

## Perry, Tammy (CEI-Atlanta)

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**From:** Perry, Tammy (CEI-Atlanta)  
**Sent:** Friday, November 03, 2017 3:14 PM  
**Subject:** 11.03.17 - CMG San Antonio Radio - Outreach Program  
**Attachments:** Open Req - Outreach Program.xlsx

**Bcc:** Adams, Dd (CMG-Austin); 'annette.wilson@tamusa.tamus.edu'; 'bennett.grey@utsa.edu'; Busse, Julie (CMG-San Antonio); 'careers@tlu.edu'; 'careers@uiwtx.edu'; 'careerservices@trinity.edu'; 'careerservices@utsa.edu'; 'ccdt@ollusa.edu'; 'CIMartinez@schreiner.edu'; 'dhinojosa@woundedwarriorproject.org'; 'johnny.pantoja@sws.edu'; 'jonderdonk@alamo.edu'; 'margaret.halsema@teemail.tamu.edu'; 'Mmadrigal@hallmarkcollege.edu'; 'NVC-CaTScenter@alamo.edu'; 'pac-jobs@alamo.edu'; 'PKWilson@schreiner.edu'; 'ralexelder@yahoo.com'; 'ramos@yahoo.com'; 'rflores314@alamo.edu'; 'sanantoniomediaalliance@gmail.com'; 'sdavis35@alamo.edu'; 'strivecareer@stmarytx.edu'; 'veronicad@sahcc.org'; 'vjimenez@wsalamo.org'

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We look forward to working with you and thank you in advance for your help. Please do not hesitate to contact us with any questions.

Thank you for your assistance.

Sincerely,  
Tammy Perry  
Cox Talent Acquisition

Open Req - Outreach Program

11.03.17

Req Title	Req #	Brand	State	City	Posting Status
Activation Specialist	<u>1715765</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Campaign Specialist	<u>1714375</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715766</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Integrated Media Account Executive	<u>1716498</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
On Air Talent	<u>1715429</u>	CMG San Antonio Radio	Texas	San Antonio	Posted

**1715429**

**On Air Talent**

**579600969**

Agency Name	Date Sent	City	State	Zip	Recipient Email	Phone Number
AVANCE SAN ANTONIO	09/25/2017	San Antonio	TX	78207	gschapa@avancesa.org	2102233667
Veteran Employment Center - TX	09/25/2017		TX		norma.gutierrez.ctr@mail.mil	
Workforce Solutions Alamo Walzem	09/25/2017	San Antonio	TX	78218	cynthia.varnadoe@tvc.texas.gov	210-822-7640
Workforce Solutions Alamo Kerrville	09/25/2017	Kerrville	TX	78028	srogers@wsalamo.org	
San Antonio Job and Career Resources	09/25/2017	San Antonio	TX	78237	david.gonzalez@tvc.state.tx.us	
WorkforceSolutions Alamo - Hillcrest	09/25/2017	San Antonio	TX	78228	smercadel@wsalamo.org	210-582-1555
WorkforceSolutions Alamo - Hillcrest	09/25/2017	San Antonio	TX	78228	ray.curriel@tvc.texas.gov	210-582-1555
Workforce Solutions Alamo East Houston	09/25/2017	San Antonio	TX	78220	mark.renninger@tvc.texas.gov	210-581-0190
Hire Heroes USA	09/25/2017		TX		ltalbot@hireherosusa.org	
Workforce Solutions Alamo Walzem	09/25/2017	San Antonio	TX	78218	charles.boatman@tvc.texas.gov	210-822-7640
TEXAS DIV FOR REHABILITATION SERVICES	09/25/2017	San Antonio	TX	78249	mary.cuellar@dars.state.tx.us	
Workforce Solutions Alamo - Boerne	09/25/2017	Boerne	TX	78006	stacie.gregory@networks.org	830-249-9229
HALLMARK COLLEGE	09/25/2017	San Antonio	TX	78230	djeffreys@hallmarkcollege.edu	2106909000
Workforce Solutions Alamo Career Center	09/25/2017	San Antonio	TX	78227	paul.rivera@tvc.state.tx.us	210-436-0670
Wounded Warrior Project	09/25/2017	San Antonio	TX	78249	mbarnes@woundedwarriorproject.org	210-569-0302
Workforce Solutions Alamo East Houston	09/25/2017	San Antonio	TX	78220	adrain.king@tvc.state.tx.us	210-581-0190
BAPTIST UNIVERSITY OF THE AMERICAS	09/25/2017	San Antonio	TX	78224	darryl.crooms@bua.edu	2109244338
OUR LADY OF THE LAKE UNIV/ COMMUNICATIONS	09/25/2017	San Antonio	TX	78201	hrteam@ollusa.edu	210-434-6711
WorkforceSolutions Alamo - Hillcrest	09/25/2017	San Antonio	TX	78228	charles.benson@tvc.texas.gov	210-582-1555
AUSTIN RECOVERY	09/25/2017	Austin	TX		mmorales@austinrecovery.org	5129970101
UNIVERSITY OF DALLAS	09/25/2017	Irving	TX		career@udallas.edu	9727215131
Workforce Solutions Alamo Pleasanton	09/25/2017	Pleasanton	TX	78204	della.lopez@tvc.texas.gov	830-281-6630
Workforce Solutions Alamo Kerrville	09/25/2017	Kerrville	TX	78028	gdieringer@wsalamo.org	
WorkforceSolutions Alamo - Hillcrest	09/25/2017	San Antonio	TX	78228	richard.guerrero@tvc.state.tx.us	210-582-1555
American Council for the Blind	09/25/2017	Beaumont	TX	77704	semien@sbcglobal.net	409-866-5838
Workforce Solutions Alamo East Houston	09/25/2017	San Antonio	TX	78220	jose.sanchez@tvc.texas.gov	210-581-0190
Workforce Solutions Alamo Kerrville	09/25/2017	Kerrville	TX	78028	jose.sanchez@tvc.texas.gov	
JOB FINDERS	09/25/2017	San Antonio	TX	78217	olivia.sturgess@jobfindersllc.com	2108415706
UNIVERSITY OF TEXAS-EL PASO	09/25/2017	El Paso	TX		careers@utep.edu	9157475640
Joint Base San Antonio-Sam Houston ACAP Center	09/25/2017	San Antonio	TX	78234	barbara.j.ehols.ctr@mail.mil	2102211213
Workforce Solutions Alamo - South Flores	09/25/2017	San Antonio	TX	78228	gregory.pyrek@tvc.texas.gov	
TRINITY UNIV/DEPT OF MASS COMMUNICATIONS	09/25/2017	San Antonio	TX	78212	jhender4@trinity.edu	2109998116
ST PHILLIPS COLLEGE	09/25/2017	San Antonio	TX	78203	ycrooms@alamo.edu	2104862397
Workforce Solutions Alamo East Houston	09/25/2017	San Antonio	TX	78220	patrick.driscoll@tvc.texas.gov	210-581-0190
Workforce Solutions Alamo East Houston	09/25/2017	San Antonio	TX	78220	victor.barnes@tvc.texas.gov	210-581-0190
San Antonio Lighthouse for the Blind	09/25/2017	San Antonio	TX	78210	paula@salighthouse.org	
Workforce Solutions Alamo Walzem	09/25/2017	San Antonio	TX	78218	lauric.pimentel-johnson@tvc.texas.gov	210-822-7640
University of the Incarnate Word	09/25/2017	San Antonio	TX	78201	careers@uiwtx.edu	210-832-5627
TRINITY UNIVERSITY	09/25/2017	San Antonio	TX	78212	careerservices@trinity.edu	2109998321



