

PUBLIC FILE REPORT

1. The following is a list of all full-time vacancies filled by Bright House Networks – Tampa Bay Division, Hillsborough Region from August 16, 2008 to August 15, 2009, identified by job title:

Account Processing Representative	1
Advertising Sales Assistant I, II	2
Auditor II	4
Credit & Collections Representative I	1
Customer Sales & Relationship Rep	1
Customer Service CAT Specialist	1
Customer Service Representative	32
Direct Sales Representative	1
Facilities Maintenance Tech II	1
Fiber Optic Network Clerk	1
Headend Technician	1
Information Systems Specialist	1
Installation Specialist I	1
Installer I	3
Market Development Specialist	1
Property Solutions Account Executive	1
Quality Control Invoice Auditor	1
Receptionist	1
Retail Sales Representative	2
Service Technician	37
Senior Sales Assistant	1
Subscriber Accounts Clerk I	1
Subscriber Management Information Spec	1
Supervisor of Collections	1
Systems Engineer I	1
Technical Event Coordinator I	1
Warehouse Supervisor	1
Workforce Management Coordinator	1
Total	102

2. a. The following is a list of recruitment sources used to fill each vacancy identified in number 1 above:

See Attached Exhibit A - Recruitment Sources

- b. The following is a list of recruitment sources, if any, who requested notification of vacancies:

None

3. The following is a list of recruitment sources that referred any employees that were hired since August 16, 2008:

- CareerBuilder Internet Site
- Bright House Networks Internet Site
- Internal Job Posting
- Employee Referral Program
- Job Fair
- Walked or Called in
- Client Referral
- ATS Staffing
- Personnel One Staffing
- Work Tampa Bay Internet Site
- Former Employee Referral
- Tampa Tribune Newspaper

4. a. The total number of persons that were interviewed for full-time vacancies since August 16, 2008, is 646. The break-down is as follows:

Account Processing Representative	7
Advertising Sales Assistant I, II	1
Auditor II	18
Credit & Collections Representative I	2
Customer Sales & Relationship Rep	4
Customer Service CAT Specialist	9
Customer Service Representative	225
Direct Sales Representative	43
Facilities Maintenance Tech II	8
Fiber Optic Network Clerk	2
Headend Technician	4
Information Systems Specialist	14
Installation Specialist I	14
Installer I	14
Market Development Specialist	14
Property Solutions Account Executive	11
Quality Control Invoice Auditor	12
Receptionist	4
Retail Sales Representative	23
Service Technician	171
Senior Sales Assistant	4
Subscriber Accounts Clerk I	6

Subscriber Management Information Spec	3
Supervisor of Collections	11
Systems Engineer I	8
Technical Event Coordinator I	6
Warehouse Supervisor	4
Workforce Management Coordinator	4
Total	646

b. Of those persons interviewed, the following is each recruitment source utilized in connection with the vacancies that existed since August 16, 2008:

Internal Job Posting	Service Tech, Quality Control Invoice Auditor, Auditor II, CS CAT Spec, Collections Supv, Retail Sls Rep, Workforce Mgmt Coord, Sr Sales Asst, Quality Control Invoice Auditor, Ad Sales Asst I & II, Subscriber Accts Clerk I, Acct Processing Rep I, Property Solutions Acct Exec, Customer Relationship Rep, Fiber Optic Network Clerk, Credit & Collections Rep, Customer Service Rep, Warehouse Supv, Subscriber Management Information Spec, Systems Engineer I, Direct Sales Rep, Receptionist, Information Systems Spec, Retail Sales Rep, Market Development Spec, Headend Tech, Technical Event Coord,
Phone Inquiry/Walk	Auditor II, CS CAT Spec, Quality Control Invoice Auditor, Service Tech, Customer Service Rep, Retail Sales Rep,
Agency	Auditor II, Ad Sales Assistant, Systems Engineer
Newspaper Advertisement	Collections Supv, Facilities Maint Tech,
Employee Referral Program	Service Tech, Auditor II, Installer I, CS CAT Spec, Facilities Maint Tech, Quality Control Invoice Auditor, Service Tech, Customer Service Rep, Retail Sales Rep, Market Development Spec, Technical Event Coord,
Job Fair/Open House	Collections Supv, Customer Service Rep, Direct Sales Rep, Service Tech,
Former Employee	Auditor II, Sr Sales Asst, Property Solutions Acct Exec, Customer Relationship Rep, Installation Spec, Customer Service Rep,
Client Referral	Service Tech, Customer Service Rep
Bright House Networks Website	Auditor II, Installer I, CS CAT Spec, Collections Supv, Facilities Maint Tech, Quality Control Invoice Auditor, Service Tech, Subscriber Accts Clerk I, Fiber Optic Network Clerk, Direct Sales Rep, Systems Engineer,

