

**EEO Public File Report
Cox Communications - Hartford-New England
10/01/2007 to 09/30/2008
Full-Time Positions Filled**

***All Minority Agencies referred to the Cox Career Network Website for each job opening.**

Full-Time Position	Opening Number	Appl Position Title	Date Opened	Date Filled	Recruitment Source*	Interviewed	Hired
1	24474	Home Service Technician (Installer)	10/29/2007		Cox Career Network - Cox Career Network	3	0
				1/10/2008	Walk-In - Walk-In	1	1
					CT Outreach List - See Attached	0	0
2	25697	Disconnect Technician	1/25/2008	4/7/2008	Employee Referral - Employee Referral	3	2
				3/17/2008	Cox Career Network - Cox Career Network	4	1
					Walk-In - Walk-In	1	0
					Internet/Intranet - Careerlink.org	1	0
					CT Outreach List - See Attached	0	0
3	25822	Home Service Technician (Installer)	2/1/2008		Cox Career Network - Cox Career Network	3	0
				3/21/2008	Employee Referral - Employee Referral	1	1
					CT Outreach List - See Attached	0	0
4	25990	Spot Production Assistant	2/11/2008	4/11/2008	Employee Referral - Employee Referral	1	1
					Former Employee - Former Employee	1	0
					Job Posting - College/University	1	0
					CT Outreach List - See Attached	0	0
5	26422	Sales Engineer II - CBS	3/10/2008		Cox Career Network - Cox Career Network	1	0
				5/15/2008	Employee Referral - Employee Referral	2	1
					CT Outreach List - See Attached	0	0
6	27365	Home Service Tech	5/19/2008		Cox Career Network - Cox Career Network	1	0
				7/31/2008	Employee Referral - Employee Referral	5	1
					CT Outreach List - See Attached	0	0
7	27373	Retail Sales & Service Representative	5/19/2008		Cox Career Network - Cox Career Network	4	0
					Employee Referral - Employee Referral	1	0
				9/15/2008	Internet/Intranet - careerbuilder.com	5	1
					Internet/Intranet - Google	1	0
					Internet/Intranet - Monster.com	1	0
					Organization - Other - Urban League	1	0
	CT Outreach List - See Attached	0	0				
8	27375	Sales Engineer II - CBS	5/19/2008		Employee Referral - Employee Referral	1	0
				7/23/2008	Client Referral - Client Referral	1	1
					CT Outreach List - See Attached	0	0
9	27388	Disconnect Technician - CT	5/20/2008	8/4/2008	Employee Referral - Employee Referral	3	1
					CT Outreach List - See Attached	0	0
10	27473	Spot Production Assistant	5/23/2008	7/18/2008	Cox Career Network - Cox Career Network	2	1
					CT Outreach List - See Attached	0	0

Cox Communications CT Outreach List - October 1, 2007 to September 30, 2008						
Recruitment Sources Below Contacted for All Open Positions						
All candidates from minority and community outreach agencies are referred to Cox Career Network						
Organization Name	Contact Name	Address	Phone Number	Entitled to Notification		
Capitol Workforce Partners	Pam Nabors	One Union Place FL3 Hartford, CT 06103	860-522-1111 x336	Yes		
Conn. Puerto Rican Forum Inc.	Milagros Gonzalez	95 Park St. Hartford, CT 06106	860-247-3227 x20	Yes		
Conn. Puerto Rican Forum Inc.	Amanda Perez	95 Park St. Hartford, CT 06106	860-247-3227 x20	Yes		
Dept. of Labor (CT job bank)	William Ladney	207 Washington St. Hartford, CT 06106	860-754-5169	Yes		
Urban League of Great Hartford	Mary Judkins	PO Box 320590 Hartford, CT 06132	860-527-0147 x 138	Yes		
Dept. of Social Services, Bureau of Rehabilitation Services,	Michael Marino	3580 Main Street Hartford, CT 06120	860 723-1444	Yes		
Dept. of Social Services, Bureau of Rehabilitation Services,	Michael Posner	3580 Main Street Hartford, CT 06120	861 723-1444	Yes		
Cox Communications CT Outreach List - October 1, 2007 to September 30, 2008						
Recruitment Sources Below Contacted for All Open Positions via Cox Career Network.						
All listed recruitment sources below were contacted for each vacancy via Cox Career Network. They may also be posted via Arbita.						
Internet/Intranet - AbilityLinks	Cox Career Network/Arbita	12 South 6th Street, Ste 730 Minneapolis, MN 55402	1 612 278 0000	No		
Internet/Intranet - Americas Job Bank/Exchange	Cox Career Network/Arbita	12 South 6th Street, Ste 730 Minneapolis, MN 55402	1 612 278 0000	No		

