

Longer - Term Recruiting Initiatives					
Cox Communications - Gulf Coast Florida					
October 1, 2017 - September 30, 2018					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2017-2018	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	2017-2018	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	2017-2018	Leadership Training Program	The 20/20 Leadership Series is a training program offered by Cox to its employees. This training program is designed to enable unit personnel to acquire skills that could qualify them for higher level positions.	Training Program for Cox Leaders	Various Cox Leaders
4	2017-2018	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	11/28/17	RecruitMilitary.com Virtual Career Fair	Participated in the Eastern Region Virtual Career Fair, which provided veterans the opportunity to connect with employers online. RecruitMilitary is the largest military-focused recruiting company in the U.S. Candidates include those that have served in the U.S. military and their spouses, including active duty, retired, separated, veterans, National Guard and Reserve. The Talent Acquisition team were able to connect with jobseekers in a group setting, engaging them in a chat session, in an effort to recruit candidates and promote careers at Cox Communications.	Veterans, IWD	Sheila Banks, Ed Fendt, Sarah Martinez
6	02/02/18	23rd Multicultural Job Fair	Participated in the Pensacola State College 23rd Annual Multicultural Job Fair, which provided assistance to students, community members, minorities and females seeking employment opportunities.	Females, Minorities, Veterans, IWD	Sheila Banks
7	03/20/18	Diversity Virtual Career Fair	Participated in the CareerEco Diversity Virtual Career Fair. The virtual employer call allowed Diverse Students and Alumni from Colleges and Universities throughout the U.S. to speak with members of Talent Acquisition regarding "who we are", our culture, discuss the positions we have available, and promote careers at Cox Communications.	Females, Minorities, Veterans, IWD	Sherri Mouton
8	04/16/18	Sales Virtual Career Fair	Participated in the CareerEco Sales Virtual Career Fair. The Talent Acquisition team were able to connect with jobseekers in a group setting, engaging them in a chat session, in an effort to recruit candidates and promote careers at Cox Communications.	General Recruiting	Ed Fendt
9	04/26/18	National Virtual Career Fair	Participated in the Lee Hecht Harrison Spring Job Jam national virtual career fair & networking event which connected the Cox Talent Acquisition Team with hundreds of mid to senior level job seekers across the United States.	General Recruiting	Ed Fendt
10	05/17/18	RecruitMilitary	Participated in the Recruit Military Career Fair in fort Walton, FL, which provided veterans, transitioning military personnel, national guard members, reserve members and spouses the opportunity to meet with employers regarding available job opportunities.	Veterans, IWD	Sarah Martinez
11	07/19/18	North Okaloosa Veterans Expo	Participated in the North Okaloosa Veterans Career and Veteran's Expo, which provided veterans, transitioning military members, their family members and the public the opportunity to meet face-to-face with employers regarding available positions and job opportunities.	Veterans, IWD	Ed Fendt, Sheri Mouton
12	09/05/18	Part-Time Job Fair University of West Florida	Participated in the Part-Time Job Fair at the University of West Florida. This was a great opportunity to recruit candidates for part-time and internships.	General Recruiting	Ed Fendt, Scott Grissom
13	09/18/18	Deployment to Employment Job Fair	Participated in the Deployment to Employment Job Fair for Veterans. This was a great opportunity to meet face-to-face with Veterans regarding available job opportunities.	Veterans, IWD	Sarah Martinez