

Prospecting Assignment

CALL AND DATA SET REPORT SPRING 2021

PAIGE MCCLELLAND

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Call Report Totals

CALL REPORT # 1

Sales Champion Expert: Paige McClelland

Call Report as of: 2/21/2021

Phone Appts Booked with Career Services: 5

Data sets: 5

Phone Appts Booked/Completed for Info: 9

Total # Contacts Entered into CRM: 0

Avg. # Contacts per Company: 3.4

Total Number of Contacts 51

CALL REPORT # 2

Sales Champion Expert: Paige McClelland

Call Report as of: 3/14/2021

Phone Appts Booked with Career Services: 9

Data sets: 10

Phone Appts Booked/Completed for Info: 12

Total # Contacts Entered into CRM: 15

Avg. # Contacts per Company: 4

Total Number of Contacts 60

CALL REPORT # 3

Sales Champion Expert: Paige McClelland

Call Report as of: 4/5/2021

Phone Appts Booked with Career Services: 9
Data sets: 11
Phone Appts Booked/Completed for Info: 12
Total # Contacts Entered into CRM: 15
Avg. # Contacts per Company: 4.2
Total Number of Contacts 63

FINAL CALL REPORT

Sales Champion Expert: Paige McClelland
Call Report as of: 4/19/2021
Phone Appts Booked with Career Services: 9
Data sets: 11
Phone Appts Booked/Completed for Info: 12
Total # Contacts Entered into CRM: 43
Avg. # Contacts per Company: 4.3
Total Number of Contacts 64

Call Report Log

Capstone Underwriters, LLC

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Cynthia West/ Executive VP, Marketing	cwest@capstoneunderwriters.com (214) 736-3693	2/1: Emailed Cynthia West request for brief phone call. 2/1: Template A. 2/3: Called office and left a voicemail. 2/3: Called Cynthia and left a voicemail.
2	Franette Dommer/ Office Operations Supervisor	214-736-3691	2/9: Called and left a voicemail.
3	Wiley Morgan/ Marketing Executive at Capstone Underwriters, LLC	wileym@capstoneunderwriters.com	2/10: Emailed Wiley Morgan request for brief phone call. Template C.
4	Kim Smith/ Processing Manager	(214) 736-3650 kims@capstoneunderwriters.com	2/22: Called Kim. She was rude and said they have their own agency.

5	Molly Seibert/ Processing Supervisor	mollys@capstoneunderwriters.co m (214) 520-1388 x6115	2/22: Called and Kim answered.
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Call Report Log

Discover Financial Services

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Morgan Lavigne/ Manager, University Relations	morganlavigne@discover.com	2/1: Emailed Morgan Lavigne request for brief phone call. 2/1: Template A. 2/1: Received an automatic reply from Morgan to email Corinne.
2	Corinne Esteban/ University Relations Manager	corinneesteban@discover.com	2/9: Emailed Corinne Esteban request for brief phone call. Template A.
3	Ritika Dadoo/ HR-Talent Acquisition at Discover Financial Services	ritikadadoo@discover.com (224) 405-2318	2/9: Called and left a voicemail.
4	Oriana Vogel/ Human Resources Leader	oriana vogel@discover.com (224) 405-6552	2/9: Non-working number at discover.

5	Michelle Hayes/ Recruiter	michellehayes@discover.com (801) 902-2047	2/9: Called and left a voicemail.
6	Joslyn/ HR Department	HR department at 1-844-337- 6947	2/9: Spoke with Joslyn who referred me to their recruitment team by email: tapmo@discover.com . Template D.
7	Recruitment team	tapmo@discover.com	2/9: Emailed template D.

Call Report Log

E.W. Scripps

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Renessa K. Foronda/ Senior Talent Acquisition Partner	renessa.foronda@scripps.com 513.549.5455	2/2: Spoke with Renessa briefly over the phone and scheduled a phone conversation for 2/3. 2/3: Renessa asked for more information and is considering connecting me to the right person, Rhonda. 2/3: Emailed Renessa Baylor resources. 2/3: Renessa emailed me saying Rhonda will be reaching out. 2/3: Emailed Renessa asking for teams contact. 2/21: Followed up with Renessa to receive team's information. 2/22: Renessa replied and also referred me to Chip.
2	Rhonda Turner/ Sr. Manager Talent Acquisition	rhonda.turner@scripps.com	2/8: Emailed Rhonda referred by Renessa.
3	Sara Maxey/ Manager, Talent Acquisition	sara.maxey@scripps.com	2/22: Emailed Sara template E. 2/22: Sara replied and CC Rhonda Turner and Chip Mahaney.

