

Longer - Term Recruiting Initiatives

Cox Communications - Phoenix, Arizona

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	Cox Internship / Co-Op Program	This program enables us to grow and strengthen our relationships with new graduates to ensure we are prepared and able to meet our future staffing needs.	College Internship & Co-Op Program	Various Cox Leaders
4	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
5	01/17/17	Training Programs to Qualify Employees for Higher Level Positions	Diversity Council - Resume & Interview Skills Workshop: Participation in the Phoenix and Las Vegas in-house Diversity Council event, in which a member of Talent Acquisition was approached to provide a presentation on Resume & Interview Skills to help develop in-house female field technicians this year for promotional opportunities; leadership preparation. Members of Talent Acquisition participated in the event, which was provided to Phoenix and Las Vegas in-house, female field technicians, where they shared insight on how to build a top-notch resume and knock-out interviewing skills.	In-house Female Field Technicians	Amanda Jane Borowski, Michele Ornoski
6	10/14/16	Diversity Employment Day Career Fair	Participation in the Diversity Employment Day Career Fair, which provided recruiters access to the United States' largest pool of diverse, multi-cultural and qualified professionals. The career fair targeted and delivered candidates from all classes covered under the TitleVII Civil Rights Act of 1964; including Women, People of Color, Seniors, LGBTQ and People with Disabilities.	Females, Minorities, Veterans, IWD	Amanda Jane Borowski
7	10/25/16	Women in Cable Telecommunications, Southwest Chapter: Coffee Talk: Interview Skills/Resume Building Presentation	Participation in the WICT Coffee Talk, Interview Skills/Resume Building presentation, which provided the participants information on how to take their career successfully to the next level.	Females	Agata Polanska, Amanda Jane Borowski
8	01/24/17	West Valley Career Fair	Participation in the Jobertising West Valley Career Job Fair, which provided jobseekers the opportunity to meet face-to-face with top companies in Phoenix, AZ and learn about their available opportunities.	Females, Minorities, Veterans, IWD	Frank Corella, Marie Biehl, David LaCombe
9	02/02/17	Reverse Job Fair	Participation in the Reverse Job Fair at the AZ Industries for the Blind in Phoenix, AZ. The event provided jobseekers who have a disability an opportunity to showcase their skills and qualifications. Employers actively participated in the event, as they were encouraged to visit the individual tables, where jobseekers sat and were able to discuss the skills and qualifications they could offer your organization, concentrating on Customer Service, Logistics, Food Service, etc.	IWD	Amanda Jane Borowski
10	02/14/17	Call Center Presentation for IWD Students	Participation in the Arizona @ Work Vocational Rehabilitation Call Center Presentation to IWD students. The event provided valley employers the opportunity to speak with IWD students who are exploring possibilities of working in a call center. Each participating employer was given an hour to present information to the students, such as what the most important skills are to our company, how to turn a call around, how to apply for the job, provide a day in the life of a call center representative, speak to the soft skills deemed most important to getting a job with our company, etc.	IWD	Shannon Walker

