

Longer - Term Recruiting Initiatives

Cox Communications - Lafayette, Louisiana

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	10/1/2016 - on going	Cox Communications Mentoring Program	This program enables us to grow and strengthen our internal talent pipeline to ensure we are prepared for and able to meet our changing business needs.	Mentoring Individual Contributors	Various Cox Leaders
2	10/1/2016 - on going	Women in Cable Telecommunications (WICT)	Membership and participation in this organization which offers training, networking opportunities, and job resources for individuals within the Cable Telecommunications industry.	Broad Outreach and Professional Development opportunities for Cox Leaders	Various Cox Leaders
3	10/1/2016 - on-going	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 4,500 affiliated career websites.	Broad Outreach	Cox Talent Acquisition Team
4	12/13/16	Acadiana Diversity Job Fair	Participated in the Acadiana Diversity Job Fair, hosted by community organizations, led by Louisiana Workforce Commission. This event provided local area employers the opportunity to meet with jobseekers.	Females, Minorities, Veterans, IWD	James Smith
5	12/08/16	Outreach Partner Presentation - Goodwill of Lafayette	Participated in the Goodwill of Lafayette Outreach Partner Presentation, which provided Cox Communications an opportunity to facilitate a general overview presentation of "who we are", benefits of working for our organization and how to apply for available opportunities. Members of Goodwill provided the Cox Communications representatives information regarding the economy and demographic in Lafayette, to include a large IWD population. Members of Goodwill expressed interest in partnering with Cox, to assist with resume writing and interview skills tips workshops for the IWD and elderly population within the Lafayette market in 2017.	Females, Minorities, Veterans, IWD	David Nix, Dana Chappell, Jackie Costello
6	03/22/17	2017 Acadiana Career Expo - Cumulus Media Career Expo	Participated in the Acadiana Career Expo, a Cumulus event, which was hosted by Putting The Hub City to Work, whose mission is to land new jobs for top Hub City's talent and to provide local companies with the ability to efficiently and quickly fill open positions. The job fair was promoted via four major radio stations. The event was broad reaching and powered by a major media company, reaching 218,300 people across Acadiana. A member of Human Resources partnered with Talent Acquisition, where they staffed a booth, discussed career opportunities with participants and handed out employment information.	General Recruiting	Jackie Sonnier
7	05/03/17	Outreach Partner Presentation - Goodwill Industries - Resume & Interview Skills Tips Presentation	Participated in the Goodwill of Lafayette Outreach Partner Presentation, which provided Cox Communications an opportunity to facilitate a Resume & Interview Skills Tips presentation and walk members virtually through the application process; how to create a profile on our career portal and how to apply for available opportunities.	Females, Minorities, Veterans, IWD	Jackie Costello, Dana Chappell
8	09/20/17	Suits for Hire Career & Resource Fair	Participated in the Suits for Hire Career & Resource Fair which was hosted by the Office of Workforce Development/Urban League of Louisiana. Talent Acquisition team members staffed a booth, discussed career opportunities with participants and available job opportunities.	Females, Minorities, Veterans, IWD	Jackie Costello, Dana Chappell