4	Greg Bachman/ Senior Talent Acquisition Partner	greg.bachman@scripps.com	2/22: Emailed Greg template E. 2/22: Scheduled a call with Greg 2/26 at 1:30 PM. 2/26: Gathered data set. Said Chip (who I am talking to Monday) will be more appropriate for career services appointment.
5	Matt Miller/ Talent Acquisition News Leader	matt.miller@scripps.com	2/22: Emailed Matt template E. 2/22: Matt replied saying he passed along my information to the appropriate person.
6	Chip Mahaney/ Emerging Talent Leader	chip@scripps.com (513)432-6565	2/22: Emailed Chip for a brief conversation. 2/22: Chip replied to find times to talk. 2/22: Scheduled zoom call 3/1. 3/1: Scheduled career services appointment for 3/18 at 2:00 PM.

Call Report Log

First American Title

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Debra Bass/ Customer Service Manager	(503)219-8710	2/3: Called customer service (spoke with Cassidy). Gave me Debra Bass (503)219-8710. 2/3: Called Debra Bass, no answer, left a voicemail.
2	Donna Mestanza/ Director, Human Resources	(714) 250-1090 dmestanza@firstam.com	2/9: Called and left a voicemail. 2/11: Donna called, and I gathered data set and scheduled appointment for (3/16) at 12:00 PM CT.

Call Report Log

Hallmark Cards, Inc.

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Julie Wille/ HR Specialist I & College Recruiting Representative	11liza.wille@hallmark.com (816) 545-3481	2/1: Emailed Julie Wille request for brief phone call. 2/1: Template A. Plus connection that I am from KC. 2/3: Left a voicemail for Julie.
2	Patty Sullivan/ Vice President HR	(816)309-3731	2/10: Called Patty. Patty retired from Hallmark last Spring. She referred me to Fred Wise. Fred.wise@hallmark.com
3	Fred Wise/ Human Resources Executive	Fred.wise@hallmark.com (816) 545-3077	2/10: Called Fred and left a voicemail. 2/11: Emailed Fred requesting a brief call. TEMPLATE B. He agreed but then ghosted. 2/19: Followed up over email with Fred. 2/19: Fred said he would be willing to meet (again). Emailed requesting meeting again. 3/10: Followed up with Fred over email. 3/14: Scheduled a call to gather data set for this Friday, March 19 th at 9:30 AM. 3/19: Spoke with Fred briefly but did not gather data set.

		3/19: Gathered data sat through Fred via email (his request).
4	Paula Tatum	
	Matthews/	
	Director,	paula.matthews@hallmark.com
	Talent Management & Development	(816) 274-3862
		2/22: Called and left voicemail.
		2/22: Emailed Paula.
		2/22: Connected on LinkedIn.

Call Report Log

Healthline

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Amy Palmer/ Director, Human Resources	amy.palmer@healthlinedme.com (940) 691-6100 x701	2/2: Amy Palmer request for brief phone call. 2/2: Template A. 2/2: Contacted Healthline from their "Contact Us" tab on webpage with template A.
2	Tatiana Dindia/ Sr. Program Manager at Healthline Media	tdindia@healthline.com	2/10: Emailed Tatiana request for brief phone call. Template B.
3	Katrina Chernoff/ Senior Manager, Program & Operations, Parenthood	kchernoff@healthline.com (646) 661-2327	2/10: Called and left a voicemail. 2/10: Emailed Katrina follow up and request for brief phone call. Template B.
4	Thavy Sar/ Senior Program Manager	tsar@healthline.com	2/10: Emailed Thavy request for brief phone call. Template B.

5	Grant Tinsley/ Medical Reviewer		3/29: Messaged on LinkedIn, he went to Baylor.
6	Lisa Emrich/ Patient Community Chat Host		3/29: Messaged on LinkedIn, she went to Baylor.
7	Matt McGuire D/ Program Manager-Health & Human Services at Healthline Media		3/29: Messaged on LinkedIn requesting brief conversation.
8	Austin Manaya/ Program Coordinator at Healthline Media	(650)380-9999 austinmanaya@gmail.com	3/29: Messaged on LinkedIn requesting brief conversation. 4/13: Scheduled phone conversation for 4/14 at 11:00 AM CST. 4/14: Austin did not know much about recruitment aspect. Working to connect me with others. Gave me parts of dataset. 4/19: No previous responses from Austin.

Call Report Log

HighGround Advisors

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Ben Curry/ Senior Vice President & Chief Operating Officer	Ben.curry@highgroundadvisors.org 214-507-6299	2/2: Called HighGround Advisors, sent me to Human Resource's Assistant, his assistant (Sharron) gave me Ben's email. Template A. 2/3: Scheduled phone call with Ben on 2/8. 2/8: Phone call with Ben where I gathered data set and scheduled career services appointment for 3/16 at 1:00 PM CT. 2/8: Notes from call listed below.