**1715429**

**On Air Talent**

**579600969**

Agency Name	Date Sent	City	State	Zip	Recipient Email	Phone Number
American G.I. Forum Veterans Center	09/25/2017	San Antonio	TX	78205	jrodriguez@nvop-sa.org	210-354-4892
Workforce Solutions Alamo Career Center	09/25/2017	San Antonio	TX	78227	jose.sanchez@tvc.texas.gov	210-436-0670
Texas Vets Commission	09/25/2017	San Antonio	TX	78220	patrick.driscoll@tvc.texas.gov	210-581-0177
GOODWILL INDUSTRIES	09/25/2017	San Antonio	TX	78201	bbalencia@goodwillsa.org	210-380-0898
Workforce Solutions Alamo Kerrville	09/25/2017	Kerrville	TX	78028	rplummer@wsalamo.org	
Workforce Solutions Alamo - South Flores	09/25/2017	San Antonio	TX	78228	msaldana@wsalamo.org	
WorkforceSolutions Alamo - Hillcrest	09/25/2017	San Antonio	TX	78228	todd.arend@tvc.texas.gov	210-582-1555
San Antonio Career Center	09/25/2017	San Antonio	TX	78220	mark.renninger@tvc.texas.gov	210-581-0169
CASEY FAMILY PROGRAM	09/25/2017	San Antonio	TX	78212	gurdiales@casey.org	
BEXAR AREA AGENCY ON AGING	09/25/2017	San Antonio	TX	78217	mail@aacog.com	2104473275
San Antonio Career Center	09/25/2017	San Antonio	TX	78220	jessica.buenger@ruralcapital.net	210-581-0169
North Texas Job Corps	09/25/2017	McKinney	TX		taylor.loretta@jobcorps.org	972-547-7720
WAYLAND BAPTIST UNIVERSITY/ SAN ANTONIO	09/25/2017	San Antonio	TX	78233	jtodd@wbu.edu	2108267595
Workforce Solutions Alamo - South Flores	09/25/2017	San Antonio	TX	78228	della.lopez@tvc.texas.gov	



**Perry, Tammy (CEI-Atlanta)**

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**From:** Perry, Tammy (CEI-Atlanta)  
**Sent:** Friday, September 29, 2017 11:04 AM  
**Subject:** 09.29.17 - CMG San Antonio Radio - Outreach Program  
**Attachments:** Open Req - Outreach Program.xlsx

**Bcc:** Adams, Dd (CMG-Austin); 'annette.wilson@tamusa.tamus.edu'; 'bennett.grey@utsa.edu'; Busse, Julie (CMG-San Antonio); 'careers@tlu.edu'; 'careers@uiwtx.edu'; 'careerservices@trinity.edu'; 'careerservices@utsa.edu'; 'ccdt@ollusa.edu'; 'CIMartinez@schreiner.edu'; 'dhinojosa@woundedwarriorproject.org'; 'johnny.pantoja@sws.edu'; 'jonderdonk@alamo.edu'; 'margaret.halsema@teemail.tamu.edu'; 'Mmadrigal@hallmarkcollege.edu'; 'NVC-CaTScenter@alamo.edu'; 'pac-jobs@alamo.edu'; 'PKWilson@schreiner.edu'; 'ralexelder@yahoo.com'; 'ramos@yahoo.com'; 'rflores314@alamo.edu'; 'sanantoniomediaalliance@gmail.com'; 'sdavis35@alamo.edu'; 'strivecareer@stmarytx.edu'; 'veronicad@sahcc.org'; 'vjimenez@wsalamo.org'

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We look forward to working with you and thank you in advance for your help. Please do not hesitate to contact us with any questions.

Thank you for your assistance.

Sincerely,  
Tammy Perry  
Cox Talent Acquisition

Open Req - Outreach Program

09.29.17

<b>Req Title</b>	<b>Req #</b>	<b>Brand</b>	<b>State</b>	<b>City</b>	<b>Posting Status</b>
Campaign Specialist	<u>1714375</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1713201</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Integrated Media Account Executive	<u>178202</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
On Air Talent	<u>1715429</u>	CMG San Antonio Radio	Texas	San Antonio	Posted

## **Perry, Tammy (CEI-Atlanta)**

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**From:** Perry, Tammy (CEI-Atlanta)  
**Sent:** Friday, October 06, 2017 4:54 PM  
**Subject:** 10.06.17 - CMG San Antonio Radio - Outreach Program  
**Attachments:** Open Req - Outreach Program.xlsx

**Bcc:** Adams, Dd (CMG-Austin); 'annette.wilson@tamusa.tamus.edu'; 'bennett.grey@utsa.edu'; Busse, Julie (CMG-San Antonio); 'careers@tlu.edu'; 'careers@uiwtx.edu'; 'careerservices@trinity.edu'; 'careerservices@utsa.edu'; 'ccdt@ollusa.edu'; 'CIMartinez@schreiner.edu'; 'dhinojosa@woundedwarriorproject.org'; 'johnny.pantoja@sws.edu'; 'jonderdonk@alamo.edu'; 'margaret.halsema@teexmail.tamu.edu'; 'Mmadrigal@hallmarkcollege.edu'; 'NVC-CaTScenter@alamo.edu'; 'pac-jobs@alamo.edu'; 'PKWilson@schreiner.edu'; 'ralexelder@yahoo.com'; 'ramos@yahoo.com'; 'rflores314@alamo.edu'; 'sanantoniomediaalliance@gmail.com'; 'sdavis35@alamo.edu'; 'strivecareer@stmarytx.edu'; 'veronicad@sahcc.org'; 'vjimenez@wsalamo.org'

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Sincerely,  
Tammy Perry  
Cox Talent Acquisition



Open Req - Outreach Program

10.06.17

<b>Req Title</b>	<b>Req #</b>	<b>Brand</b>	<b>State</b>	<b>City</b>	<b>Posting Status</b>
Campaign Specialist	<u>1714375</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1713201</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715765</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715766</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715769</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Integrated Media Account Executive	<u>178202</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
On Air Talent	<u>1715429</u>	CMG San Antonio Radio	Texas	San Antonio	Posted

## **Perry, Tammy (CEI-Atlanta)**

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**From:** Perry, Tammy (CEI-Atlanta)  
**Sent:** Thursday, October 12, 2017 4:57 PM  
**Subject:** 10.12.17 - CMG San Antonio Radio - Outreach Program  
**Attachments:** Open Req - Outreach Program.xlsx

