

EEO Public File Report
KUHF-FM, Houston, Texas
April 1, 2008 to March 31, 2009

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Sources utilized to fill the vacancy	Hired from	Applications Received	Number Interviewed	Number Hired
1	News Reporter/Producer	6/17/2008	7/28/2008	See recruitment sources list	UH Website	16	4	1
2	Office Assistant 2	7/7/2008	9/22/2008	See recruitment sources list	UH Website	142	3	1
3	Administrative Assistant	1/21/2009	2/2/2009	See recruitment sources list	UH Website	167	16	1
4	Web Developer 1	1/9/2009	2/9/2009	See recruitment sources list	UH Website	13	1	1

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No.	Recruitment Source (On a monthly basis, each recruitment source(#1-#42) is sent the total UH Job Bulletin.)	Total Interviewed	Entitled to Notification
1	Houston Community College-Central Attn: Job Placement Center 1300 Holman Houston, Texas 77004		N
2	Houston Community College Attn: Debbie Herring, Job Developer 5407 Gulfon P.O. Box 7849 Houston, Texas 77008		N
3	Lighthouse for the Blind Attn: Penny Moore 3530 West Dallas Houston, Texas 77019		N
4	Marbridge Foundation Job Placement Counselor P.O. Box 8156 Houston, Texas 77288		N
5	Office of the Governor Personnel and EEO Office P.O. Box 12428 Capitol Station Austin, TX 78711		N
6	Rehabilitation Resources Attn: Wally Stanfill 10101 Southwest Frwy, Ste. 410 Houston, Texas 77074		N
7	San Jacinto College Attn: Ann vande Weerd Job Placement Center 8060 Spencer Hwy Pasadena, Texas 77501		N
8	Lakes of Texas A&M University Kingsville Attn: Susan Dollar, Dir. Career Services Center Campus Box 106 Kingsville, Texas 78363		N

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9	Texas Southern University Attn: Ann Bouyette-Smith Cooperative Education & Placement Office 3100 Cleburne Street Houston, Texas 77004	N
10	Houston Community College Attn: Joan Diaz, Job Placement 320 Jackson Hill MC 1134 Houston, Texas 77007	N
11	Houston Community College Attn: Ken Gurka Job Placement Center 1550 Foxlake Drive, Ste. 104 Houston, Texas 77084	N
12	Latino Learning Center Attn: Veronica, Office Manager 3522 Polk Houston, Texas 77003	N
13	MHMRA Consumer Employment Services Attn: Ronald Goley 410 Pierce Houston, Texas 77002	N
14	National Association of Black Accountants Houston Chapter Attn: Jessica Calhoun, President P.O. Box 3433 Houston, Texas 77001	N
15	Options-Resources and Career Center Attn: Office Manager 1200 Blalock, 109 Houston, Texas 77055	N
16	Ripley House Neighborhood Center Attn: Caroline Ramos 4401 Love Joy Houston, Texas 77003	N
17	SEARCH Attn: Ike Amaro P.O. Box 7969 Houston, Texas 77270-7969	N

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18	UH-Downtown Career Planning & Placement One Main Street Houston, TX 77002	N
19	Robbie Arrington Career Development & Employment School 2525 San Jacinto Houston, Texas 77002	N
20	Ulla Davis (Coordinator) The University of Texas at Tyler 3900 University Boulevard Tyler, Texas 75799	N
21	Chinese Community Center Attn: Josephine Eng 5855 Sovereign Drive, Ste. 92 Houston, Texas 77036	N
22	Texas Workforce Commission P.O. Box 92547 Houston, Texas 77292-5547	N
23	40 Plus 2909 Hillcroft #400 Houston, Texas 77057	N
24	Career and Recovery Resources Attn: Sandra 2525 San Jacinto Houston, Texas 77002	N
25	Casey Initiatives Attn: Charles Simmons 3000 Trulley Houston, Texas 77004	N
26	Drake Beam Morin Attn: Monetta Adkerson 1221 McKinney #1030 Houston, Texas 77010	N
27	Goodwill Industries 5200 Jensen Drive P.O. Box 21185 Houston, Texas 77026	N

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28	Interfaith Training & Employment Project Dislocated Workers Program Attn: George Davis 2411 Fountainview #201 Houston, Texas 77057	N
29	Cliff Gainer Gulf Coast Careers 117 Lane Drive, Ste. 7 Rosenberg, Texas 77471	N
30	Chris Gulley University of Texas (MSI) 1300 Moursund, Ste. 195 Houston, Texas 77030	N
31	Governors Job Bank P.O. Box 160 Austin, Texas 78767	N
32	Association for Advancement for Mexican-Americans Attn: D. Marks 6001 Gulf Freeway Houston, Texas 77023	N
33	Department of Veterans Affairs 1114 Commerce Street, Room 118 Dallas, Texas 75242	N
34	Epilepsy Association of Houston Gulf Coast Attn: Linda Meacham 2640 Fountainview, #332 Houston, Texas 77057	N
35	Houston Baptist University Attn: Larry Root, Job Placement 7502 Fondren Houston, Texas 77074	N
36	Career Planning & Placement UH-Downtown One Main Street Houston, Texas 77002	N
37	Polytechnic Institute Attn: Al Hernandez 5206 Airline Drive Houston, Texas 77022	N