Call Report Log

Hilltop Securities

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Ed Devereaux/ Recruitment Specialist	ed.devereaux@hilltopsecurities.com (214) 859-5524	2/1: Emailed Ed Devereaux request for brief phone call. 2/1: Template A. 2/1: Ed called me from 940.202-1400. Notes from call listed below.
2	John Muschalek/ Chief Administrative Officer at Hilltop Securities Inc.	(214)953-4154	2/1: Spoke with Julie who answered John Muschalek's phone and she referred me to Decho Bailey.
3	Decho Bailey/ Learning and Development at Hilltop Securities Inc.	(214)859-1860	2/1: Left a voicemail for Decho Bailey. 2/2: Decho Bailey called me back. Notes from call listed below.
4	Jinny Castoldi/ Senior Recruiter	jinny.castoldi@hilltop-holdings.com (972)-832-5553	2/8: Scheduled a call with Jinny for 2/11 at 1:00 PM. 2/11: Having to reschedule to 2/16 due to weather. 2/16: Having to reschedule to a later date due to power outages.

2/17: Rescheduled call for 2/24.

2/24: Jinny did not answer.

2/24: **Gathered data** and scheduled **career services appointment** for 4/6 at 1:00 PM.

3/31: Cancelled our appointment.

4/1: Emailed attempting to reschedule.

4/6: Reached out again to reschedule.

4/19: Unable to reach Jinny. Appointment cancelled.

Call Report Log

Kinder Morgan

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Jessica Steen/ Recruiter	jessica_steen@kindermorgan.com (713) 420-3143	2:/1: Emailed Jessica Steen request for brief phone call. 2/1: Template A. 2/3: Called media relations and left a message. 2/3: Called Jessica Steen and left a message.
2	Lexey Long/ Corporate Communications Specialist	lexey_long@kindermorgan.com (361)395-0738	2/4: Spoke on the phone with Lexey and she gave me her email to receive more information. She is then going to connect me with the appropriate person. 2/4: Emailed Lexey information. 2/10: Followed up with Lexey.
3	Michelle Munger/ Talent Coordinator & Safety Associate	michelle_munger@kindermorgan.com (832) 463-4778	2/21: Michelle no longer at Kinder Morgan.
4	Veronica Binns/ Manager, Human Resources	veronica_binns@kindermorgan.com (713) 420-2110 x32110	2/21: Emailed Veronica. Template B. 2/21: Connected on LinkedIn. 2/24: Called Veronica and left a voicemail.

5	Mercedes Blackmore/ Human Resources Representative	19lizabet_blackmore@kindermorgan.com (713) 420-5666	2/21: Emailed Mercedes. Template B. 2/21: Connected on LinkedIn. 2/24: Called Mercedes and left a voicemail.
6	Mary Burtner/ Manager, Human Resources	mary_burtner@kindermorgan.com (713)-502-7034	2/24: Left a brief voicemail for Mary. 2/24: Emailed Mary. Template B. 2/24: Connected on LinkedIn. 3/2: Scheduled a call for 3/3. 3/3: Gathered data set and scheduled career services appointment for 3/16 at 11:30 AM.
7	Tim Fanguy/ Senior HR Representative	tim_fanguy@kindermorgan.com (225) 621-0318	2/24: Left a brief voicemail for Tim. 2/24: Emailed Tim. Template B.
8	Amanda Hill/ Director, Human Resources	amanda_hill@kindermorgan.com (713) 420-3329	2/24: Left a brief voicemail for Amanda. 2/24: Emailed Amanda. Template B. 2/24: Connected on LinkedIn.

Call Report Log

Morningstar Partners

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Cristina Ortega/ HR Representative	cortega@mspartners.com 817-995-8641	2:/1: Emailed Cristina Ortega request for brief phone call. 2/1: Template A. 2/3: Called office and left a message. 2/3: Called Cristina and left a voicemail. 2/3: Christina emailed me to schedule a brief phone call. 2/4: Scheduled brief phone call with Christina for 2/5. 2/5: Spoke with Christina and gathered data set and scheduled appointment for March 24 th at 10:00 AM. 3/24: Rescheduled appointment for March 25 th at 1:00 PM.