**Bcc:** Adams, Dd (CMG-Austin); 'annette.wilson@tamusa.tamus.edu'; 'bennett.grey@utsa.edu'; Busse, Julie (CMG-San Antonio); 'careers@tlu.edu'; 'careers@uiwtx.edu'; 'careerservices@trinity.edu'; 'careerservices@utsa.edu'; 'ccdt@ollusa.edu'; 'CIMartinez@schreiner.edu'; 'dhinojosa@woundedwarriorproject.org'; 'johnny.pantoja@sws.edu'; 'jonderdonk@alamo.edu'; 'margaret.halsema@teemail.tamu.edu'; 'Mmadrigal@hallmarkcollege.edu'; 'NVC-CaTScenter@alamo.edu'; 'pac-jobs@alamo.edu'; 'PKWilson@schreiner.edu'; 'ralexelder@yahoo.com'; 'ramos@yahoo.com'; 'rflores314@alamo.edu'; 'sanantoniomediaalliance@gmail.com'; 'sdavis35@alamo.edu'; 'strivecareer@stmarytx.edu'; 'veronicad@sahcc.org'; 'vjimenez@wsalamo.org'

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Sincerely,  
Tammy Perry  
Cox Talent Acquisition

Open Req - Outreach Program

10.12.17

<b>Req Title</b>	<b>Req #</b>	<b>Brand</b>	<b>State</b>	<b>City</b>	<b>Posting Status</b>
Campaign Specialist	<u>1714375</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Digital Content Manager	<u>1715943</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1713201</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715765</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715766</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715769</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
On Air Talent	<u>1715429</u>	CMG San Antonio Radio	Texas	San Antonio	Posted



## **Perry, Tammy (CEI-Atlanta)**

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**From:** Perry, Tammy (CEI-Atlanta)  
**Sent:** Friday, October 20, 2017 11:54 AM  
**Subject:** 10.20.17 - CMG San Antonio Radio - Outreach Program  
**Attachments:** Open Req - Outreach Program.xlsx

**Bcc:** Adams, Dd (CMG-Austin); 'annette.wilson@tamusa.tamus.edu'; 'bennett.grey@utsa.edu'; Busse, Julie (CMG-San Antonio); 'careers@tlu.edu'; 'careers@uiwtx.edu'; 'careerservices@trinity.edu'; 'careerservices@utsa.edu'; 'ccdt@ollusa.edu'; 'CIMartinez@schreiner.edu'; 'dhinojosa@woundedwarriorproject.org'; 'johnny.pantoja@sws.edu'; 'jonderdonk@alamo.edu'; 'margaret.halsema@teemail.tamu.edu'; 'Mmadrigal@hallmarkcollege.edu'; 'NVC-CaTScenter@alamo.edu'; 'pac-jobs@alamo.edu'; 'PKWilson@schreiner.edu'; 'ralexelder@yahoo.com'; 'ramos@yahoo.com'; 'rflores314@alamo.edu'; 'sanantoniomediaalliance@gmail.com'; 'sdavis35@alamo.edu'; 'strivecareer@stmarytx.edu'; 'veronicad@sahcc.org'; 'vjimenez@wsalamo.org'

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Sincerely,  
Tammy Perry  
Cox Talent Acquisition

**Open Req - Outreach Program**

10.20.17

<b>Req Title</b>	<b>Req #</b>	<b>Brand</b>	<b>State</b>	<b>City</b>	<b>Posting Status</b>
Campaign Specialist	<u>1714375</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Digital Content Manager	<u>1715943</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715765</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715766</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715769</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Integrated Media Account Executive	<u>1716498</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
On Air Talent	<u>1715429</u>	CMG San Antonio Radio	Texas	San Antonio	Posted

**Perry, Tammy (CEI-Atlanta)**

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**From:** Perry, Tammy (CEI-Atlanta)  
**Sent:** Friday, October 27, 2017 9:51 AM  
**Subject:** 10.27.17 - CMG San Antonio Radio - Outreach Program  
**Attachments:** Open Req - Outreach Program.xlsx

**Bcc:** Adams, Dd (CMG-Austin); 'annette.wilson@tamusa.tamus.edu'; 'bennett.grey@utsa.edu'; Busse, Julie (CMG-San Antonio); 'careers@tlu.edu'; 'careers@uiwtx.edu'; 'careerservices@trinity.edu'; 'careerservices@utsa.edu'; 'ccdt@ollusa.edu'; 'CIMartinez@schreiner.edu'; 'dhinojosa@woundedwarriorproject.org'; 'johnny.pantoja@sws.edu'; 'jonderdonk@alamo.edu'; 'margaret.halsema@teemail.tamu.edu'; 'Mmadrigal@hallmarkcollege.edu'; 'NVC-CaTScenter@alamo.edu'; 'pac-jobs@alamo.edu'; 'PKWilson@schreiner.edu'; 'ralexelder@yahoo.com'; 'ramos@yahoo.com'; 'rflores314@alamo.edu'; 'sanantoniomediaalliance@gmail.com'; 'sdavis35@alamo.edu'; 'strivecareer@stmarytx.edu'; 'veronicad@sahcc.org'; 'vjimenez@wsalamo.org'

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Sincerely,  
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Cox Talent Acquisition



Open Req - Outreach Program

10.27.17

<b>Req Title</b>	<b>Req #</b>	<b>Brand</b>	<b>State</b>	<b>City</b>	<b>Posting Status</b>
Campaign Specialst	<u>1714375</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715765</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715766</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Integrated Media Account Executive	<u>1716498</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
On Air Talent	<u>1715429</u>	CMG San Antonio Radio	Texas	San Antonio	Posted

## **Perry, Tammy (CEI-Atlanta)**

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**From:** Perry, Tammy (CEI-Atlanta)  
**Sent:** Friday, November 03, 2017 3:14 PM  
**Subject:** 11.03.17 - CMG San Antonio Radio - Outreach Program  
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**Bcc:** Adams, Dd (CMG-Austin); 'annette.wilson@tamusa.tamus.edu'; 'bennett.grey@utsa.edu'; Busse, Julie (CMG-San Antonio); 'careers@tlu.edu'; 'careers@uiwtx.edu'; 'careerservices@trinity.edu'; 'careerservices@utsa.edu'; 'ccdt@ollusa.edu'; 'CIMartinez@schreiner.edu'; 'dhinojosa@woundedwarriorproject.org'; 'johnny.pantoja@sws.edu'; 'jonderdonk@alamo.edu'; 'margaret.halsema@teemail.tamu.edu'; 'Mmadrigal@hallmarkcollege.edu'; 'NVC-CaTScenter@alamo.edu'; 'pac-jobs@alamo.edu'; 'PKWilson@schreiner.edu'; 'ralexelder@yahoo.com'; 'ramos@yahoo.com'; 'rflores314@alamo.edu'; 'sanantoniomediaalliance@gmail.com'; 'sdavis35@alamo.edu'; 'strivecareer@stmarytx.edu'; 'veronicad@sahcc.org'; 'vjimenez@wsalamo.org'

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Tammy Perry  
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Open Req - Outreach Program

11.03.17

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Campaign Specialist	<u>1714375</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Event Crew	<u>1715766</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
Integrated Media Account Executive	<u>1716498</u>	CMG San Antonio Radio	Texas	San Antonio	Posted
On Air Talent	<u>1715429</u>	CMG San Antonio Radio	Texas	San Antonio	Posted



## **Perry, Tammy (CEI-Atlanta)**

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**To:** Perry, Tammy (CEI-Atlanta) (Tammy.Perry@coxinc.com)  
**Subject:** San Antonio Radio Audit #1718080

Req # 1714375 was posted from 9/13/17 to 11/8/17. Req was created incorrectly as an Executive Req, therefore the Req was cancelled. Candidates from this requisition were matched to Req 1718080.

