

EEO Public File Report:

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080 (c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KSAM-FM / KHVL-AM Huntsville, Texas and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

EEO contact information for the Employment Unit:

Mailing Address:

P.O. Box 330

Huntsville, TX 77342

Telephone:

936.295.2651

Contact Person/Title:

Steve Everett, Director of Broadcast Revenue & Operations

E-mail address:

steveeverett@ksam1017.com

This report covers full-time vacancy recruitment data for the period March 13, 2015 to March 14, 2016

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

Three (3)

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

<u>Job title</u>	<u>Recruitment Sources Used</u>	<u>RS Referring Hire</u>
On-Air Personality (Oct)	1-18	17
Business Manager (Jan)	1-18	18
Account Executive (Feb)	1-18	17

Supplemental Recruitment Initiatives.

The Employment Unit established in 2001 was set up to afford local students from area school districts and Sam Houston State University students in the departments of Radio/Television and Marketing to serve as interns at the stations.

The Employment Unit is available for students referred by school district instructors or personnel at Sam Houston State University interested in learning more about a career in broadcasting. Interns will typically spend nine to twelve hours per week 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 able to participate in discussions and planning for music programming, promotions and public service, as well as hands on operator experience if they so desire. Upon successful completion of the internship students earn credit toward their degree or credit for various high school programs, i.e. Job Shadowing and D.E.C.A. The intern is under the direct supervision of one of the station's program directors, and works with the entire programming staff, and also has interaction with the sales and administrative staffs. The internship initiative has resulted in the hiring of some of its participants on a part-time basis, to allow them to continue learning and gaining experience in the broadcast industry.

HEH Communication, LLC staff members also attend various programs in the area to hand out literature and answer questions about careers in broadcasting. We worked in conjunction with Sam Houston State University, Huntsville ISD and New Waverly ISD for fairs in the designated employment unit window. Our staff worked with the Mance Park Academy (HISD) with their "OPTIONS" Career Fair in conjunction with the nationwide CHOICES program.

HEH Communications, LLC was one of the sponsors of the March 20, 2015 Walker County NAACP Scholarship Gala and the LULAC Scholarship Banquet on April 11, 2015, events providing scholarships to local African-American and Hispanic students. Advertised opportunities in the event program at the event.

END OF REPORT

HEH COMMUNICATIONS, LLC WEBSITE RECRUITMENT ALERT

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for HEH Communications, LLC, please provide us with the name, mailing address, e-mail address (if applicable), telephone number, fax number, and contact person and identify the category or categories of vacancies for which you would like information specified above to the following person at HEH Communications, LLC:

**Steve Everett
Director of Broadcast Revenue & Operations
P.O. Box 330
Huntsville, TX 77342
936.295.2651
steveeverett@ksam1017.com**

It is the policy of HEH Communications, LLC to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel

actions.

HEH Communications, LLC, KSAM-FM, KHVL-AM, is an Equal Opportunity Employer, women and minorities are encouraged to apply.

Sources used depending upon position:

1.

All Access Music Group
J.R. Curtis
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