Call Report Log

Myers and Stauffer LC

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Marissa (Albracht) Mathson/ National Talent Acquisition	malbracht@mslc.com (816) 945-5384	2/22: Selected new company. 2/22: Called Marissa and left voicemail. 2/22: Connected on LinkedIn. 2/22: Sent email requesting brief phone call.
2	Kelli Rock/ Manager, Human Resources	krock@mslc.com 816-945-5124.	2/22: Connected on LinkedIn. 2/22: Sent email requesting brief phone call. 2/24: Kelli replied and said to give her a call Friday 2/26 after 1:00 PM. Scheduled call for 2/26 at 1:00 PM. 2/26: Kelli had to cancel call. Working on rescheduling. 2/26: Rescheduled call for 3/3 at 10:00 AM. 3/3: Spoke with Kelli who was so kind and helpful and referred me to Michelle Miller.
3	Ellie Dedinsky/ Senior Recruiter	ededinsky@mslc.com (317) 846-9521	2/22: Called the number, Ellie did not answer (someone else did, but they transferred me to Ellie). Left a voicemail. 2/22: Connected on LinkedIn. 2/22: Sent an email requestion brief phone call.
4	Michelle Miller/	mmiller@mslc.com	3/3: Kelli referred me to Michelle. 3/3: Emailed Michelle request for brief phone call.

Campus Recruiter	463-206-7631	3/5: Spoke with Michelle. Gathered data set and scheduled career services appointment for 3/16 at 2:00 PM.
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Call Report Log

Opes One Advisors

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Ian McGurran/ Managing Director	Ian_McGurran@opesone.com (469)608-7076	2/2: Called Opes One, spoke with Ian, and gathered data set . 2/2: Scheduled Career Services Appointment on 3/16 at 10:30 AM CT. 3/15: Rescheduled Career Services Appointment for 3/23 at 10:30 AM CT.

Call Report Log

Quest Diagnostics

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Betsy Barrett/ Senior Talent Acquisition Partner & Recruitment Executive	24lizabeth.b.barr ett@questdiagnostics.com (585) 905-3214	2/1: Emailed Betsy Barrett request for brief phone call. 2/1: Template A. 2/3: Called Quest Diagnostics and was given the Human Resources department number: (855)411-8511. 2/3: Called Human Resources and was given the number for Talent acquisition department: (262)-439-1939 2/3: Talent acquisition was unwilling to transfer me to anyone.
2	Loriann L. Wolf/ Senior Talent Acquisition Partner	loriann.l.wolf@questdiagnostics.com (201) 559-2512	2/10: Called and left a voicemail, said I would email her the same details. 2/10: Emailed Loriann a follow up email and request for a brief phone call. Template B.
3	Kristyn L. Stuiso/ Senior Talent Acquisition Partner & Physician & Recruitment Executive	kristyn.l.stuiso@questdiagnostics.com (201) 729-8460	2/10: Called and left a voicemail, said I would email her the same details. 2/10: Emailed Kristyn a follow up email and request for a brief phone call. Template B.

4	Hollis A. Bauer/ Senior Talent Acquisition Partner	hollis.a.bauer@questdiagnostics.com (518) 355-1438	2/10: Called and left a voicemail, said I would email her the same details. 2/10: Emailed Hollis a follow up email and request for a brief phone call. Template B.
5	Lynn M. Kralosky/ Talent Acquisition Recruiter	lynn.m.kralosky@questdiagnostics.com (248) 416-1543	2/10: Called and left a voicemail, said I would email her the same details. 2/10: Emailed Lynn a follow up email and request for a brief phone call. Template B.

Call Report Log

Smith Pump Company

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Chris George/ IT/Accounting Manager at Smith Pump Company, Inc.	(254)776-0377 chrisg@smithpump.com	2/11: Called office and was told people were heading home due to weather conditions and to call back later. Told Chris is who handles hiring. 2/11: Emailed Chris requesting brief phone call. 2/11: Chris called me. Got half way through conversation and data set before he had to hang up. 2/11: Finished call with Chris. Gathered data set and scheduled appointment for 3/16 at 11:00 AM CT.
2	Trent Brown/ President & CEO of Smith Pump Company	trentb@smithpump.com	2/11: Emailed Trent requesting brief phone call.

Call Report Log

The Martin Agency

#	Name/Title	Contact Method	Date/Notes (Detailed notes on contacts and results)
1	Anne Branch/ Recruiting Coordinator	(804) 698-8544 (Anne) – cannot find Anne’s email.	2/3: Called Anne Branch and the number is not in service.
2	Taylor Grimes/ SVP Director of New Business	newbusiness@martinagency.com (Taylor’s email) 804-698-8172 (Taylor’s Phone)	2/2: Emailed Taylor Grimes request for brief phone call. 2/2: Template A. 2/3: Called Taylor Grimes and left a voicemail.
3	Abu Ngauja/ Associate Director, Talent	abu.ngauja@martinagency.com	2/11: Emailed and connected with Abu on LinkedIn. Template B.
4	Cindy Cabral/ Associate Director, Talent & Culture	cindy.cabral@martinagency.com	2/11: Connected on LinkedIn. 2/11: Sent email requesting brief phone conversation. Template B.
5	Tiffany K. Allen/	(804) 698-8409 tiffany.allen@martinagency.com	2/11: Left a voicemail requesting conversation and saying I would follow up in email. 2/11: Connected on LinkedIn.