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38	Make Ready Worker Development Training Attn: Emile Guidry 2405 Smith Houston, Texas 77006		N
39	Texas Workforce Commission Attn: Jullian Reese 8990 Lakes at 610 Regional Office Attn: Paulette Davis-Human Resources 3600 South Gessner, Suite 160 Houston, Texas 77063		N
40	UH-Clear Lake Job Placement Center 2700 Bay Area Blvd. Houston, Texas 77057		N
41	Texas Development of Protective and Regulatory Services Attn: Linda Levit Regional Director Management Services P.O. Box 16017 Houston, Texas 77222-1417		N
42	Texas Rehabilitation Commission Epilepsy Association of Houston 2650 Fountainview, Suite 316 Houston, TX 77507		N
43	Jobing.com http://houston.jobing.com/about.asp 3115 Allen Parkway Suite 300 Houston, Texas 77019		N
44	University of Houston Website www.uh.edu University of Houston/ HR Dept 4800 Calhoun Rd. Houston, TX 77004 Phone 713-743-1000	24	Yes
45	KUHf Website www.kuhf.org KUHf 4343 Elgin, Houston, TX 77204-0887 Flor Garcia 713-743-8422		N

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| 46 | University of Houston/KUHF Internal Applicant
University of Houston/ HR Dept
4800 Calhoun Rd.
Houston, TX 77004
Phone 713-743-1000 | Yes |
| 47 | jobs.cpb.org
Corporation for Public Broadcasting
401 Ninth Street, NW
Washington, DC 20004-2129
Phone 202-879-9600 | N |
| 48 | Current Newspaper (Public Broadcasting)
Takoma Business Center
6930 Carroll Ave., Suite 350
Takoma Park, MD 20912 | N |

*** **Note: All job listings direct applicants to submit their applications through the UH Website.**

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Prong 3 Longer-Term Recruitment Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2008-2009	College Intern Program	College Intern Program, Expose college Students to broadcasting environment	Host interns from area colleges who are majoring in broadcasting, advertising and journalism	Capella Tucker, Asst News Director.
2	2008-2009	Other activities to promote dissemination of broadcasting employment opportunities - 2-yr paid Internship Program for recent graduates	2-yr paid Internship Program for recent graduates, Expose recent college graduates to broadcasting environment	Current participant serves in the Music Department as a producer/announcer	Debra Fraser, Station Manager
3	2008-2009	Career Days (Sponsorship of at least 2 community events to educate public about broadcasting employment opportunity)	Public School Career Day Events - promoting broadcasting and broadcast journalism	KUHF professional staff participates in numerous career Day Events in the Greater Houston listening area	Debra Fraser, Sta Mgr.; Paul Pendergraft, Seniro Producer; Capella Tucker, News Director, Jack Williams, Asst News Director, etc.
4	2008-2009	Scholarship Program	Broadcast Journalism scholarships for area youth.	Debra Fraser participates in the Houston Press Club scholarship committee. Also KUHF donates funds and time to the project. Also supports National Assn for Black Journalist Scholarship, & University of Houston School of Communication Scholarship program	Debra Fraser, Station Manager

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5	2008-2009	Participation in at least 4 events sponsored by educational institutions relating to broadcasting career opportunities.	Station tours explaining operations and career opportunities	KUHF/KUHT leads tours for Scouts, Middle Schools, High Schools and various other community organizations (average 5 weekly)	Eric Ladau John M. Shry
6	2008-2009	College Intern Program	College Intern Program, Expose college Students to broadcasting environment	Club organized for interns and full-time staff that are college students. Monthly meetings, present materials and information along with speakers on broadcast industry and career topics. Volunteer for Station Activities	Georgeann Smith, Director of Finance and Business Operations

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7	2008-2009	College Intern Program	KUHF News Lab	<p>The KUHF News Lab is a new effort to mentor and develop young journalists who don't have traditional broadcast experience. News Lab reporters work along with KUHF's regular reporters, learning news-gathering and production techniques. They also develop their own enterprise story ideas and then gather interviews, write, edit and produce those stories. Many of the KUHF News Lab stories are used on the air during news segments. The KUHF News Lab is an incubator for talented young writers and reporters who might not otherwise have a chance to develop those skills in a professional broadcasting environment.</p>	Capella Tucher, News Director; Jack Williams, Asst. News Director
8	2008-2009	EEO training for station management	On-line training for staff	<p>All full-time employees are State of Texas required to complete the bi-annual EEO training with new employees required to complete within first 30 days of employment</p>	All station staff