

Longer - Term Recruiting Initiatives					
Cox Communications - Omaha, Nebraska					
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	10/13/16	Celebrate Diversity Job Fair	Participated in the 2016 Celebrate Diversity Job Fair, which was hosted by the Omaha World Herald. The event is one of the premier job fairs in the Omaha metropolitan area and provides an opportunity for employers to connect with hundreds of diverse and qualified applicants. The event was heavily promoted on newsprint and social media.	Females, Minorities, Veterans, IWD	Kathleen Tvrdik, Joe Tsutsumishita
5	10/18/16	WCA Mini Career Fair	Participated in the WCA Mini Career Fair, which provided jobseekers the opportunity to meet with employers regarding available job opportunities; the event accommodated (7) participating employers at the event.	Females, Minorities	Julie Wesely
6	11/30/16	Boys Town High School Career Fair	Participated in the Boys Town High School Career Fair in Omaha, NE, where high school students were able to speak with employers regarding future career opportunities. Boys Town's mission is to give at-risk children and families the support and education they need to succeed. A member of Talent Acquisition discussed career opportunities with students and handed out employment information.	General Recruiting	Julie Wesely
7	12/07/16	College of St. Mary's Company Recruiting Day	Participated in the College of St. Mary's Company Recruiting Days in Omaha, NE. College of Saint Mary is a Catholic University that provides access to education for women in an environment that calls forth potential and fosters leadership. Consistent with the works, values and aspirations of the Sisters of Mercy, their mission inspires to: academic excellence, scholarship, and lifelong learning; respect for the dignity of each person; development of mind, body, and spirit; and commitment to compassionate service. Members of Talent Acquisition staffed a booth, discussed career opportunities with participants and handed out employment information.	Females	Joe Tsutsumishita, Tracey Greene
8	12/07/16	Cox Hiring Event: Call Center CSR (Tech Support)	Partnered with Talent Acquisition and the local Customer Care leaders by hosting an on-site hiring event in Omaha, NE, which helped find potential candidates for the Customer Care open positions, as well as build a pipeline for future openings.	General Recruiting, Tech Support	Renae Seipold, Jane Deluca, Kevin Clark
9	01/18/17	Cox Hiring Event: Call Center CSR (Tech Support)	Partnered with Talent Acquisition and the local Customer Care leaders by hosting an on-site hiring event in Omaha, NE, which helped find potential candidates for the Customer Care open positions, as well as build a pipeline for future openings.	General Recruiting, Tech Support	Renae Seipold, Kevin Clark, Tammy Perry, Care Leadership, Colby Resser, Deb McQuillan, Jennifer Shipley, Troy Pohl, Sean Martin, Jen Johnson, Steve Meloccaro, Vince Macias, Kevin Winters, Matt Herrley, Mohamed Elgohary, Kim Chase, Rachel Walker
10	01/24/17	Verizon Career Fair	Participated in the Verizon Career Fair, which was sponsored by Lee Hecht Harrison, who provided a career transition service for Verizon employees that were being displaced and impacting eight facilities nationwide. The career fair was sponsored at each facility to assist candidates in connecting with hiring companies in the impacted markets. The Verizon Call Center in Lincoln, Nebraska will close at the end of March, 2017, impacting 200 employees.	General Recruiting	Colby Resser, Renae Seipold
11	02/08/17	Cox Hiring Event: Outside Sales Representatives & Direct Sales	Partnered with Talent Acquisition and the local Business Leaders by hosting an on-site hiring event in Omaha, NE, which helped find potential candidates for the Outside & Direct Sales positions, as well as build a pipeline for future openings.	General Recruiting, Outside Sales & Direct Sales	Jon Anzaldo, Jason Johnson, Joe Tsutsumishita