	Operations Culture Manager, Talent		2/11: Sent email requesting brief phone conversation. Template B. 2/16: Tiffany emailed me back and CC Casey in order to schedule a time to chat with me.
6	Casey Rhodes/ Talent Coordinator	casey.rhodes@m artinagency.com (804)698-8211	2/16: Emailed Casey to schedule a time to connect. Template B. 2/18: Scheduled time to talk with Casey on 2/23 at 10:30 AM. 2/23: Spoke with Casey and gathered a data set . They are not looking for relationships with universities.

Call Report Data Sets

Capstone Underwriters, LLC

- a. Preferred list of universities for university recruiting
- b. Qualities of preferred universities
- c. Number of college hires (all disciplines) in 2019-2020
- d. Number of college hires (all disciplines) anticipated for 2020-2021
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)

Discover Financial Services

- a. Preferred list of universities for university recruiting
- b. Qualities of preferred universities
- c. Number of college hires (all disciplines) in 2019-2020
- d. Number of college hires (all disciplines) anticipated for 2020-2021
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)

E.W. Scripps

“Experienced more growth in the last year than a long time” “working on about 30 openings right now” They are proactively sourcing for candidates through a variety of ways, LinkedIn, social media, etc. LinkedIn is critical tool of theirs. “The future of our industry is sitting in a classroom right now” – very interested in schools. Greg has a whole list of school he keeps tabs on – so if they have positions that pop up in their region, they will call them. E.W. Scripps has very little turnover, so it really depends on growth and so many factors how many people they will be hiring. Greg has Chris Pullig listed as department chair for Baylor. Scripps owns TV station 25 in Waco!
There portfolio of companies has grown 4x in last 10 years.

- a. Preferred list of universities for university recruiting
 - a. Scattered across the country. Missouri, Arizona State, Alabama, “honestly, it is everywhere”. The list is very long. West, Midwest, South, everywhere. List of over 100 schools.
- b. Qualities of preferred universities
 - a. Try to partner with schools where they have TV stations. They do have stations in Texas. Try to partner with where students would ideally want to be.
 - b. Chip wants a commitment and excellence from the school.
 - c. Opportunity and diversity.
 - d. Military is a big part of their diversity now too.
- c. Number of college hires (all disciplines) in 2019-2020
 - a. Last year hired over 650 employees. “A lot” are college hires. It would be tough to put a specific percentage on college hires. Probably 50-60% of his hires came straight from school.
 - b. Chip does not have any number. He would say from his efforts alone in 1 year he is directly responsible for connecting 20 students.
- d. Number of college hires (all disciplines) anticipated for 2020-2021
 - a. There are 10 people on Greg’s team, so it is hard to pinpoint because they hire for everything.
 - b. Chip said they know they need to bring in more people early in their career.
 - c. Directly to Chip probably 40. Not really predictable.
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)
 - a. Sixteen
 - i. Bailey Brammer, News Producer at WCP09 News
 - ii. Molly Atchison, Morning Show Producer at WFTX Fox 4
 - iii. Cora Hill, Studio Technician at KXXV, 25 News
 - iv. Jacob Wilson, News Content Specialist KXXV
 - v. Mayra Monroy, Digital Executive Producer, TMJ4 News
 - vi. Kristin Stork, Director of Strategic Partnerships at Denver7
 - vii. Kimball Sigala, Director, Network Engineering, The EW Scripps Co.

- viii. Katie Williams, News Content Specialist at KXXV
- ix. Brian Camp, News Editor at KRHD, 25 News
- x. Chad Hayes, Producer at The E. W. Scripps Company
- xi. Emily Baird, Create Services Director at KXXV
- xii. Melissa Greathouse, Producer at KOAA News First 5
- xiii. Zack Dawson, Newscast Technical Director III at KRHD News Bryan/College Station
- xiv. Sarah Alsworth, Administrative and Sales Assistant
- xv. Name Disclosed, Master Control Operator at Scripps
- xvi. Randy Rich, Local Sales Manager KXXV

First American Title

- a. Preferred list of universities for university recruiting
 - a. Four-year degrees are not required for them, so they do not heavily focus on university recruiting. They look mainly at schools in Southern California – could not provide further specifics.
- b. Qualities of preferred universities
 - a. Southern California location, because that is where their headquarters is.
 - b. Students and schools with degrees/interest in real estate or law.
 - c. First American Title likes to support schools and organizations that have a similar curriculum to theirs and schools that have diversity.
- c. Number of college hires (all disciplines) in 2019-2020
 - a. Not available.
- d. Number of college hires (all disciplines) anticipated for 2020-2021
 - a. Depends. For sure 5-10 flexible schedule hires.
 - b. Additionally, looking for several interns.
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)
 - a. One.

