

**EEO Public File Report
HEH Communications, LLC
KSAM-FM, Huntsville, Texas
KHVL(AM), Huntsville, Texas**

Mailing Address:

P.O. Box 330
Huntsville, TX 77342
Telephone: 936-295-2651

Contact Person/Title:

Tim Johnson, Market Manager
E-mail address: Tim@HEHRadio.com

This report covers full-time vacancy recruitment data for the period April 1, 2023, to March 30, 2024.

Full-Time Job Vacancies Filled by Each Station in the Employment Unit: (1)

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>
Account Executive	See Master Recruitment List	TAB

Interviewees by Source:

<u>Name of Source</u>	<u>Number of Interviewees Referred</u>
Texas Association of Broadcasters	2
SHSU	1

Total number of interviewees during this reporting period: 3

Supplemental Recruitment Initiatives.

1. Initiative: Internship Program

The Employment Unit continues to partner with Sam Houston State University to establish the paid internship program. This program affords Mass Communication and Marketing students the opportunity to be trained and serve as interns at the stations. As of 12.30.2023, there were eight paid interns working part-time in multiple roles including sports broadcast, board ops, social media support and graphic design.

2. Co-sponsorship of Job Fairs

The Employment Unit contracted with Sam Houston State University leadership to produce a Work Local Job Expo on campus on April 12, 2023. The event was promoted and produced in partnership

with the Huntsville/Walker County Chamber of Commerce, The Conroe/Lake Conroe Chamber of Commerce and the SHSU Small Business Development Center.

The Employment Unit partnered with the Conroe Economic Development Council to produce and promote the Conroe Career Fair on December 19, 2023, at the Lonestar Convention Center. We hosted a booth, passed out job descriptions and collected over a dozen resumes for paid interns and salespeople.

3. Participation in Community Events and Activities Involving Broadcast Employment Opportunities

The Employment Unit produced and attended a “Bearkat Mania” event on SHSU campus on August 30, 2023. Broadcast career opportunities and part-time roles were discussed with interested students including students that were later hired for part-time paid internships.

The Employment Unit also attended “Fair on The Square” event produced by the Huntsville/Walker County Chamber of Commerce on Oct. 7, 2023. Job opportunities were discussed, and additional training provided for paid interns.

The Employment Unit attended multiple Huntsville/Walker County Chamber of Commerce events and distributed flyers.

Huntsville/Walker County Chamber Small Business Breakfast - April 13, 2023
Conroe/Lake Conroe Chamber Morning Mingle – May 11, 2023
Conroe/Lake Conroe Fun After Five – May 18, 2023
Huntsville/Walker County Business After Hours – May 23, 2023
Huntsville/Walker County Chamber Small Business Breakfast – June 8, 2023
Huntsville/Walker County Chambe Business After Hours - Jun 27. 2023
Huntsville/Walker County Chamber Small Business Breakfast - July 13, 2023
Huntsville/Walker County New Members Showcase – July 25, 2023
Conroe/Lake Conroe Fun After Five – August 17, 2023
Conroe/Lake Conroe Chamber Morning Mingle – September 14, 2023
Conroe/Lake Conroe Fun After Five – September 21, 2023
Conroe/Lake Conroe Chamber Morning Mingle – November 9, 2023
Huntsville/Walker County Chamber Small Business Breakfast – December 12, 2023
Huntsville/Walker County Chamber Small Business Breakfast – January 11, 2023
Huntsville/Walker County Chamber Small Business Breakfast – March 14, 2024

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:

Tim Johnson
Market Manager
P.O. Box 330
Huntsville, TX 77342
936.295.26511
E: Tim@HEHRadio.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.

**HEH COMMUNICATIONS, LLC
MASTER RECRUITMENT LIST**

Sources activated for Account Executive position:

1. **All Access Music Group –** **Posted 5.13.2023**
allaccess.com
28955 Pacific Coast Highway
Suite 210
Malibu, CA 90265
Phone: 310.457.6616
2. **Alvin Community College** **Sent 5.13.23**
Jason Nichols
Department Chair
Radio, TV & Broadcast
3110 Mustang Road
Alvin, TX 77511
Phone: (281) 756-3770
Email: jnichols@alvincollege.edu
3. **Country Aircheck –** **Posted 5.14.23**
914 18th Ave. S, Second Floor
Nashville, TN 37212
Tel: 615-320-1450
Email: news@countryaircheck.com
4. **Lamar University -** **Sent 5.14.2023**
Tony DeMars
Chair and Professor, Dept of Communications and Media
P.O. Box 10050

Beaumont, TX 77710
Phone: 409-880-8155
Email: tdemars@lamar.edu

5. **LULAC of Huntsville -** **Mailed 5.14.2023**
Mr. John Escobedo, President
PO BOX 7257
Huntsville, TX 77342
936.295.0223

6. **LULAC National:** **Sent 5.14.2023**
Lupe Morales, Director of Membership Services -
(915) 577-0726

7. **Sam Houston State University** **Sent 5.14.2023**
Benjamin Cantu, Director, Career Success Center
Jonathan Read, MFA
Coordinator BA Broadcast Production
Coordinator Sports Media Minor
Coordinator 90.5 KSHU
Clinical Assistant Professor
Department of Mass Communication
Sam Houston State University
936-294-2695

8. **Stephen F. Austin State University** **Sent 5.14.2023**
Graham Garner
Chief Marketing Communications Officer
P.O. Box 13048
1936 Boynton Bldg., Rm 301.
Nacogdoches, TX 75962
E-mail: Graham.Garner@sfasu.edu
Phone: 936.468.4001

9. **Texas A&M University-** **Sent 5.14.2023**
Hart Blanton
Department of Communication
4234 TAMU Bolton Hall
College Station, Texas 77843-4234
Phone: 979.845.5500
Email: hblanton@tamu.edu

10. **Texas Association of Broadcasters** **Posted in May, June July & August 2024**
Oscar Rodriguez
President
502 E. 11th Street, Ste 200
Austin, TX 78701
www.tab.org
512.322.9944
Email: Oscar@tab.org

11. Texas Southern University-

Dr. Chris Ulasi

Chair of Radio Television Film

3100 Cleburne Street

Houston, TX 77004

Phone: 713-313-7755

Email: christian.ulasi@tsu.edu

Sent 5.14.2023

12. University of Houston

Jennifer Vardeman, Ph.D -

Director

Jack J. Valenti School of Communication

101 Communications Building

Houston, TX 77204-3302

Phone: 713-743-4294

E-mail jvardema@central.uh.edu

Sent 5.14.2023

13. Workforce Solutions -

291A I-45 Suite A1

Huntsville, TX 77320

936.755-7200

Antoinette.James@wrksolutions.com

Sent 5.14.2023