12	02/14/17	University of NE at Omaha Spring Career Fair 2017	Participated in the University of NE at Omaha Spring Career Fair 2017, which provided employers the opportunity to connect with UNO students and alumni who are actively seeking internship and career opportunities. A member of Talent Acquisition staffed a booth, discussed career opportunities with participants and handed out employment information.	General Recruiting	Kathleen Tvrdik
13	03/01/17	JobFairsNebraska.com Job Fair	Participated in the JobFairsNebraska.com Job Fair, Supervisors in Field Network partnered with members of Talent Acquisition, where they staffed a booth, discussed career opportunities with participants and handed out employment information. There were approximately 30 employers in attendance at the event and the event was promoted in the JobsGuide publication. The event was a general job fair with a special emphasis on Women in Construction, as March 5th kicked off Women in Construction in the Omaha Metro area.	Females	Vince Macias, Kevin Clark, Laura Norris, Darla Schwan
14	03/07/17	Scripps Job Fair	Participated in the Scripps Job Fair, where members of Talent Acquisition and Customer Care Leadership staffed a booth, discussed career opportunities with participants and handed out employment information. There were approximately 30 employers in attendance at the event and approximately 75+ jobseekers that stopped by the Cox Communications booth. The event was promoted by Scripps Radio and its affiliates.	General Recruiting	Julie Wesely, Tracey Greene, Customer Care Leadership
15	03/30/17	HRAM/Offutt AFB Career Fair	Participated in the HRAM/Offutt AFB Career Fair, partnership with HRAM and Offutt AFB, which provided employers an opportunity to meet with Active Duty, DoD Civilians, Veterans, Retirees, Guard, Reserve, Family Members and the General Public. A member of Talent Acquisition staffed a booth, discussed career opportunities with participants and handed out employment information. Approximately 450-500+ jobseekers were in attendance, of which approximately 150-200+ stopped to visit the Cox Communications booth.	Veterans, IWD	Joe Tsutsumishita, Tammy Perry, Jon Anzaldo, Renae Seipold, Kim Chase, Job Lorenzen, Ron Vialpando
16	04/04/17	Veterans Employment Collaborative (VEC) Quarterly Meeting	Participated in the Veterans Employment Collaborative (VEC) Quarterly Meeting, which allowed interested employers the opportunity to share hiring ideas and concerns regarding diversity and inclusion, especially regarding hiring Veterans.	Veterans, IWD	Julie Wesely
17	04/06/17	Outreach Partner Presentation - Resume Writing Workshop - Urban League of Nebraska	Participated in the Urban League of Nebraska Outreach Partner Presentation, Resume Writing Workshop, which was presented to attendees after their signature program, Employee Bootcamp concluded. The Employee Bootcamp program is designed to teach applicants to be job ready. Cox has partnered with the Urban League for a few years and the Call Center hosts several tours for participants, in hopes of finding good pool of candidates. Many of the participants were in need of additional knowledge to be competitive in the workforce. A Business Leader partnered with a member of Talent Acquisition, where they shared a presentation and provided hands-on instruction on preparing a resume. Participants left with a resume, which will greatly improve their chances of success in their job search.	Minorities	Kathleen Tvrdik, Rodney Wheeler
18	04/11/17	Cox Hiring Event Call Center CSR (Tech Support)	Partnered with Talent Acquisition and the local Customer Care leaders by hosting an on-site hiring event in Omaha, NE, which helped find potential candidates for the Customer Care open positions, as well as build a pipeline for future openings.	General Recruiting	Julie Wesely, Kevin Clark, Michele Capra, Vince Macias, Colby Resser, Jan Winters, Care Business Leaders
19	05/11/17	RecruitMilitary.com Career Fair	Participated in the Omaha Chamber of Commerce Strategic 4Sight Workshop. The workshop brought Omaha companies together to brainstorm on how to keep minority Young Professionals from Leaving Omaha.	Veterans, IWD	Kathleen Tvrdik, John Anzaldo, Flor Flores, Pete Wilson, Diana Tedrow, Sean Martin
20	06/21/17	Diversity and Inclusion in Hiring Omaha Chamber	Participated in the Omaha Chamber of Commerce Strategic 4Sight Workshop. The workshop brought Omaha companies together to brainstorm on how to keep minority Young Professionals from Leaving Omaha.	Minorities	Kevin Clark, Julie Weseley, Kathleen Tvrdik

21	08/02/17	Red Cross Outplacement Career Fair	Participated in the Red Cross Outplacement Career Fair. Two Call Center Managers participated in the job fair. The event provided Red Cross employees affected by a company wide layoff the opportunity to learn about Cox and available job opportunities.	General Recruiting	Colby Resser, Mike Shew
22	08/17/17	Midlands Latino Community Development Corporation's Business Expo and Job Fair	Participated in the Midlands Latino Community Business Expo and Job Fair in Omaha, NE. This conference has become the business platform for Latinos and non-Latinos to share and exchange information to foster economic development for Omaha and the surrounding communities. The theme of this year's conference was "Smart Economic Growth in South Omaha." Diversity and Inclusion are necessary pieces for "Smart Economic Growth in the Midwest". Women Go Forward fosters the empowerment of women who are seeking opportunities outside of the home.	Female, Minorities	Julie Wesely