- i. Kathleen Petreski, Commercial Title Officer

Hallmark Cards, Inc.

- a. Preferred list of universities for university recruiting
 - a. Regional + some targeted discipline schools
- b. Qualities of preferred universities
 - a. Accessibility/Diversity/Aligned Majors-Disciplines with our Needs (Merchant-Analytics-Engineering-Digital/Tech) / Partnership
- c. Number of college hires (all disciplines) in 2019-2020
 - a. None – due to Pandemic
- d. Number of college hires (all disciplines) anticipated for 2020-2021
 - a. Did not share – said “We primarily hire talent through our intern pipeline.”
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)
 - a. Four.
 - i. Taylor Baker, Sales Associate
 - ii. Jan Masti, Creative Product Development
 - iii. Heidi Sher, Digital Advertising Revenue Manager
 - iv. Private name, Territory Assistant

Healthline

- a. Preferred list of universities for university recruiting
- b. Qualities of preferred universities
- c. Number of college hires (all disciplines) in 2019-2020
 - a. Owned by a parent company called Red Ventures. 40 new hires.
- d. Number of college hires (all disciplines) anticipated for 2020-2021
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)

- a. Two.
 - i. Lisa Emrich, Patient Community Chat Host
 - ii. Grant Tinsley, Medical Reviewer

HighGround Advisors

- a. Preferred list of universities for university recruiting
 - a. They do not currently have a preferred list. However, they occasionally work with finance students at DBU.
- b. Qualities of preferred universities
 - a. They are not looking directly at schools, but from what angle that person comes from. They want someone who aligns well with their core values.
- c. Number of college hires (all disciplines) in 2019-2020
 - a. They have only ever hired 3 recent college graduates. The person that onboarded most recently (2/8) is a recent graduate from OSU. Another person at UT Tyler. None of them came from a direct relationship with a university.
- d. Number of college hires (all disciplines) anticipated for 2020-2021
 - a. There are a couple of positions that they have in the budget currently. There is 1 position that could be suitable for someone right out of college. However, they could also have someone who leaves at any moment!
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)
 - a. Four.
 - i. Kellie Morrison, Senior Director of Client Investment Solutions
 - ii. Ben Curry, Senior Vice President & Chief Operating Officer
 - iii. Carol Kilman, Senior Investment Officer
 - iv. Jeff Smith, President and CEO

Hilltop Securities

- a. Preferred list of universities for university recruiting
 - a. The biggest one is SMU. The former CEO of Hilltop Securities paid for SMU football stadium. Work with UT Dallas as well. From a recruiting perspective it has primarily been SMU. They are in the process of rebuilding to not be so focused on just 1 school.
- b. Qualities of preferred universities
 - a. Overall looking at candidates in terms of what they study: finance and business. They are really ramping up on their technology. Wants a school with passion to work within community. People who may have had an interest or internships with government entities. Overall, from soft skills: hard worker, team player, communication, innovative, professional, strong leadership.
- c. Number of college hires (all disciplines) in 2019-2020
 - a. Unsure – the highest number of hires than ever before. A lot of recent grads tend to fall under operations.
- d. Number of college hires (all disciplines) anticipated for 2020-2021
 - a. Couldn't even make a guess. Some months she is hiring 5-7 months. Maybe 1-2 are recent grads.
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)
 - a. Three
 - i. Jeff Anderson, IT Director
 - ii. Brett Weaver, Compliance Officer
 - iii. Troy Marsden, Business Development Consultant

They're looking to expand relationships! Probably will not be ready till 2022 internships (just trying to get through 2021 internships). Next year they will have a better plan in place – better headcount and target schools better. Understand relationships need to be nourished right now. They want to hire their interns post grad.

Next 2-3 years they are looking at completely different programs.

They can start to partner within the next few months! She is guessing Q3 for more conversations.

Kinder Morgan

Want their interns to become full time. Primarily recruit externally from only intern program. She spoke highly of work environment and people. Before the call she wants an overview of the different engineering and IT disciplines (typically hire mechanical and petroleum engineers. Sometimes chemical. Within IT their biggest need is developers).