Internet/Intranet – Basic Distribution Network	Cox Career Network/Arbita	12 South 6th Street, Ste 730 Minneapolis, MN 55402	1 612 278 0000	No	
Internet/Intranet - BestAds	Cox Career Network/Arbita	12 South 6th Street, Ste 730 Minneapolis, MN 55402	1 612 278 0000	No	
Internet/Intranet - GoogleBase	Cox Career Network/Arbita	12 South 6th Street, Ste 730 Minneapolis, MN 55402	1 612 278 0000	No	
Internet/Intranet – Indeed.com	Cox Career Network/Arbita	12 South 6th Street, Ste 730 Minneapolis, MN 55402	1 612 278 0000	No	
Internet/Intranet - RecruiterNetworks	Cox Career Network/Arbita	12 South 6th Street, Ste 730 Minneapolis, MN 55402	1 612 278 0000	No	
Cox Communications CT Specific Recruitment Sources - October 1, 2007 to September 30, 2008					
Recruitment Sources Contacted for Specific Open Positions					
All listed recruitment sources below were contacted for specific vacancies.					
Internet/Intranet - careerbuilder.com	Cox Career Network/Arbita	12 South 6th Street, Ste 730 Minneapolis, MN 55402	1 612 278 0000	No	7
Internet/Intranet - Monster.com	Cox Career Network/Arbita	12 South 6th Street, Ste 730 Minneapolis, MN 55402	1 612 278 0000	No	7
Internet/Intranet- Careerlink.org	no specific contact	www.careerlink.org		No	2

Cox Communications CT Longer-Term Recruitment Initiatives						
No.	Date	Initiative	Description	Scope of involvement	Locations	Personnel Involved
1	11/1/2007	JWU Career Conference	Attended job fair for alumni of JWU	On-site recruiting of recent grads and other alumni	JWU, Providence, RI	Steve Reinbold
4	3/6/2008	New England Tech-Job Fair	Attended job fair to promote job opportunities to students and to promote Cox	Campus on-site recruiting of students for job openings	NE Tech, Warwick, RI	Patti Baccus, Michelle Joseph
5	3/27/2008	Johnson & Wales Spring Expo job fair	Attended job fair to promote job opportunities to students and alumni	Campus on-site recruiting of attendees, along with promoting Cox as employer of choice	JWU, Providence, RI	Michelle Joseph
6	4/12/2008	Manchester CC-job fair	Regional job fair sponsored by CT Dept. of Labor, Manchester Community College, local paper	Campus on-site recruiting of attendees; speaking about future job opportunities and appropriate job fits for attendees with various skill sets and experience	Manchester, CT	Mary Connor, Michelle Joseph
7	4/29/2008	Providence Journal Job Fair	Job Fair held to promote job opportunities to college students	spoke of job opportunities and reviewed resumes of attendees	Save The Bay Center, Providence	Patti Baccus
10	7/8/2008	Cox Communication Job Fair	Held open house to promote job opportunities Cox hosted interns from various high schools, technical schools and colleges in order to promote career opportunities.	on-site recruiting for high volume job openings including testing and interviews	Manchester, CT location	Mary Connor, Michelle Joseph, Kelly Magaro, Leslie Zarrella, Dean Adams
11	Ongoing	Internship Program	To promote continuing education, Cox Communications has established a Scholarship Fund to recognize exemplary high school seniors in our service communities who are pursuing a degree in Communications or a Communications related field	Partnership with schools and individual students	West Warwick, RI	Mary Connor
12	Ongoing	Scholarship Program	To promote continuing development of our employees, Cox Communications offers a variety of educational opportunities to all employees.	Promotion in schools and online	Manchester, CT	Ana Paiz in Public Relations
13	Ongoing	Employee Training	Tuition Reimbursement	Conduct a variety of training programs for employees which allows for skill development and promotional opportunities. Promoted the availability of Tuition Assistance Program for employees which allows for skill development and promotional opportunities	Manchester, CT	n/a
14	Ongoing	Employee Tuition Reimbursement Program	Tuition Reimbursement		Manchester, CT	n/a