**Tammy Perry** | Cox Talent Acquisition  
Outreach & Compliance Coordinator | [Tammy.Perry@coxinc.com](mailto:Tammy.Perry@coxinc.com)  
o: 678.645.7202 | 11505 West Dodge Rd., Omaha, NE 68154  
[jobs.coxenterprises.com](http://jobs.coxenterprises.com) | Twitter @CoxTalent



1714375

**Campaign Specialist**

579530754

Agency Name	Date Sent	City	State	Zip	Recipient Email	Phone Number
AVANCE SAN ANTONIO	09/16/2017	San Antonio	TX	78207	gschapa@avancesa.org	2102233667
Veteran Employment Center - TX	09/16/2017		TX		norma.gutierrez.ctr@mail.mil	
Workforce Solutions Alamo Walzem	09/16/2017	San Antonio	TX	78218	cynthia.varnadoc@tvc.texas.gov	210-822-7640
Workforce Solutions Alamo Kerrville	09/16/2017	Kerrville	TX	78028	srogers@wsalamo.org	
San Antonio Job and Career Resources	09/16/2017	San Antonio	TX	78237	david.gonzalez@tvc.state.tx.us	
WorkforceSolutions Alamo - Hillcrest	09/16/2017	San Antonio	TX	78228	smercadel@wsalamo.org	210-582-1555
WorkforceSolutions Alamo - Hillcrest	09/16/2017	San Antonio	TX	78228	ray.curriel@tvc.texas.gov	210-582-1555
Workforce Solutions Alamo East Houston	09/16/2017	San Antonio	TX	78220	mark.renninger@tvc.texas.gov	210-581-0190
Hire Heroes USA	09/16/2017		TX		litalbot@hireherosusa.org	
Workforce Solutions Alamo Walzem	09/16/2017	San Antonio	TX	78218	charles.boarman@tvc.texas.gov	210-822-7640
TEXAS DIV FOR REHABILITATION SERVICES	09/16/2017	San Antonio	TX	78249	mary.cuellar@dars.state.tx.us	
Workforce Solutions Alamo - Boerne	09/16/2017	Boerne	TX	78006	stacie.gregory@netxworks.org	830-249-9229
HALLMARK COLLEGE	09/16/2017	San Antonio	TX	78230	djeffreys@hallmarkcollege.edu	2106909000
Workforce Solutions Alamo Career Center	09/16/2017	San Antonio	TX	78227	paul.rivera@tvc.state.tx.us	210-436-0670
Wounded Warrior Project	09/16/2017	San Antonio	TX	78249	mbarnes@woundedwarriorproject.org	210-569-0302
Workforce Solutions Alamo East Houston	09/16/2017	San Antonio	TX	78220	adrain.king@tvc.state.tx.us	210-581-0190
BAPTIST UNIVERSITY OF THE AMERICAS	09/16/2017	San Antonio	TX	78224	darryl.crooms@bua.edu	2109244338
OUR LADY OF THE LAKE UNIV/ COMMUNICATIONS	09/16/2017	San Antonio	TX	78201	hrteam@ollusa.edu	210-434-6711
WorkforceSolutions Alamo - Hillcrest	09/16/2017	San Antonio	TX	78228	charles.benson@tvc.texas.gov	210-582-1555
AUSTIN RECOVERY	09/16/2017	Austin	TX		mmorales@austinrecovery.org	5129970101
UNIVERSITY OF DALLAS	09/16/2017	Irving	TX		career@udallas.edu	9727215131
Workforce Solutions Alamo Pleasanton	09/16/2017	Pleasanton	TX	78204	della.lopez@tvc.texas.gov	830-281-6630
Workforce Solutions Alamo Kerrville	09/16/2017	Kerrville	TX	78028	gdieringer@wsalamo.org	
WorkforceSolutions Alamo - Hillcrest	09/16/2017	San Antonio	TX	78228	richard.guerrero@tvc.state.tx.us	210-582-1555
American Council for the Blind	09/16/2017	Beaumont	TX	77704	semien@sbcglobal.net	409-866-5838
Workforce Solutions Alamo East Houston	09/16/2017	San Antonio	TX	78220	jose.sanchez@tvc.texas.gov	210-581-0190
Workforce Solutions Alamo Kerrville	09/16/2017	Kerrville	TX	78028	jose.sanchez@tvc.texas.gov	
JOB FINDERS	09/16/2017	San Antonio	TX	78217	olivia.sturgess@jobfindersllc.com	2108415706
UNIVERSITY OF TEXAS-EL PASO	09/16/2017	El Paso	TX		careers@utep.edu	9157475640
Joint Base San Antonio-Sam Houston ACAP Center	09/16/2017	San Antonio	TX	78234	barbara.j.echols.ctr@mail.mil	2102211213
Workforce Solutions Alamo - South Flores	09/16/2017	San Antonio	TX	78228	gregory.pyrek@tvc.texas.gov	
TRINITY UNIV/DEPT OF MASS COMMUNICATIONS	09/16/2017	San Antonio	TX	78212	jhender4@trinity.edu	2109998116
ST PHILLIPS COLLEGE	09/16/2017	San Antonio	TX	78203	ycrooms@alamo.edu	2104862397
Workforce Solutions Alamo East Houston	09/16/2017	San Antonio	TX	78220	patrick.driscoll@tvc.texas.gov	210-581-0190
Workforce Solutions Alamo East Houston	09/16/2017	San Antonio	TX	78220	victor.barnes@tvc.texas.gov	210-581-0190
San Antonio Lighthouse for the Blind	09/16/2017	San Antonio	TX	78210	paula@salighthouse.org	
Workforce Solutions Alamo Walzem	09/16/2017	San Antonio	TX	78218	laurie.pimentel-johnson@tvc.texas.gov	210-822-7640
University of the Incarnate Word	09/16/2017	San Antonio	TX	78201	careers@uiwtx.edu	210-832-5627
TRINITY UNIVERSITY	09/16/2017	San Antonio	TX	78212	careerservices@trinity.edu	2109998321

**1714375**

**Campaign Specialist**

**579530754**

Agency Name	Date Sent	City	State	Zip	Recipient Email	Phone Number
American G.I. Forum Veterans Center	09/16/2017	San Antonio	TX	78205	jrodriguez@nvop-sa.org	210-354-4892
Workforce Solutions Alamo Career Center	09/16/2017	San Antonio	TX	78227	jose.sanchez@tvc.texas.gov	210-436-0670
Texas Vets Commission	09/16/2017	San Antonio	TX	78220	patrick.driscoll@tvc.texas.gov	210-581-0177
GOODWILL INDUSTRIES	09/16/2017	San Antonio	TX	78201	bbalencia@goodwillsa.org	210-380-0898
Workforce Solutions Alamo Kerrville	09/16/2017	Kerrville	TX	78028	rplummer@wsalamo.org	
Workforce Solutions Alamo - South Flores	09/16/2017	San Antonio	TX	78228	msaldana@wsalamo.org	
Workforce Solutions Alamo - Hillcrest	09/16/2017	San Antonio	TX	78228	todd.arend@tvc.texas.gov	210-582-1555
San Antonio Career Center	09/16/2017	San Antonio	TX	78220	mark.renninger@tvc.texas.gov	210-581-0169
CASEY FAMILY PROGRAM	09/16/2017	San Antonio	TX	78212	gurdiales@casey.org	
BEXAR AREA AGENCY ON AGING	09/16/2017	San Antonio	TX	78217	mail@aacog.com	2104473275
San Antonio Career Center	09/16/2017	San Antonio	TX	78220	jessica.buerger@ruralcapital.net	210-581-0169
North Texas Job Corps	09/16/2017	McKinney	TX		taylor.loretta@jobcorps.org	972-547-7720
WAYLAND BAPTIST UNIVERSITY/ SAN ANTONIO	09/16/2017	San Antonio	TX	78233	jtodd@wbu.edu	2108267595
Workforce Solutions Alamo - South Flores	09/16/2017	San Antonio	TX	78228	della.lopez@tvc.texas.gov	

**1712535**

**Event Crew**

**579412816**

Agency Name	Date Sent	City	State	Zip	Recipient Email	Phone Number
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**1713200**

**Event Crew**

**579289672**

Agency Name	Date Sent	City	State	Zip	Recipient Email	Phone Number
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**ATTACHMENT C**



*(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.*

See Attachment A.

