. Office Manager (2 positions)	Indeed (2)

* This report was prepared in March 2021 using available information applicable to the 2018-19 reporting period.

- (5) Job Title: Account Executive Recruitment source: On-air recruitment
Job Title: Office Manager (2 Recruitment source: Indeed (2)
positions)

Recruitment sources, vary depending upon position:

1. All Access Music Group
allaccess.com
28955 Pacific Coast Highway
Suite 210
Malibu, CA 90265
Phone: 310.457.6616
Fax: 310.457.8058

2. Mr. John Escobedo
LULAC #4466
PO BOX 7257
Huntsville, TX 77342
936.295.0223

3. NAACP/Walker-Trinity Branch 6235
Mr. Donnie Harrison
PO Box 6882
Huntsville, TX 77342-6882
936.294.9517

4. Workforce Solutions
901 Normal Park, Ste 7
Huntsville, TX 77320-3770
936.291.3336

5. Dr. James M. Palmer
Department Head
Communications Department
Prairie View A&M
P.O. Box 519-
Prairie View, Texas - 77446-0519 Phone:
936.261.3723
Email: jmpalmer@pvamu.edu

6. Louis Browne
Interim Chair, Radio, Television
Texas Southern University
3100 Cleburne Street
Houston, TX 77004
Phone: 713-313-7024
Email: Browne la@tsu.edu

7. Dr. Jean Bodon
Chair, Mass Communications
Sam Houston State University
SHSU Box 2207
Huntsville, TX 77341
936.294.4419

8. Dr. O'Brien Stanley
Interim Department Chair
Lamar University
P.O. Box 10050
Beaumont, TX 77710
Phone: 409-880-7222
Email: Obrien.stanley@lamar.edu

9. Texas A&M University
Department of Communication
4234 TAMU Bolton Hall
College Station, Texas 77843-4234

10. Dr. Beth Olson, Director
Jack J. Valenti
School of Communication
University of Houston
101 Communications Building
Houston, TX 77204-3302
Phone: 713-743-2881
E-mail: bolson@uh.edu

11. Texas Womans University
Dr. Gay James
Interim Department Chair
P.O. Box 425737
Denton, TX 76204-5737
Phone: 940-898-2026
Email: coms@twu.edu

12. University of St. Thomas
Dr. Robin N. Williamson
Department of Communications
3800 Montrose
Houston, Texas 77006-4626
Phone: (713) 525-2167
Email :robinw@stthom.edu

13. Stephen F. Austin State University
Dr. John Allen Hendricks
Mass Communications
James Towns
P.O. Box 13048
1936 Boynton Bldg., Rm 301.
Nacogdoches, TX 75962
E-mail: jhendricks@sfasu.edu
Phone: 936.468.4001

14. Alvin Community College
Bill Lewis, Division Chair
Department of Radio & TV
3110 Mustang Road
Alvin, TX 77511
Phone: (281) 756-3767
Email: blewis@alvincollege.edu

**15. American Women in Radio &
Television Houston Chapter**

**P.O. Box 980908
Houston, TX 77098**

**16. American Broadcast School
Michelle McConnell
Campus/Job Placement Director
712 N. Watson Rd., Ste 200
Arlington, TX 76011
Phone: 817-695-2474
Fax: 817-695-2838
michelle@radioschool.com**

**17. Texas Association of Broadcasters
502 E. 11th Street, Ste 200
Austin, TX 78701
www.tab.org
512.322.9944**

18. Social Media: Facebook.com

19. Indeed.com

6) Total # of Interviewees Referred: For the period from March 23, 2018, through March 22, 2019, this Employment Unit interviewed 6 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Internship Program

The Employment Unit has established an internship program to afford local students from area school districts and colleges to serve as interns at the stations. Interns spend time at the stations or on location with station personnel during live broadcasts, gaining a broad and general overview of the radio broadcast industry. Interns are generally able to participate in discussions and planning for music programming, promotions and public service, as well as hands on operator experience. Interns are under the supervision of one of the stations' program directors, and work with the programming staff. They also have interactions with the sales and administrative staffs. Upon successful completion of the internship, students can earn credit toward their degree or various high school programs.

(b) Initiative: Participation in Community/Educational Events

HEH Communications, LLC staff members attend various programs in the area to hand out literature and answer questions about careers in broadcasting and at HEH Communications in particular.