- a. Preferred list of universities for university recruiting
 - a. Pretty structured intern program for engineering and IT. Engineering is mostly UT, A&M, Colorado School of Mines, and Texas Tech. IT is University of Houston and A&M.
- b. Qualities of preferred universities
 - a. Location (like Tech is good because Kinder Morgan has west TX location) and engineering school.
 - b. Minority talent.
- c. Number of college hires (all disciplines) in 2019-2020
 - a. Intern program this year has been reduced about 50%.
 - b. Usually hire 40% of intern program.
 - c. At height of intern program, it was about 50 students a few years ago.
- d. Number of college hires (all disciplines) anticipated for 2020-2021
 - a. This year's intern class will be around 25 people.
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)
 - a. Twenty-Three
 - i. Mary Burtner, Human Resources Manager
 - ii. Karen Y. Paredes, Contract Administrator
 - iii. Austin Malone, Project Manager
 - iv. Claire Loudis, Business Development Associate
 - v. Rachelle Werme, Director of Human Resources

- vi. Laurel (Devins) Martinez, Senior Accountant II
- vii. Barbara Spurgeon Heironimus, Oil and Energy Accounting
- viii. Randy Parker, VP Regulatory Affairs, Liquids/Products Pipelines
- ix. Danielle Martin Anderson, Project Manager
- x. Lexey Long, Corporate Communications Specialist
- xi. Stephen Forristall, Project Control Specialist
- xii. Jennifer Lewis, Business Development Manager
- xiii. Jason Connelly, Director, Trading and Optimization at Kinder Morgan, Inc.
- xiv. Michelle Grant, Managing Counsel
- xv. Trenton Hawk, Senior Financial Planning Analyst
- xvi. Jan Carcamo, Risk Integrity Specialist
- xvii. Conrad Williams, Field Engineer
- xviii. Heather Ward, Commercial Account Manager
- xix. Amy Fitzpatrick, Geographic Information Systems Coordinator
- xx. Brandon A., Sr. Technical Specialist
- xxi. Jourdan Macey, Senior Laboratory Technician
- xxii. Karen Paredez, Contract Administrator
- xxiii. Brandon Clark, Electric Designer

MorningStar Partners

- a. Preferred list of universities for university recruiting
 - a. Currently MorningStar works with TCU, UTA, and Texas Wesleyan.
- b. Qualities of preferred universities
 - a. MorningStar prefers universities that are local, in Dallas. This allows students to hop from the classroom to work during their internships.
- c. Number of college hires (all disciplines) in 2019-2020

- a. 1 college graduate hire in 2019.
- d. Number of college hires (all disciplines) anticipated for 2020-2021
 - a. 2 December graduates hired in 2020. They currently do not have openings for full-time.
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)
 - a. Zero.

Myers and Stauffer LC

It is broken up into campus hires versus experienced people. Recently added a campus recruiter in their Indianapolis campus. For accounting pretty typical they start recruiting at sophomore level (what all other accounting firms are doing). Michelle is who I should talk to about campus stuff. They do work with a couple different agencies based on diversity to fulfill requirements. 20 offices so recruit all over (they have Austin location). Not usually worth it to go to Big 12 because so Big 4 heavy. 14 office has interns. Bring accounting data to career services appointment like how many students we have!

- a. Preferred list of universities for university recruiting
 - a. Atlanta office – hire the greatest number of interns (14 this year). Kennesaw State, University of Georgia, Auburn, Georgia State, University of West Georgia.
 - b. Austin office – UT Austin, St Edwards University, Texas State, Texas Tech, Houston-Tillotson
 - c. Baltimore office – Towson University, University of Delaware, University of Maryland
 - d. Delaware office – Denver, Boulder
 - e. Kansas City office – Kansas State, UMKC, Washburn (also go to Topeka office), Rockhurst University
 - f. Richmond office – University of Richmond, VCU, Virginia State, Virginia Tech, William and Mary, Washington and Lee
- b. Qualities of preferred universities

- a. The long-term goal is to expand beyond accounting to data analytics and branch into a health space. But for right now they look at the accounting curriculum and the base knowledge the students need to be successful at Myers and Stauffer.
- b. What are the extra circulars for accounting at that school?
- c. Is there a Beta Alpha Psi chapter?
- d. The school is willing to share with students the different types of accounting opportunities that are out there.
- c. Number of college hires (all disciplines) in 2019-2020
 - a. 56 interns last summer at 12 different office locations.
 - b. Made full time offers to 31 of these interns, 28 accepted.
- d. Number of college hires (all disciplines) anticipated for 2020-2021
 - a. Still recruiting for this summer.
 - b. 48 interns have accepted offers for this Summer. This May they will likely 52-55 interns.
 - c. Made offers to 9 people for full time this May (8 have accepted). Thinks more offers will be extended.
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)
 - a. Zero.

