



3433 Winter Lake Road  
Lakeland, FL 33803

Elizabeth Delaney  
Southeastern University  
1000 Longfellow Drive  
Lakeland, FL 33801

Central FL Assn. of Women  
P.O. Box 5028  
Lakeland, FL 33807  
Attn: President

Christine Boring  
American Businesswomen's Assn.  
P.O. Box 7286  
Lakeland, FL 33807

Cherly Costine  
Lake Wales High School  
1 Highlander Way  
Lake Wales, FL 33853

Action Staffing Solutions, Inc.  
7052 N. Lake Parker Avenue  
Lakeland, FL 33801  
Sylvia Newsome

Ridge Career Center  
7700 State Road 544  
Winter Haven, FL 33881  
Mike Taylor

ProHR Staffing  
1137 Highway 98 South, Suite B  
Lakeland, FL 33801  
Chris or Lillian

Florida Technical College  
Sheree Saulter  
298 Havendale Blvd.  
Auburndale, FL 33823

Training to Work – "Hire A Vet"  
1000 Legion Place, Suite 1500  
Orlando, FL 32801  
Loren Jones

1 Bloodhound Trail  
Auburndale, FL 33823

Career Center  
Florida Southern College  
111 Lake Hollingsworth Drive  
Lakeland, FL 33801

Larry Hill, Job Placement  
Travis Technical Center  
3225 Winter Lake Road  
Lakeland, FL 33803

LaShae Sutton  
Everest University  
995 W. Memorial Blvd.  
Lakeland, FL 33801

June Tyre  
George Jenkins High School  
6000 Ladeland Highlands Rd  
Lakeland, FL 33813

Keiser University  
3515 Aviation Drive  
Lakeland, FL 33811  
Ryan Reis

AARP – Senior Comm. Svc.  
936 E. Parker Street  
Lakeland, FL 33801  
Pamela Bettis

Polk Works One-Stop Center  
936 East Parker Street  
Lakeland, FL 33801  
Bill Travi

Kathleen Senior High School  
Donna Cross  
2600 Crutchfield Road  
Lakeland, FL 33805

Warner Southern College  
13895 Hwy 27  
Lake Wales, FL 33859  
Lori Bush

Rita Staffing  
1130 1<sup>st</sup> Street  
Winter Haven, FL 33880

Monster.com  
Jobing.com  
CareerBuilder.com  
Yahoo HotJobs.com

Florida Southern College  
Career Center  
111 Lake Hollingsworth Drive  
Lakeland, FL 33801

Lakeland Housing Authority  
C. Zornshaw  
430 S. Hartsell Avenue  
Lakeland, FL 33815

Polk Works ~ Workforce 2020  
Julia Garrett  
600 N. Broadway Ave., Suite 300  
Bartow, FL 33830

Central FL Deaf Svcs., Inc.  
Debbie Lauricelle  
1811 Richmond Road  
Lakeland, FL 33803

Bright House Networks Intra/Internet Sites Life Skills Center  
407 E. Memorial Blvd.  
Lakeland, FL 33801

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:

Bright House Networks Website	23
Job Posting	4
Internal	14
Phone Inquiry	2
Employee Referral	17
CareerBuilder.com	9
Walk-in	2
JobNews	1
MultiChannel News	1

**Total Recruitment Sources: 73**

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

**Total Interviews Conducted: 333**

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

<b>Source</b>	<b>Job</b>
Internal	Maintenance Supervisor
Employee Referral, BHN Website Internal, Jobing.com, Job Posting	Service Technician
Internal	Lead Sales Service Representative
Internal	As Sales Assistant
Employee Referral, Phone Inquiry, Job Fair, CareerBuilder, BHN Website, Bill Insert, JobNews, College Recruiting, Job Posting, Walk-In, MultiChannel News	Customer Service Representative
BHN Website, Employee Referral	Creative Services Producer
Internal	Lead Customer Service Representative
Internal, Former Employee, Job Posting, Other Source	Lead Sales Clerk
Employee Referral, Agency, Former Employee, BHN Website, Walk-In	Installer
Internal	Quality Assurance Technical Support Specialist
Internal	Technical Supervisor
Internal, BHN Website, Employee Referral	Facilities Supervisor
Internal, Employee Referral	Sales Service Supervisor
Internal, Other Source	Direct Sales Team Leader
Internal	Customer Operations

	Development Supervisor
Internal, CareerBuilder	Lead Headend Technician
Former Employee, BHN Website, Jobing.com, Employee Referral, CareerBuilder, Walk-In, Job Fair	Material Handling Representative
Internal, BHN Website	Headend Technician
Internal, BHN Website	System Technician

5. Since August 16, 2008, the following are the longer term recruitment initiatives engaged in by our Region:
- a) The Tri-County Region – Polk County continued its employee referral program that boasts a \$500.00 referral bonus.
  - b) The Tri-County Region – Polk County have sponsored 14 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 – Polk 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 – Polk County continually participates in PolkWorks Workforce Development Board job fairs and recruiting and marketing trending trainings.
  - e) The Tri-County Region – Polk 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- Polk County undertakes special employment and community outreach programs such as:
    - Tri-County Polk has one management level employee that is a member/trainer for READ Polk (Literacy) Board.

- Tri-County Polk is uniquely involved in Junior Achievement including one management level employee that is a board member and co-chair.
- Tri-County Polk has one management level employee that is a member of the Economic Education Council Board.
- Tri-County Polk has one management level employee that is a member of Youth Council/PolkWorks.
- Tri-County Polk has one management level employee that is a member of the Early Learning Coalition.
- Tri-County Polk has one management level employee that is the Vice President of Business/Community with the Florida Association of Partners in Education.
- Tri-County Polk has one management level employee that is a member of the PSC (Polk State College) Collegiate High School Advisory Board.