**ATTACHMENT D**

*(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.*

The station currently has 59 full-time employees and operates in a market with a population size of more than 250,000. Accordingly, the Unit is required to perform four initiatives within a two-year period. Attached is documentation for our initiatives.



**Market:** San Antonio

## A DAY IN THE LIFE COLLEGE CHALLENGE

**Month:** October

**Corporate D&I Member:** Julie Busse

**D&I Champion:** Brandi McDaniel & Jennifer Schultz

<b>D&amp;I Initiative Name:</b>	A DAY IN THE LIFE OF CMG College Challenge	<b>Initiative Date:</b>	10-6-2016
<b>Brief Description:</b> <i>(please limit to 2-3 sentences)</i>	CMG SA hosted its 2 <sup>nd</sup> annual DITL College Challenge. We had 3 Universities attend. Each University had 3 students per team. The "Challenge" this year was an actual client need. Students spent the morning learning about all of the departments and then were presented with the challenge and the Design Thinking process. The winning team received \$1,500. (\$500 per student) Our Account Executive received some very actionable ideas to take to his client.		
<b>Results</b>	University of Incarnate Word, Trinity University and Texas State University participated. (We had one drop at the last minute.) 9 students participated and all were from the Radio and Television program on each campus. Students work at the campus radio stations.		
<b>Feedback</b>	The students really engaged in learning about our radio stations, the departments and the Design Thinking process. All the students agreed the Design Thinking process was a great take away for their future.		





## **Busse, Julie (CMG-San Antonio)**

---

**From:** Gonzalez, Ric (CMG-San Antonio)  
**Sent:** Thursday, October 06, 2016 9:55 AM  
**To:** Busse, Julie (CMG-San Antonio)  
**Subject:** RE: Co-Mentoring Program

Mary and I have been meeting weekly. We have a time set for Wednesdays and adjust if both our schedules need for another day or time in the same day or week.

**From:** Busse, Julie (CMG-San Antonio)  
**Sent:** Thursday, October 6, 2016 9:44 AM  
**To:** Schultz, Jennifer (CMG-San Antonio) ; Bonillas, Randy (CMG-San Antonio) ; Buchanan, Mark (CMG-San Antonio) ; Chadek, Ryan (CMG-San Antonio) ; Nelson, Courtney (CMG-San Antonio) ; Montemayor, Alfonso (CMG-San Antonio) ; Hatley, Heather (CMG-San Antonio) ; Chandler, Beth (CMG-San Antonio) ; Tovar, Phillip (CMG-San Antonio) ; Michaels, Adam (CMG-San Antonio) ; Salazar, Jacob (CMG-San Antonio) ; Allen, Roger (CMG-San Antonio) ; Sifuentes, Chris (CMG-San Antonio) ; Dyer, Jim (CMG-San Antonio) ; Harrison, Morgan (CMG-San Antonio) ; Hastings, Keith (CMG-San Antonio) ; Lanoue, Mary (CMG-San Antonio) ; Gonzalez, Ric (CMG-San Antonio) ; Gonzales, Melissa (CMG-San Antonio) ; Gutz, Rebecca (CMG-San Antonio) ; Lopez, George (CMG-San Antonio) ; Schroeder, Stacie (CMG-San Antonio)  
**Cc:** Reed, Ben (CMG-San Antonio) ; Busse, Julie (CMG-San Antonio)  
**Subject:** FW: Co-Mentoring Program  
**Importance:** High

All,

Just following up to see how the Co-Mentoring Program is going. Wanted to make sure you have connected with each other, set your top 3-5 things you would like to learn and are meeting weekly.

Please let me know how it's going and/or if you need anything.

Thanks!

Julie

---

**From:** Busse, Julie (CMG-San Antonio)  
**Sent:** Friday, September 09, 2016 4:16 PM  
**Subject:** Co-Mentoring Program  
**Importance:** High

Congratulations you have been selected to participate in our Co-Mentoring Program.

Here's the plan:

1. The goal of the program is to learn from one another.

2. Make a list of the top 3-5 things you would like to learn. Co-Mentor's should make individual lists and share with each other and accomplish these during the 10 week period.
3. Process should give each other a better understanding of what each other does.
4. Hopefully you learn different roles in different departments sparking ideas for one another.

Please get together and set up a weekly time to meet.

Please let me know if you have any questions.

Thanks,

Ben & Julie



Julie Busse | Human Resources/Office Manager/Assistant VP-MM/Assistant VP of Programming



Cox Media Group | 8122 Datapoint Drive, #600 | San Antonio, TX 78229  
Ph: (210) 615-5498 | Fax: (210) 615-5300 | Email: [julie.busse@coxinc.com](mailto:julie.busse@coxinc.com)

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---

**From:** Busse, Julie (CMG-San Antonio)  
**Sent:** Friday, September 09, 2016 4:16 PM  
**Subject:** Co-Mentoring Program  
**Importance:** High

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Please let me know if you have any questions.

Thanks,

Ben & Julie



Julie Busse | Human Resources/Office Manager/Assistant VP-MM/Assistant VP of Programming



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## Busse, Julie (CMG-San Antonio)

---

**From:** Harrison, Morgan (CMG-San Antonio)  
**Sent:** Thursday, October 06, 2016 10:24 AM  
**To:** Busse, Julie (CMG-San Antonio)  
**Cc:** Hastings, Keith (CMG-San Antonio)  
**Subject:** RE: Co-Mentoring Program

Keith and I have connected and its going great! Helps that I have one of the best PDs in the nation... ☺

1. How playlists are created, trafficked, tested
2. How a format is determined and created from the beginning
3. Strategy to maintain rank/ratings versus stations aiming for the same demo

**Morgan Harrison**  
**Cross Platform Account Executive**  
**O: (210) 615-5412 C: (210) 912-2883**  
**[Morgan.Harrison@coxinc.com](mailto:Morgan.Harrison@coxinc.com)**