Opes One Advisors

- a. Preferred list of universities for university recruiting
 - a. Opes One currently only has a relationship with the University of Texas at Dallas Sales Program.
- b. Qualities of preferred universities
 - a. Opes One is not partial to any university or prospect. Rather than having qualities of preferred universities, they know they want employees who are relational.
- c. Number of college hires (all disciplines) in 2019-2020
 - a. 1 at their Dallas location. 4 at their Tulsa location.

- d. Number of college hires (all disciplines) anticipated for 2020-2021
 - a. Not anticipating any in particular, but not opposed.
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)
 - a. Zero.

Quest Diagnostics

- a. Preferred list of universities for university recruiting
- b. Qualities of preferred universities
- c. Number of college hires (all disciplines) in 2019-2020
- d. Number of college hires (all disciplines) anticipated for 2020-2021
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)

Smith Pump Company

- a. Preferred list of universities for university recruiting
 - a. They do not do a lot of recruiting. When they need engineers, they look at A&M, Baylor, Carlton.
- b. Qualities of preferred universities
 - a. Schools that have engineers. Other than that, they are looking for experience, most of what they are hiring is non-degreed. Almost all of their sales team members have engineering degrees.
- c. Number of college hires (all disciplines) in 2019-2020
 - a. Three directly out of school. One more that had experience.
- d. Number of college hires (all disciplines) anticipated for 2020-2021
 - a. Varies depending on needs. Small company only about 75 employees, some years they hire 3, some years none. Most of what they are looking for currently is machinist and field service guys.
 - b. They have done internships before. They have at least 2 he can think of that have done internships that are employed. Maybe looking for interns this upcoming Summer.

- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)
 - a. Seven.
 - i. Trent Brown, President & CEO
 - ii. Chris George, IT/Accounting Manager
 - iii. Cody George, Project Manager
 - iv. Chris Thompson, Branch Manager
 - v. Cameron Cox, Project Manager
 - vi. Shane Wallace, Mechanical Engineer
 - vii. Joseph Bondeson, Application/Service Engineer

The Martin Agency

- a. Preferred list of universities for university recruiting
 - a. They do not look at universities to recruit from. Do not specifically work with any schools.
Typically hire people post grad or who have already been in the work force.
- b. Qualities of preferred universities
 - a. Look for people who match their values: heart and fire. People who have proven records of showing fighting for visibility (their mission statement).
- c. Number of college hires (all disciplines) in 2019-2020
 - a. Very uncommon! Zero.
- d. Number of college hires (all disciplines) anticipated for 2020-2021
 - a. She does not know, she anticipates zero.
- e. Baylor alumni employed at that company (*use secondary research – do NOT ask prospect*)
 - a. None.

Call Report Email Templates

Template A:

“Good Morning ____,

I am writing in hopes of finding the appropriate person who handles prospective ____ and talent. I am a current Junior at Baylor University looking to connect students with ____.

Baylor’s career services department is looking to introduce Baylor business students and corporations to new opportunities.

Would you be willing to have a brief, 15-minute phone conversation with me within the next week or two?

Best”

Template B:

“Hi ____!

varying rapport! Earlier today I connected with you on LinkedIn and left a voicemail but wanted to follow up to share a bit more!

I am extremely impressed with what you have accomplished in your role at ____ and the growth that ____ continues to experience. I saw that you are the ____, would you be willing to have a brief phone conversation with me where I could ask a few questions and learn about your role and current talent at ____?

I am SO excited for Baylor talent to become a part of your ____ *vary by company* team!

Let me know when would be best for a brief call or feel free to call me at your earliest convenience (913)777.8457!

Gratefully,”

Template C:

“Good Morning ___,

Happy ___! I noticed ___ is experiencing lots of growth and you have many talented team members. I am hoping you will be willing to have a brief conversation with me to learn more about ___ and your current talent.

When works best for us to have a brief, 15-minute phone conversation together within the next week or two?

Best,”

Template D:

“Hi, ___!

I was referred to this email by ___! I am hoping to speak with someone regarding university recruitment at ___. Is there someone best to contact or may I please schedule a brief, 10-minute call with you? When are dates and times that would work best for your team?

Thank you!”

Template E (Scripps):

“Good Morning ___!

I hope you are staying warm in Cincinnati! Earlier this year I was a competitor in the Rocky Mountain Sales Invitational Competition where I was first introduced to E.W. Scripps.

I was and still am extremely impressed with Scripps and the growth you continue to experience. I know you were a part of RMI and are the ____ at Scripps. Would you be willing to have a brief phone conversation with me where I could ask a few questions and learn about your role and current talent at Scripps?

I am a current Junior at Baylor University and am eager to connect and learn more about your talent acquisition and university relations.

Let me know when would be best for a brief call or feel free to call me at your earliest convenience (913)777.8457!

Gratefully,"