

Longer - Term Recruiting Initiatives

Cox Communications - Northern Virginia

October 1, 2016 - September 30, 2017

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	11/29/16	Wounded Warriors Program - Resume Writing and Interview Skills Workshop	Participated in an Outreach event, in which a member of Talent Acquisition led a presentation at the Walter Reed Medical Center for the Caregivers (of soldiers that have returned with serious wounds and rehabilitation needs) in the Wounded Warriors Program. The Caregivers in the Program are Spouses, Mothers, etc., that are transitioning back into the workforce.	Veterans, IWD	Steve Rodriguez
5	02/27/17	Chantilly High School - Mock Interview Day	Participated in the Chantilly High School Mock Interviews, which provided employers an opportunity to assist students in preparing their career readiness skills. The purpose of the event was to provide students an appreciation of what to expect in a typical interview and the opportunity to refine their interviewing skills. Employers/interviewers met with prepared students in (15) minute intervals and interviewed them with a set script of 4-5 questions. At the end of each interview, the employer/interviewer provided the students with feedback on their responses. A member of Talent Acquisition participated in the event, where she was able to interview a dozen of students each day and provide feedback.	General Recruiting	Mary Roome
6	03/18/17	2017 Fairfax County Teen Job Fair & Resume Building Workshop - Oakton High School	Participated in the 2017 Fairfax County Teen Job Fair and Resume Building Workshop at Oakton High School, where teens and employers were able to connect and meet face-to-face. The event focused on student jobseekers that were looking for full time, after-school and seasonal positions, as well as internship and volunteer opportunities. The event was open to all teens in Fairfax County looking for employment or wanting to receive tips to build their resume. A member of Human Resources partnered with Talent Acquisition to attend the event, where she was able to participate in mock interviews, provide interview tips and resume reviews to students.	General Recruiting	Amy Civilikas
7	03/18/17	2017 Fairfax County Teen Job Fair & Resume Building Workshop - Chantilly High School	Participated in the 2017 Fairfax County Teen Job Fair and Resume Building Workshop at Chantilly High School, where teens and employers were able to connect and meet face-to-face. The event focused on student jobseekers that were looking for full time, after-school and seasonal positions, as well as internship and volunteer opportunities. The event was open to all teens in Fairfax County looking for employment or wanting to receive tips to build their resume. A member of Talent Acquisition attended the event, where she led (2) Resume Writing and Interview Skills Workshops to approximately 75-100 students (per workshop).	General Recruiting	Mary Roome

8	03/30/17	WIT Job Fair	Participated in the WIT Job Fair, which provided jobseekers, to include technology professionals of all levels and skilled business candidates interested in the tech sector, the opportunity to speak with hiring managers and recruiters from some of the DC area's largest employers that are currently seeking candidates for their positions. Members of Talent Acquisition staffed a booth, discussed career opportunities with participants and handed out employment information. It was a highly attended event; approximately 300-400 jobseekers were in attendance, of which 150 stopped at the Cox Communications booth. Several individuals from Time Warner/Charter Communications were in attendance and spoke with Cox Recruiters, as the Northern Virginia location of Time Warner/Charter Communications will be closing and employees will be displaced, many of which do not want to relocate.	Females	Mary Roome, Francine Terrell
9	05/18/17	JobZone Job Fair	Participated in the JobZone Job Fair were a member of the Talent Acquisition team staffed a booth, discussed career opportunities with participants and handed out employment information. This event was an excellent opportunity to meet with job seekers (military, veterans, civilians, graduates, students with entry to advanced skill levels). Extensive marketing was shared with surrounding Metropolitan military installations.	Veterans, IWD	VanDesa Cole
10	7/25/17	Suits for Hire Career & Resource Fair Urban League of Louisiana & Office of Workforce Development	Participated in a Job Prep Workshop at Bailey's Shelter for Northern VA Family Services which provided disadvantage and homeless the ability to learn interviewing skills. Bailey's Shelter is an organization which supports and assists with safe housing, life skills, education and training and support services. A member of Talent Acquisition and HR presented an Interview Skills Tips presentation with a focus on assisting them with obtaining a job.	Females, Minorities, Veterans, IWD	Mary Roome, Amy Civilikas