Connect with me: <http://www.linkedin.com/in/Number1LinkedInUser>

**localsolutions**  
POWERED BY COX MEDIA GROUP SAN ANTONIO



**"Do what you love to do...Life is not a Dress Rehearsal, this is it"**

**From:** Busse, Julie (CMG-San Antonio)  
**Sent:** Thursday, October 06, 2016 9:44 AM  
**To:** Schultz, Jennifer (CMG-San Antonio) ; Bonillas, Randy (CMG-San Antonio) ; Buchanan, Mark (CMG-San Antonio) ; Chadek, Ryan (CMG-San Antonio) ; Nelson, Courtney (CMG-San Antonio) ; Montemayor, Alfonso (CMG-San Antonio) ; Hatley, Heather (CMG-San Antonio) ; Chandler, Beth (CMG-San Antonio) ; Tovar, Phillip (CMG-San Antonio) ; Michaels, Adam (CMG-San Antonio) ; Salazar, Jacob (CMG-San Antonio) ; Allen, Roger (CMG-San Antonio) ; Sifuentes, Chris (CMG-San Antonio) ; Dyer, Jim (CMG-San Antonio) ; Harrison, Morgan (CMG-San Antonio) ; Hastings, Keith (CMG-San Antonio) ; Lanoue, Mary (CMG-San Antonio) ; Gonzalez, Ric (CMG-San Antonio) ; Gonzales, Melissa (CMG-San Antonio) ; Gutz, Rebecca (CMG-San Antonio) ; Lopez, George (CMG-San Antonio) ; Schroeder, Stacie (CMG-San Antonio)  
**Cc:** Reed, Ben (CMG-San Antonio) ; Busse, Julie (CMG-San Antonio)  
**Subject:** FW: Co-Mentoring Program  
**Importance:** High

All,

Just following up to see how the Co-Mentoring Program is going. Wanted to make sure you have connected with each other, set your top 3-5 things you would like to learn and are meeting weekly.

Please let me know how it's going and/or if you need anything.

Thanks!

Julie



**Busse, Julie (CMG-San Antonio)**

---

**From:** Rodriguez, Lena (CMG-San Antonio)  
**Sent:** Monday, April 02, 2018 5:53 PM  
**To:** Busse, Julie (CMG-San Antonio)  
**Subject:** FW: How Selling Certificate  
**Attachments:** How Selling-Certificate.pdf

She began the course in October 2017 and finished in February 2018.

[Lena Rodriguez](#) | Sales Operations Manager  
Cox Media Group | 8122 Datapoint Drive, #600 | San Antonio, TX 78229  
Ph: (210) 615-5483  
[www.CoxMediagroupSA.com](http://www.CoxMediagroupSA.com)

**From:** Najera, Laura (CMG-San Antonio)  
**Sent:** Monday, April 2, 2018 5:48 PM  
**To:** Rodriguez, Lena (CMG-San Antonio) <[Lena.Rodriguez@coxinc.com](mailto:Lena.Rodriguez@coxinc.com)>  
**Subject:** How Selling Certificate



**Laura Najera** | Integrated Media Specialist  
Cox Media Group | 8122 Datapoint Drive, #600 | San Antonio, TX 78229  
Ph: 210-615-5026 | Cell: 915-329-7676 | Fax: 210-615-5300 | Email: [laura.najera@coxinc.com](mailto:laura.najera@coxinc.com)



# HOW SELLING

---

## CHANGE THE CONVERSATION

### CERTIFICATE OF ACHIEVEMENT

**Laura Najera**

has successfully completed the online professional development course on

**February 5, 2018**

*Jim Hopes*

---

Chief Executive Officer



THE CENTER FOR  
**SALES STRATEGY**

*John Henley*

---

Chief Operating Officer

**Busse, Julie (CMG-San Antonio)**

---

**From:** Thompson, Everett (CMG-San Antonio)  
**Sent:** Tuesday, April 25, 2017 2:52 PM  
**To:** Busse, Julie (CMG-San Antonio)  
**Subject:** RE: Co-Mentoring Program

Everything is going great! We're meeting on Thursdays!

Powered by Cricket Wireless

----- Original message -----

**From:** "Busse, Julie (CMG-San Antonio)"  
**Date:** 4/25/17 2:50 PM (GMT-06:00)  
**To:** "Thompson, Everett (CMG-San Antonio)" , "Sifuentes, Chris (CMG-San Antonio)"  
**Cc:** "Reed, Ben (CMG-San Antonio)" , "Busse, Julie (CMG-San Antonio)"  
**Subject:** RE: Co-Mentoring Program

Everett & Chris,  
Just checking in to see how you are doing with the program and get your feedback. This is the fourth week and we are hoping you are on track.  
Please let me know if we can help in any way.  
Thanks!  
Julie

**From:** Busse, Julie (CMG-San Antonio)  
**Sent:** Monday, April 03, 2017 3:52 PM  
**To:** Thompson, Everett (CMG-San Antonio) ; Sifuentes, Chris (CMG-San Antonio)  
**Cc:** Ben Reed ; Schultz, Jennifer (CMG-San Antonio) ; Sam Freas  
**Subject:** Co-Mentoring Program

Everett,  
Congratulations you have been selected to participate in our Co-Mentoring Program. You have been paired up with Chris Sifuentes. Chris, Everett would like to learn more about on-air and digital. This is a 10 week program that starts this week and runs through the week of June 9<sup>th</sup>.  
Here's the plan:

1. The goal of the program is to learn from one another.
2. Make a list of the top 3-5 things you would like to learn. Co-Mentor's should make individual lists and share with each other and accomplish these during the 10 week period.
3. Process should give each other a better understanding of what each other does.
4. Hopefully you learn different roles in different departments sparking ideas for one another.

Please get together and set up a weekly time to meet. Everett, as a part time employee, we will pay you will be paid for the one hour of mentorship each week.

Please let me know if you have any questions.

Thanks,  
Ben & Julie

## Busse, Julie (CMG-San Antonio)

---

**From:** Garrison, Jeff (CMG-San Antonio)  
**Sent:** Tuesday, April 25, 2017 2:54 PM  
**To:** Busse, Julie (CMG-San Antonio); Shiner, Aimee (CMG-San Antonio)  
**Cc:** Reed, Ben (CMG-San Antonio)  
**Subject:** RE: Co-Mentoring Program

Its going great....Digital Aimee is awesome!!

**From:** Busse, Julie (CMG-San Antonio)  
**Sent:** Tuesday, April 25, 2017 2:48 PM  
**To:** Shiner, Aimee (CMG-San Antonio) ; Garrison, Jeff (CMG-San Antonio)  
**Cc:** Reed, Ben (CMG-San Antonio) ; Busse, Julie (CMG-San Antonio)  
**Subject:** RE: Co-Mentoring Program

Aimee & Jeff,

Just checking in to see how you are doing with the program and get your feedback. This is the fourth week and we are hoping you are on track.

Please let me know if we can help in any way.

Thanks!

Julie

**From:** Busse, Julie (CMG-San Antonio)  
**Sent:** Monday, April 03, 2017 4:05 PM  
**To:** Shiner, Aimee (CMG-San Antonio) <[Aimee.Shiner@coxinc.com](mailto:Aimee.Shiner@coxinc.com)>; Jeff Garrison <[jeff.garrison@coxinc.com](mailto:jeff.garrison@coxinc.com)>  
**Cc:** Ben Reed <[ben.reed@coxinc.com](mailto:ben.reed@coxinc.com)>; Dyer, Jim (CMG-San Antonio) <[Jim.Dyer@coxinc.com](mailto:Jim.Dyer@coxinc.com)>  
**Subject:** Co-Mentoring Program

Aimee,

Congratulations you have been selected to participate in our Co-Mentoring Program. You have been paired up Jeff Garrison. Jeff, Aimee would like to learn more about the radio business. This is a 10 week program that starts this week and runs through the week of June 9<sup>th</sup>.