	Retail Sales Rep, Receptionist, Market Development Spec, Customer Service Rep, Technical Event Coord,
CareerBuilder Website	Quality Control Invoice Auditor, Auditor II, Installer I, CS CAT Spec, Facilities Maint Tech II, Quality Control, Direct Sales Rep, Invoice Auditor, Account Processing Rep I, Customer Service Rep, Systems Engineer, Information Systems Spec, Retail Sales Rep, Market Development Spec, Service Tech,
College Recruiting	Service Tech, Customer Service Rep,
JobNews	Facilities Maint Tech II, Customer Service Rep, Service Tech, Retail Sales Rep,
TampaBay Workforce Alliance	Customer Service Rep,
Jobing.com	Service Tech, Direct Sales Rep, Retail Sales Rep, Customer Service Rep,

5. Since August 16, 2008, the following are the longer term recruitment initiatives engaged in by our Region:

- Job Fair at Florida Metropolitan University
- Job Fair with JobNews & Tampa Bay Work Force Alliance
- Job Fair with WorkTampaBay.com
- Job Fair with Employment Guide
- Job Fair with Hillsborough Community College
- Job Fair with University of South Florida
- Job Fair with Jobing.com
- Job Fair with Careerbuilder.com
- Job Fair at MacDill AFB.
- North Side Mental Health Event.
- Job Fair at Aparicio-Levy Adult Technical Center
- Hosted on site Career Fair – Learning Expo
- Tampa Bay Division ran recruiting TV Ad’s and weather channel crawls.
- Tampa Tribune Newspaper Advertisements

Community Support Efforts:

- City of Tampa Black History Month
- Tampa Organization of Black Affairs
- Tampa Bay Jewish Film Festival
- Tampa Bay Workforce Alliance
- Community Service Day (Employees are paid to volunteer for a non-profit organization or their child’s school).
- Volunteer Program

- Community Foundation of Tampa Bay
- Hillsborough Community College Foundation, Hillsborough County Hispanic Heritage Festival and Black History Month.
- Hillsborough County Head Start/Early Start
- Hillsborough County Schools, Education Foundation
- Spring of Tampa Bay
- Tampa Bay Academy of Hope
- Brandon Pregnancy Center
- Florida Literacy Coalition
- Fortune Scholarship Foundation
- Hillsborough Education Foundation
- University of South Florida
- West Central Florida Area Agency on Aging
- Brandon Chamber of Commerce on-line Job Board
- Florida Sentinel Newspaper Advertisement
- La Gaceta Newspaper Advertisement
- UNCF Luncheon
- Annual Business Excellence Awards-Tampa Bay Workforce Alliance

OUTREACH ORGANIZATIONS

Organization	Contact Name & Title	Address	Email	Telephone #	Fax #
Tampa Bay WorkForce Alliance	Dalouny Phommachakr Business Development Consultant	9215 N Florida Av Tampa, FL 33612	PommachakrD@workforcetampa.com	930-7448	930-7486
Tampa Tribune Newspaper	Platinum Team	202 S Parker St Tampa, FL 33601		259-7756	259-8073
Florida Career Builder/Open Hire	Recruiting Website		www.floridacareerbuilder.com		
Work TampaBay/Open Hire	Recruiting Website		www.worktampabay.com		
Bright House Networks/Open Hire	Internet Site		www.mybriighthouse.com		
ATS Staffing	Nicole Palmieri	1401 N Westhore Suite 101	nicolep@atstampa.com	813-289-3760	813-289-3631
Personnel One	Rob Battey Staffing Supervisor	4300 W Cypress St - Ste 175 Tampa,FL 33607	brandon.battey@peronnelone.com	876-6064	872-6616
Bright House Networks Employee Referral	BHN Referral Program	4145 S Falkenburg Rd, Ste 1 Riverview, FL 33578	tampabay.tampajobs@mybriighthouse.com	684-6100	436-2172
Job Fair-Variou	Molly McKinley Recruiting Mgr	4145 S Falkenburg Rd, Ste 1 Riverview, FL 33578	tampabay.tampajobs@mybriighthouse.com	684-6100	436-2172
Jobing	Recruiting Website				
Bright House Networks Former Employee Referral	Various				