

Amended 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.

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, General Manager
E-mail address: steveeverett@ksam1017.com

This report covers full-time vacancy recruitment data for the period April 1, 2019, to March 30, 2020.

Full-Time Job Vacancies Filled by Each Station in the Employment Unit: 0

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>
-------------------------	--	---------------------------------

Not applicable

Supplemental Recruitment Initiatives.

I. Internship Program. The Employment Unit internship program established in 2001 affords local students from area school districts and Sam Houston State University students in the departments of Radio/Television and Marketing the opportunity 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

Amended EEO Public File Report:

station personnel during live broadcasts, gaining a broad and general overview of the radio broadcast industry. Interns can 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. Sam Houston State University did not refer any students in 2019. The internship program was paused in early 2020 due to health and safety protocols related to the COVID-19 pandemic.

II. Participation in Job/Career Fairs. The Employment Unit attended career fairs to distribute literature and answer questions about careers in broadcasting. These included:

1. The Huntsville ISD Job/Career Fair on April 6, 2019.
2. The Sam Houston State University (SHSU) Spring Career Fair on April 11, 2019.
3. The Walker County College & Career Fair on October 1, 2019.
4. The SHSU Fall Career & Internship Fair on October 16, 2019.

III. Participation in Community Educational and Scholarship-Related Events.

1. HEH Communications supported and promoted the Walker/Trinity County branch of the NAACP Baker/Jones Scholarship and Recognition Banquet on March 30, 2019, an event providing 20 scholarships to local African-American students.
2. HEH Communications supported and promoted the League of United Latin American Citizens (LULAC) Amigo Award Scholarship Banquet on February 9, 2020. The scholarships provide educational opportunities for Hispanic students from the local Huntsville community.

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

Amended EEO Public File Report:

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 and Operations
P.O. Box 330
Huntsville, TX 77342
936.295.26511
E: 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.