Here's the plan:

1. The goal of the program is to learn from one another.
2. Make a list of the top 3-5 things you would like to learn. Co-Mentor's should make individual lists and share with each other and accomplish these during the 10 week period.
3. Process should give each other a better understanding of what each other does.
4. Hopefully you learn different roles in different departments sparking ideas for one another.

Please get together and set up a weekly time to meet.



Please let me know if you have any questions.

Thanks,

Ben & Julie



Julie Busse | Human Resources/Office Manager/Assistant VP-MM/Assistant VP of Programming



Cox Media Group | 8122 Datapoint Drive, #600 | San Antonio, TX 78229

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## Busse, Julie (CMG-San Antonio)

---

**From:** Schroeder, Stacie (CMG-San Antonio)  
**Sent:** Wednesday, April 26, 2017 8:34 AM  
**To:** Michaels, Adam (CMG-San Antonio); Busse, Julie (CMG-San Antonio)  
**Cc:** Reed, Ben (CMG-San Antonio)  
**Subject:** RE: Co-Mentoring Program

I agree, it's going great! Pretty soon I'll be putting new music on Magic! HAHI 😊

**From:** Michaels, Adam (CMG-San Antonio)  
**Sent:** Tuesday, April 25, 2017 4:00 PM  
**To:** Busse, Julie (CMG-San Antonio)  
**Cc:** Schroeder, Stacie (CMG-San Antonio); Reed, Ben (CMG-San Antonio)  
**Subject:** Re: Co-Mentoring Program

It's going great!

Sent from my iPhone

On Apr 25, 2017, at 2:46 PM, Busse, Julie (CMG-San Antonio) <[Julie.Busse@coxinc.com](mailto:Julie.Busse@coxinc.com)> wrote:

Stacie and Adam,

Just checking in to see how you are doing with the program and get your feedback. This is the fourth week and we are hoping you are on track.

Please let me know if we can help in any way.

Thanks!

Julie

**From:** Busse, Julie (CMG-San Antonio)  
**Sent:** Monday, April 03, 2017 5:37 PM  
**To:** Schroeder, Stacie (CMG-San Antonio) <[Stacie.Schroeder@coxinc.com](mailto:Stacie.Schroeder@coxinc.com)>; Michaels, Adam (CMG-San Antonio) <[Adam.Michaels@coxinc.com](mailto:Adam.Michaels@coxinc.com)>  
**Cc:** Ben Reed <[ben.reed@coxinc.com](mailto:ben.reed@coxinc.com)>; Thompson, Tammie (CMG-San Antonio) <[Tammie.Thompson@coxinc.com](mailto:Tammie.Thompson@coxinc.com)>  
**Subject:** Co-Mentoring Program

Stacie,

Congratulations you have been selected to participate in our Co-Mentoring Program. You have been paired up Adam Michaels. Adam, Stacie would like to learn more about on-air and music scheduling. This is a 10 week program that starts this week and runs through the week of June 9<sup>th</sup>.

Here's the plan:

1. The goal of the program is to learn from one another.

2. Make a list of the top 3-5 things you would like to learn. Co-Mentor's should make individual lists and share with each other and accomplish these during the 10 week period.
3. Process should give each other a better understanding of what each other does.
4. Hopefully you learn different roles in different departments sparking ideas for one another.

Please get together and set up a weekly time to meet. Stacie, as a part time employee, we will pay you will be paid for the one hour of mentorship each week.

Please let me know if you have any questions.

Thanks,

Ben & Julie

Julie Busse | Human Resources/Office Manager/Assistant VP-MM/Assistant VP of Programming

Cox Media Group | 8122 Datapoint Drive, #600 | San Antonio, TX 78229  
Ph: (210) 615-5498 | Fax: (210) 615-5300 | Email: [julie.busse@coxinc.com](mailto:julie.busse@coxinc.com)

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**Busse, Julie (CMG-San Antonio)**

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**From:** Faucett, Brien (CEI-Atlanta) <Brien.Faucett@coxinc.com>  
**Sent:** Thursday, June 08, 2017 1:42 PM  
**To:** Busse, Julie (CMG-San Antonio); Gerson, Ashley (CEI-Atlanta); Green, Monica (CEI-Atlanta); Hickman, Jay (CEI-Atlanta)  
**Cc:** Perry, Tammy (CEI-Atlanta)  
**Subject:** RE: Career Fair

Thanks, Julie and team! Julie, I'll share Tori and Jennifer's names with LULAC so they are registered for the full conference, in case they would like to attend any of the other events or meals. I'll send them an invitation for the Unity Luncheon we are sponsoring on Thursday in case they are able to get away and attend.

Thanks again,  
Brien

**Brien Faucett**  
Senior Specialist, Corporate Responsibility  
Cox Enterprises, Inc.  
678.645.4588

*To learn more about Cox's commitment to people, sustainability and our communities, please read the [CoxCSRReport.com](http://CoxCSRReport.com).*

**From:** Busse, Julie (CMG-San Antonio) [mailto:Julie.Busse@coxinc.com]  
**Sent:** Wednesday, June 07, 2017 5:19 PM  
**To:** Gerson, Ashley (CEI-Atlanta) ; Green, Monica (CEI-Atlanta) ; Faucett, Brien (CEI-Atlanta) ; Hickman, Jay (CEI-Atlanta)  
**Cc:** Perry, Tammy (CEI-Atlanta)  
**Subject:** RE: Career Fair

Ashely,

Here are the folks who will be working the booth from San Antonio for the career fair.

Wednesday, July 5<sup>th</sup> – Tori Finch  
Thursday, July 6<sup>th</sup> – Jennifer Schultz  
Friday, July 7<sup>th</sup> – Jennifer Schultz

We are also getting some of our crew to help set up on Wednesday and then to help tear down on Friday. I will get you those names hopefully by end of day tomorrow.

Thanks,

Julie



Julie Busse | Human Resources/Office Manager/Assistant VP-MM/Assistant VP of Programming



**Busse, Julie (CMG-San Antonio)**

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**Subject:** FW: Cox at The Lulac Convention

Julie Busse | Human Resources/Office Manager/Assistant VP-MM/Assistant VP of Programming  
Cox Media Group | 8122 Datapoint Drive, #600 | San Antonio, TX 78229  
**Ph:** (210) 615-5498 | **Fax:** (210) 615-5300 | **Email:** [julie.busse@coxinc.com](mailto:julie.busse@coxinc.com)

**From:** Rios, Dave (CMG-San Antonio)  
**Sent:** Tuesday, July 04, 2017 8:00 PM  
**To:** Reed, Ben (CMG-San Antonio) <Ben.Reed@coxinc.com>; Allen, Roger (CMG-San Antonio) <Roger.Allen@coxinc.com>; Busse, Julie (CMG-San Antonio) <Julie.Busse@coxinc.com>  
**Subject:** Cox at The Lulac Convention

Dave Rios MC for this evenings Lulac San Antonio National Convention with Lulac CEO Brent Wilkes, Sheriff Javier Salazar, President Roger Rocha Jr. , Mayor Ron Nirenberg, Councilwoman Rebecca Viagran, Toyota's Anthony "Tundra" Chambers.





