

Public File Report

1. The following is a list of all full-time vacancies filled by Bright House Networks – Tri-County Citrus/Hernando Region from August 16, 2008 to August 15, 2009, identified by job title:

Installer	4
Material Handling Representative	4
Service Technician	11

Total Vacancies Filled: 19

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

Job & Benefits Center 3810 S. Lecanto Hwy. Lecanto, FL 34461	Bright House Networks Intra/Internet Sites CareerBuilders.com
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Seminole Corporation 6073 Stirling Road Hollywood, FL 33024	Central FL Community Clg. 3800 S. Lecanto Hwy. Lecanto, FL 34461
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Nature Coast Employment Services P.O. Box 545 Crystal River, FL 34423	Key Employment Services 1125 N. VanNortwick Road Lecanto, FL 34461
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Withlacoochee Technical Center 1201 West Main Street Inverness, FL 34452	One Stop – Veteran’s Rep 28 N.W. Hwy 19 Crystal River, FL 34428
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Citrus County Veteran Svc. 3600 W. Sovereign Path, Ste. 180 Lecanto, FL 34461	Pasco-Hernando Community College 11415 Ponce de Leon Blvd Brooksville, FL 34601
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Nature Coast Technical School 4057 California Street Brooksville, FL 34604	One Stop Workforce Connection 28 NW Highway 19 Crystal River, FL 34428
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One Stop Workforce Connection 1107 E. Inverness Blvd. Inverness, FL 34452	One Stop Workforce Connection 3003 SW College Road, Suite 107 Ocala, FL 34474
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The ARC Nature Coast 5283 Neff Lake Road Brooksville, FL 34601	Able Body Labor 969 W. Jefferson Street Brooksville, FL 34601
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Pasco Hernando Jobs & Ed
Partnership
7361 Forest Oaks Blvd.
Spring Hill, FL 34606

Career Central
2185 Premier Drive
Brooksville, FL 34604

Lecanto High School
3810 W. Educational Path
Lecanto, FL 34461

Hernando High School
70 Bell Avenue
Brooksville, FL 34601

Monster.com
Yahoo Hotjobs.com

Jobing.com

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:

Employee Referral	7
Bright House Networks Website	5
Internal	5
CareerBuilder	1
Jobing.com	1

Total Recruitment Sources: 19

4. A. The total number of persons that were interviewed for full-time vacancies since August 16, 2008 were:

Total Interviews Conducted: 89

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

Source	Jobs
Employee Referral, BHN Website, Internal	Installer
Internal, Employee Referral, BHN Website, CareerBuilder, Jobing.com	Material Handling Representative
BHN Website, Agency, Jobing.com, Internal, Employee Referral, CareerBuilder,	Service Technician

Walk-In, Craigs List, Job Fair

5. Since August 16, 2008, the following are the longer term recruitment initiatives engaged in by our Region:
 - a) The Tri-County Region – Citrus/Hernando County continued its employee referral program that boasts a \$500.00 referral bonus.
 - b) The Tri-County Region – Citrus/Hernando County have sponsored 6 job fairs/careers events and college recruiting sessions, both as part of an established organizations' job fair portfolio, on-site recruiting efforts and off-site events in support of the communities non-profit organizations.
 - c) The Tri-County Region – Citrus/Hernando County maintains continuous vigilance and communications with the community minority and women's organization for referrals. We will continue to search for additional organizations to provide us with qualified and diverse candidates.
 - d) The Tri-County Region – Citrus/Hernando County continually participates in One-Stop Center job fairs and recruiting and marketing trending trainings.
 - e) The Tri-County Region – Citrus/Hernando County continues to reach out via the Internet and advertise periodically and specifically for minority and woman's sites.
 - f) Bright House Networks actively participates in a US Army initiative called PaYs (Partnership for Youth Success). This program allows young soldiers that have a desire to get into telecommunications upon release to communicate with the recruiting team and we don't guarantee employment, but an interview for a position in which they are qualified.
 - g) The recruiting team was instrumental in forging a partnership with local corporate recruiters. This partnership formed the Recruiters Network Group where best practices are shared on a monthly basis and viable candidates are shared.
 - h) Bright House Networks – Tri-County Region- Citrus/Hernando County undertakes special employment and community outreach programs such as:
 - Tri-County Citrus/Hernando has one management level employee that is the Immediate Past President with the Citrus County Education Foundation.
 - Tri-County Citrus/Hernando has one management level employee that is President of the HEART Literacy Board for Hernando County.
 - Tri-County Citrus/Hernando has one management level employee that is a committee member of the Hernando County Reading Festival.
 - Tri-County Citrus/Hernando has one management level employee that is a board member of the Dawn Center (shelter for women).

- Tri-County Citrus/Hernando has one management level employee that is the Vice President of Business/Community with the Florida Association of Partners in Education.