

Long-Term Recruiting Initiatives					
Cox Communications - Lafayette, Louisiana					
October 1, 2020 - September 30, 2021					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2020-2021	Diverse Job Bank Career Listings - CircaWorks.com	Internet Posting from CCN to State Job Banks, local centers, 15,500+ community-based organizations and niche diversity websites.	Broad Outreach	Cox Talent Acquisition Team
2	2020-2021	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
3	2020-2021	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
4	2020-2021	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
5	12/01/20	FourBlock Virtual Career Fair	Participated in the FourBlock Virtual Job Fair. The virtual event provided local and national veterans the opportunity to meet with Cox Talent Acquisition team members, network and learn about jobs at Cox.	Veteran, IWD	Yolanda Poullard, Jackie Costello
6	02/24/21	Southern University and A & M College Spring Virtual Career Fair	Participated in the Southern University College Spring Virtual Career Fair where Cox Recruiters discussed career opportunities with participants.	Women, POC, Veteran, IWD	Yolanda Poullard, Renee Smith, VanDesa Cole, Sarah Martinez, Eric Wall
7	02/24/21	Nat'l Urban League Career Fair	Participated in the Urban League Virtual Job Fair. The Virtual Job Fair provided diverse jobseekers from the ability to connect with employers and explore job opportunities.	POC	Yolanda Poullard
8	03/09/21	LSU Virtual Marketing, Sales and Management Virtual Career Fair	Participated in the LSU Virtual Career Fair where Cox Recruiters connected with students and alumni and explored job opportunities.	Women	Renee Smith, Eric Wall, Jackie Costello, Myky Truong
9	03/17/21	University of Lafayette Spring Virtual Career Fair	Participated in the University of Lafayette Virtual Career Fair, where a Cox Recruiter connected with students and alumni and explored job opportunities.	Women, POC	Yolanda Poullard
10	05/13/21	Nat'l Veteran and Military Virtual Hiring Event	Participated in the Veteran and Military Virtual Hiring Event. The virtual event provided local and national veterans the opportunity to meet with Cox Talent Acquisition team members, network and learn about jobs at Cox.	Veterans, IWD	Yolanda Poullard, Jackie Costello
11	07/21/21	Bender Disability Virtual Career Fair	Participated in the Bender Disability Virtual Career Fair, which provided employers the opportunity to expand their diversity & section 503 compliance outreach, along with recruiting interns and recent college graduates with disabilities.	Veterans, IWD	Yolanda Poullard
12	09/29/21	Diversity & Inclusion Virtual Career Fair	Participated in the Diversity Virtual Career Fair. The virtual employer call allowed Diverse Students and Alumni from Colleges and Universities to speak with a member of Talent Acquisition regarding "who we are", our culture, discuss the positions we have available, and promote careers at Cox.	Women, POC, Veterans, IWD	Yolanda Poullard