David Arias-Rios  
The KONO 101.1 Morning Show  
Flying Dog Ranch Digital Productions

"Today is a Gift.....  
That's why it's called  
The Present!"



# CMG San Antonio "A Day in the Life"

November 8th, 2017  
9 AM - 5 PM

**COX MEDIA**  
GROUP San Antonio



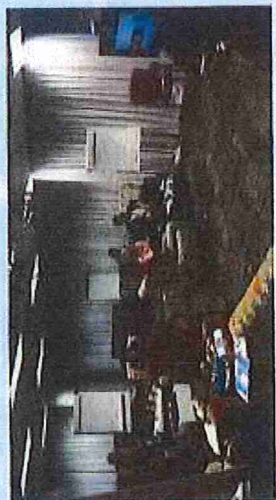
CMG San Antonio hosted 9 college students. We had three teams of three students. University of Texas San Antonio, Texas A&M University San Antonio and Our Lady of the Lake University. The students we had participate were very engaged in this experience and spoke very highly of the program at the end of the day. We have hired one participant and she is joining our Event Team on Dec. 11<sup>th</sup>.

We had Kristi Lawson, Sr. Manager of Talent speak to the students during lunch.



TEXAS A&M UNIVERSITY  
SAN ANTONIO







Invoice: #1110



Hello,

Your invoice has arrived! Texas State University has invoiced you for your Spring 2018 Mass Communication Career Fair career fair registration. Your total comes to \$175.00.

[View Registration](#)

**Registration Date:** February 14th 2018  
**Employer:** Cox Media Group  
**Registrant:** Julie Busse  
**Billing Address:** 10458 Goldstone Drive

Please contact the career fair host for any questions:  
**Name:** Madison Tabersmith  
**Email:** mt1286@txstate.edu

Itemized List

Item	Date/Time	Cost
Single Booth Registration	Mass Communication Career Fair- Spring 2018 - Thursday, Feb 22 12:00 pm - 4:00 pm CST	\$175.00
		<b>Total Cost: \$175.00</b>
		<b>Less Amount Paid: \$0.00</b>
		<b>Amount Due: \$175.00</b>

Texas State University has indicated that they'll be able to manually accept payments for this career fair.

Please submit payment via check or credit card to: Career Services Texas State University 601 University Drive LBJ Student Center Rm. 5-7.1 San Marcos, TX 78666-4616 For credit card payments, please navigate to the address below:  
[https://secure.touchnet.com/C24322\\_ustores/web/store\\_main.jsp?STOREID=1476&SINGLESTORE=true](https://secure.touchnet.com/C24322_ustores/web/store_main.jsp?STOREID=1476&SINGLESTORE=true)

Best,  
The Handshake Team

Handshake

**RECRUITMENT INITIATIVE LOG**

(Record One Initiative Per Form)

Station Employment Unit: KCYY, KKYX, KONO-FM/AM, KTKX, KSMG, KISS

**Please read:** This form documents the employment unit's participation in one of the up to four longer-term recruitment initiatives required over each two-year period as specified in the FCC EEO Rules (Section 73.2080 (c)(2)). If space is insufficient, please attach sheets.

**NAME OF INITIATIVE:** Texas State Communications Job Fair

**DATE(S) OF INITIATIVE:** February 22, 2018

**DESCRIPTION OF INITIATIVE:** Job Fair recruiting of current and soon graduating Communication School candidates. It's a "meet and greet" environment of employers and college job seekers from Texas State University. CMG participating to fill 2 local San Antonio positions, introduce CMG to perspective employees, inform students of company-wide job postings within CMG nationally.

**SCOPE OF EMPLOYMENT UNIT'S PARTICIPATION:** On site promotion of CMG, answering questions about the company and current job postings, on-site interviewing, handing out company literature, accepting applications and resumes, tour of the Texas State Universities new radio station and newspaper/digital facilities on campus (KTSW and The Star).

**PARTICIPATING HIRING MANAGER(S):**

**NAME:** Roger Allen, Director of Branding and Programming

**SIGNATURE:** \_\_\_\_\_

*[Handwritten Signature]* *2/27/18*

**NAME:** \_\_\_\_\_

**TITLE:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_

**NAME:** \_\_\_\_\_

**TITLE:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_

**ATTACHMENT E**

*(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.*

None



**ATTACHMENT F**

*(f) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.*

It is the policy of Cox Media Group-San Antonio to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, age or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

At Cox Media Group San Antonio, we provide on-going training for our managers and supervisors. Each hiring manager is responsible for following the EEO policy when making hiring decisions. Cox tells employees that "Discrimination because of race, color, religion, national origin, age or sex is prohibited. If you believe you have been the victim of discrimination, you may notify the Federal Communications Commission, the Equal Opportunity Commission, or other appropriate agency."

We utilize the following methods to reach out to all current and potential employees:

- Include "EOE" in all job postings
- EEO Policy continuously runs on TV screen in main reception area
- EEO messages posted on all bulletin boards in mailrooms (2) and breakrooms (2)

**ATTACHMENT G**

*(g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until February 18, 2014, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.*

Cox Media Group uses a centralized human resources team, the Cox Talent Acquisition group, to handle recruitment for its broadcasting systems. When recruiting for a position that will be open to external candidates, Cox Talent Acquisition uses a multipronged approach.

All external job openings are automatically posted to the Cox Careers website. Once a position is posted to the external Cox Careers site the jobs are scraped to other individual web pages, per job and group of jobs. A list of the job boards that automatically post for all external Cox jobs from our website includes: America's Job Exchange (and all syndicates), RecruitMilitary.com, TAOnline.com, Glassdoor.com, DiversityInc.com, Beyond.com/Nexxt (and all syndicates), Indeed.com and State Job Banks. Through these job boards, all external postings are able to reach job applicants across the country. For example, America's Job Exchange reposts positions to its community-based partners through a network of websites representing veterans, minorities and individuals with disabilities as well as state job boards, local Career One Stops and community-based organizations.

In addition to posting Cox Media Group jobs on the Cox Careers site and other external websites, Cox Talent Acquisition also reaches out using weekly emails to its outreach partners including local colleges, universities, and community groups to inform them of current open positions. The outreach partner list includes those that have requested to be notified of job vacancies, such as San Antonio College and Wounded Warrior Project.

Cox Recruiters and Leaders actively participate in college/university recruiting by attending on-campus job fairs, conducting interviews and engaging in informational sessions to share details about career opportunities.

The location also provides a referral bonus to employees for referrals that are hired.

Steps are being taken to continuously evaluate the effectiveness of our recruiting sources by reviewing results from some of the recruitment sources, the time it takes to fill positions and the quality of candidates.



**ATTACHMENT H**

***(h) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until February 26, 2018, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.***

At the local level, Cox Media Group annually reviews all full time employees and has a standard review on-line system that is used for all reviews. Each review and salary increase is based on performance and achievement of goals set at the prior review.

Each full time position, when one becomes available, has a predetermined salary range that is provided to us by our Human Resources Department. Then, depending on the experience and skill level of the person filing the position, the exact amount for that position is determined. Various guidelines are used when making that decision. Skill level, experience and job requirements are the determining factors.

All employees are encouraged to apply for promotions when they are available, and employees can review promotion opportunities company-wide through the Cox Career Network.

We have no union agreements.