11	02/15/17	Arizona @ Work Vocational Rehab Job Fair	Participation in the Arizona @ Work Vocational Rehabilitation Job Fair for IWD students. The event provided valley employers the opportunity to speak with IWD students who are exploring possibilities of working in a call center. As part of a three-day workshop, the students had an opportunity to tour a call center, listen in on calls, learn about "care words" and customer service skills, review computer skills and learn about career opportunities in the call center field. Participation in the event was in an effort to strengthen the relationship between Cox Communications, the IWD community and Arizona @ Work Vocational Rehabilitation, a local Outreach Partner.	IWD	Erika Haines
12	02/22/17	CareerConnectors BestCompaniesAZ Military Career Event	Participation in the BestCompaniesAZ Military Career Event, which was hosted by Best CompaniesAZ, CareerConnectors, PGA Tours and Birdies for the Brave. The event was created to support Arizona military Veterans, Reservist, National Guard and their significant others with employment opportunities. Expected attendance was (50) military friendly hiring companies and (350)+ U.S. active duty and Reserve military members, military retirees and their spouses/significant others.	Veterans, IWD	Michele Ornoski, Charlie Foster, Brenda Hunt, Bob Ortega, Jonathan Renda, Nathan Wagner, Brittany Sokolis, Robert West
13	03/02/17	CareerConnectors: Best Practice Employer Round Table Session	Participation in the Best Practice Employer Roundtable Session, which was hosted by CareerConnectors. The event provided an opportunity to network and learn about national and local best practices on how to successfully recruit, hire and retain veterans. It also provided additional information on how to build a successful and robust veteran recruiting and retention program for our organization. Christine Gannon, CEO of Brightworks Consulting and former National Public Engagement Strategic Advisor to the U.S. Department of Veterans Affairs, provided her consulting expertise to employers at the event who sought to hire Veterans. The roundtable discussion provided tangible recommendations for employers to implement back in their organization. The panel, which consisted of veteran recruiters, spoke about their experiences and how to successfully find the right culture fit, shared strategies that have worked for their organizations and also provided a national view into some of the key organizations that have been successful in their quest to employ veteran jobseekers.	Veterans, IWD	Amanda Jane Borowski, Mia Martinez, Brittany Sokolis
14	03/06/17	Tempe Diversity Career Fair	Participation in the Jobertising Tempe Diversity Career Fair, which provided jobseekers the opportunity to meet face-to-face with top companies in Phoenix/Tempe, AZ and learn about their available opportunities.	Females, Minorities, Veterans, IWD	Brenda Hunt, Chris Bliss, Edna Maldonado, Mark Trujillo
15	03/30/17	Spring Dream Job Fair	Participation in the Spring Dream Job Fair, where several non-profit, private and government agencies in Maricopa County came together to host the event. The event provided employment related services, resources, information and ideas on placing individuals with disabilities into meaningful long-term employment opportunities. Business Leaders and Talent Acquisition staffed a booth, discussed career opportunities with participants, handed out employment information and networked with individuals who were in attendance, in an effort to continue to strengthen the relationship between Cox Communications and the IWD community. Approximately 120 jobseekers were in attendance, of which approximately 100 stopped at the Cox Communications booth.	IWD	Amanda Jane Borowski, Steve Mendivil, Jim Mayorga
16	03/22/17	Glendale Community College Job Fair	Participation in the Glendale Community College Job Fair, which provided jobseekers the opportunity to meet face-to-face with local employers and learn about their available opportunities. A Business Leader and a member of Talent Acquisition staffed a booth, discussed career opportunities with participants and handed out employment information.	General Recruiting	Bob Ortega, Brittany Sokolis

17	04/25/17	CareerConnectors Employer Spotlight	Participation in the CareerConnectors Employer Spotlight, which provided exposure to Cox Communications. CareerConnectors has served over 24,000 professionals in career transition and over 300 companies that were hiring. The candidates that have attended the events are professionals from a wide range of industries, such as: healthcare, education, semiconductor, finance, sales, project management, IT, etc. CareerConnectors assists candidates with the ability to network with and make connections with local organizations. Business Leaders partnered with Talent Acquisition, where they led a presentation on Cox as a company, our culture and our benefits. They also provided information on available positions and how to apply.	General Recruiting	Sandi Elliott, Lauren Dubovy
18	04/26/17	AWEE Better Jobs for a Brighter Tomorrow Career Fair	Participated in Arizona Women's Education & Employment Better Jobs for a Brighter Tomorrow Career Fair. Business Leaders staffed a booth, discussed career opportunities with participants and handed out employment information.	Females	Wally Place, Harley Rotteger, Diane Cybart, Edna Maldonado, Sunsarae Bowen, Angelica Cicerol
19	05/17/17	National Guard - Military Employment Event	Papago Park Military Reservation hosted an onsite military base employment event. Recruiters had the opportunity to promote Cox positions and career opportunities and hand out employment information.	Veterans, IWD	Amanda Jane Borowski, Jeremy Thompson, Charley Foster
20	05/23/17	Operation Hired 6.0 Career Fair	Participated in Operation HIRED 6.0 Veteran Hiring Event on May 23, 2017. The H.E.R.O. (Hire, Educate, Recruit, Organize) event was in partnership with Goodwill, Arizona @ Work and city of Phoenix Military Veterans Commission. Business Leaders staffed a booth, discussed career opportunities with participants and handed out employment information.	Veterans, IWD	Scott Pickett, Erin Fox
21	08/09/17	Goodwill of Central and Northern Arizona Hiring Fest	Participated in the Hire Live Phoenix Goodwill Job Fair, which provides jobseekers the opportunity to meet with hiring managers from local, national, and Fortune 500 companies. A member of Talent Acquisition attended the event in an effort to recruit and provide information on open opportunities.	Females, Minorities, Veterans, IWD	Lauren Dubovy