

Recruitment Sources

Licensee: CMG NY/Texas Radio, LLC - Cox Media Group Houston - KGLK-FM, KHPT-FM, KTHT-FM, KKBQ-FM

April 1, 2020 - March 31, 2021 (revised July 26, 2021)

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled to Notification
Recruitment Sources Used for All Openings					
1	All Access Music Group 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA, 90265	Contact: Joel Denver Phone: (310) 457-6616			N
2	Alvin Community College 3110 Mustang Road, Alvin, TX, 77511	Contact: Diana Stiles Phone: (281) 756-3534	dstiles@alvincollege.edu		N
3	Conrad N. Hilton College, University of Houston Conrad N. Hilton College, University of Houston, Room S108, Houston, TX	Contact: Lori Osborn Phone: (713) 743-2423	lgosborn@central.uh.edu		Y
4	C.T. Bauer College of Business, Rockwell Career Center University of Houston-Central Campus, CEMO Hall, 2nd Floor, Houston, TX, 77204	Contact: Raji Aiyer Phone: (832) 842-6130 Phone: (832) 842-6120	raiye@bauer.uh.edu		Y
5	Harding University Box 10765, Reynolds C-129, Searcy, AR, 72149	Contact: Steve Shaner Phone: (501) 279-5209 Mobile: (630) 258-5544	sshaner@harding.edu post on Handshake website		Y
6	Lamar University PO Box 10012, Beaumont, TX, 77710	Contact: Mary Evelyn Collins Phone: (409) 880-8161	careerandtestingcenter@lamar.edu post on Handshake website		Y
7	Media Alliance of Houston ABC-13 KTRK-TV PO Box 980908, Houston, TX, 77098 3550 West 12th Street, Houston, TX, 77008	Contact: Kaelie Marozzi (713) 552-1055 Monica Rose (713) 218-2837	kaelie@loveadv.com monica.rose@abc.com		Y
8	Prairie View A&M 100 University Dr., Prairie View, TX 77446	Shadia Washington 936-261-3576	post on Handshake: https://app.joinhandshake.com/login sfwashington@pvamu.edu		N
9	Rice University 6100 Main St., Houston, TX 77005	(713) 348-4055	post on Handshake: https://app.joinhandshake.com/login for Alumi, post here- https://alumni.rice.edu/sallyportaljobboard ccd@rice.edu		N
10	Stephen F. Austin University - Career Services 1936 North Street, Nacogdoches, TX, 75962	Contact: David Gehrels Phone: (936) 468-2284	atcofa@sfasu.edu post on Handshake website		Y
11	Texas A&M University Galveston 200 Seawolf Parkway, Galveston, TX, 77553	Contact: Ken Bailey Phone: (409) 740-4725	studentservices@tamug.edu		N

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12	Texas Association of Broadcasters 502 E. 11th St., Suite 200, Austin, TX, 78701	Contact: Craig Bean Phone: (512) 322-9944	jobs@tab.org		N
13	Texas Southern University - Career Services 3100 Cleburne St., Houston, TX, 77004 www.tsu.edu/careercenter	Phone: (713) 313-7541 Fax: (713) 313-7155	placementservices@tsu.edu post on Handshake website		Y
14	Texas State Technical College 3801 Campus Drive, Waco, TX, 76705	Contact: Kacey Darnell Phone: (254) 867-3009	kacey.darnell@tstc.edu		N
15	University of Houston - Career Services 106 Student Service Center I, Houston, TX, 77204	Phone: (713) 743-5100	ucs@uh.edu		N
16	West Texas A&M University WT Box 60728, Canyon, TX, 79016 www.wtamu.edu/career	Contact: Kim Muller Phone: (806) 651-2345 Fax: (806) 651-2925	wtcareer@wtamu.edu		Y
17	Workforce Solutions - Workforce Development Office-Houston/Galveston 3355 West Alabama, Suite 350, Houston, TX, 77098	Contact: Pedro Bermudez Phone: (713) 688-6890	Pedro.Bermudez@wrksolutions.com		N
18	Cox Media Group Career Website Internet/Intranet - www.cmj.jobs.net	Company Internet Posting		11	N
19	DiversityInc.com Internet/Intranet - www.diversityinc.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
20	Glassdoor.com Internet/Intranet - www.glassdoor.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
21	Indeed.com Internet/Intranet - www.indeed.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
22	Monster Internet/Intranet - www.monster.com	Internet Posting			N
23	Nexxt.com Internet/Intranet - www.nexxt.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N
24	Recruit Military Internet/Intranet - www.recruitmilitary.com	Internet Posting - Automatic wrap from Cox Media Group Career Website			N

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25	America's Job Exchange Internet/Intranet - www.americasjobexchange.com	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner-Peyser centers and 4,500 affiliated diversity websites			N
26	Employee Referrals	Referrals from current Employees			N
27	Internal Applicant	Internal Employee			N
Recruitment Sources Used for Specific Vacancies					
1	Directly Sourced by Recruiter	Cox Recruiter		3	N
2	CareerLink Internet/Intranet - www.careerlink.com	Internet Posting			N
3	Careerbuilder Internet/Intranet - www.careerbuilder.com	Internet Posting		1	N
4	LinkedIn Internet/Intranet - www.linkedin.com	Internet Posting		1	N
5	Simplyhired.com Internet/Intranet - www.simplyhired.com	Internet Posting			N
6	TAOnline Internet/Intranet - www.taonline.com	Internet Posting			N

Longer - Term Recruiting Initiatives

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	April 1, 2020 - ongoing	Diverse Job Bank Career Listings - America's Job Exchange	Cox entered into agreement to post all external Job Openings through America's Job Exchange, as well as 4500 affiliated career websites through Direct Employers.	Broad Outreach	Cox Talent Acquisition Team
2	April 1, 2020- ongoing	Cox Media Group Houston board operator training program	SEU offers Board Operator training for part-time brand ambassadors who are interested in learning more about the business, how to run a programming board and filling in when needed.	Training programs	Scarlett Klein, Zach Jones. Mason Pradt, Gerardo Sproet
3	11/03/20	Fort Bend ISD Career and Technical Center	SEU participated in a recruitment video produced by the Career and Technical Center highlighting the radio industry.	Career event	Mark Krieschen, VP/Market Manager
4	12/02/20	University of Houston Clear Lake Campus	SEU conducted a virtual presentation for a communications class at the Univ. of Houston Clear Lake Campus. They discussed the radio industry, radio creative, inner workings and career opportunities.	Career event	Jason Skaggs, Production Director and Mark Krieschen, VP/Market Manager
5	01/12/21	University of Houston virtual career fair	SEC participated in a virtual career fair for the University of Houston annual Alumni Corporate Connections event! This virtual event was open to UCS Alumni subscribers and recent graduates. They were able to talk with students one on one about the industry, departments and open positions.	Career Fair	Todd Elbrink- Dir. of Sales; Eric Pravda- Digital Sales Mgr.; Leti Aguilera- Local sales Mgr; Johnny Chiang- Dir. of Operations; Cherolyn Chiang- Digital Ad Ops. Mgr; Bill Tatar- Online Content Mgr.; Linda Lynn- Office Mgr.
6	02/08/21	University of Houston main campus	SEU conducted a virtual presentation for a communications class at the Univ. of Houston. They discussed the radio industry, radio creative, inner workings and career opportunities.	Career event	Jason Skaggs, Production Director and Mark Krieschen, previous VP/Market Manager