

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 March 23, 2022 to March 22, 2023.

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>
Operations Manager	See Master Recruitment List	Texas Association of Broadcasters

Interviewees by Source:

<u>Name of Source</u>	<u>Number of Interviewees Referred</u>
Inside Radio	2
Texas Association of Broadcasters	2
Country Aircheck	2

Total number of interviewees during this reporting period: 6

Supplemental Recruitment Initiatives.

1. Initiative: Internship Program

The Employment Unit partnered with Sam Houston State University (SHSU) to reestablish the paid internship program that was suspended during COVID. This program affords Mass Communication and Marketing students the opportunity to be trained and serve as interns at the stations. During this reporting period, there were 15 paid interns working in multiple roles including sports broadcast, board ops, social media support and graphic design. Employment Unit personnel participating: Ops Manager, General Manager, sports reporter, news reporter.

2. Co-sponsorship of Job Fair

During this reporting period, the Employment Unit has worked diligently with Sam Houston State University to help organize the Work Local Job Expo to be held April 12, 2023 at SHSU. Support has been secured from the Huntsville/Walker County Chamber of Commerce, the Conroe/Lake Conroe Chamber of Commerce. and the SHSU Small Business Development Center to co-host and promote the Job Expo. KSAM and KHVL will partner with up to 45 businesses who will provide information to and recruitment for thousands of graduating SHSU students. HEH Communications will also host a booth to provide information regarding available positions at KSAM and KHVL. Employment Unit personnel participating: Ops Manager, General Manager, sales team, sports reporter.

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

- The Employment Unit produced and attended the “Barkat Mania” event on the SHSU campus on August 31, 2022. The event provided students with information on services and businesses available to them in Huntsville and Walker County. During the event, the employment unit discussed broadcast career opportunities and part-time roles with interested students, including students who were later hired for part-time paid internships. Employment Unit personnel participating: Ops Manager, General Manager, on-air talent, sports reporter and color commentator.
- The Employment Unit participated in the “Fair on The Square” event produced by the Huntsville/Walker County Chamber of Commerce on Oct. 1 & 2, 2022. Job opportunities were discussed and additional training provided for paid interns. Employment Unit personnel participating: Ops Manager, General Manager, on-air talent, interns, sales team.
- The Employment Unit attended Huntsville/Walker County Chamber of Commerce events and distributed flyers promoting KSAM/KHVL’s community involvement including its sponsorship of events such as the Work Local Job Expo (see Initiative #2 above). Employment Unit personnel participating: General Manager, sales team. Events included:

Chamber Tourism Committee - April 12, 2022

Chamber Small Business Breakfast - April 13, 2022

BASH 515 - May 24, 2022

Huntsville Leadership Institute Graduation Dinner - June 2, 2022

Small Business Breakfast - June 9, 2022

Build a Better Business After COVID - June 14, 2022

**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 Operations Manager position:

- | | |
|---|---|
| <p>1. All Access Music Group –
allaccess.com
28955 Pacific Coast Highway
Suite 210
Malibu, CA 90265
Phone: 310.457.6616</p> | <p>Posted 4.13.2022</p> |
| <p>2. Alliance for Women in Media
2365 Harrodsburg Road,
A325
Lexington, KY 40504
Telephone / Fax: 202.750.3664
https://allwomeninmedia.org</p> | <p>Purchased ad Posted 4.14.22</p> |
| <p>3. Alvin Community College
Jason Nichols
Department Chair
Radio, TV & Broadcast
3110 Mustang Road
Alvin, TX 77511
Phone: (281) 756-3770
Email: jnichols@alvincollege.edu</p> | <p>Sent 4.13.22</p> |

4. **Country Aircheck –** **Posted 4.14.22**
914 18th Ave. S, Second Floor
Nashville, TN 37212
Tel: 615-320-1450
Email: news@countryaircheck.com
5. **Lamar University -** **Sent 4.14.2022**
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
6. **LULAC of Huntsville -** **Mailed 4.14.2022**
Mr. John Escobedo, President
PO BOX 7257
Huntsville, TX 77342
936.295.0223
7. **LULAC National:** **Sent 4.14.2022**
Lupe Morales, Director of Membership Services -
(915) 577-0726
8. **NAACP** **Purchased ad Posted 4.17.22**
Payable to Web Scribble Solutions, Inc
216 River Street, Suite 200
Troy, Payable to Web Scribble Solutions, Inc 12180
United States
anthony.castoria@webscribble.com
518-519-3705
<https://www.naacpjobfinder.com>
9. **Sam Houston State University** **Sent 4.14.2022**
Nam Young Kim, Ph.D. **Posted to Handshake 4.15.2022**
Associate Chair, Mass Communications
936.294.4419 Email: nyk001@shsu.edu
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 | jmr138@shsu.edu
10. **Stephen F. Austin State University** **Sent 4.13.2022**
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

11. **Texas A&M University-** **Sent 4.14.22**
Hart Blanton
Department of Communication
4234 TAMU Bolton Hall
College Station, Texas 77843-4234
Phone: 979.845.5500
Email: hblanton@tamu.edu
12. **Texas Association of Broadcasters** **Posted 4.13.22**
Oscar Rodriguez
President
502 E. 11th Street, Ste 200
Austin, TX 78701
www.tab.org
512.322.9944
Email: Oscar@tab.org
13. **Texas Southern University-** **Sent 4.14.2022**
Dr. Chris Ulasi
Chair of Radio Television Film
3100 Cleburne Street
Houston, TX 77004
Phone: 713-313-7755
Email: christian.ulasi@tsu.edu
14. **University of Houston** **Sent 4.13.22**
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
15. **University of St. Thomas** **Sent 4.13.22**
Dr. Cesare Wright
Director
Department of Communications
3800 Montrose
Houston, Texas 77006-4626
Phone: (713) 525-3578
Email: wrightca@stthom.edu
16. **Workforce Solutions -** **Sent 4.14.2022**
291A I-45 Suite A1
Huntsville, TX 77320
936.755-7200
Antoinette.James@wrksolutions.com
17. **Inside Radio** **Sent 4.14.2022**
Self-post