

2020 FCC Unit Address List

FCC Unit: **13535**

FCC Unit Description: **Kansas City/Lincoln, MO**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
8143 Parallel Pkwy	Kansas City	KS	66112
541 McDonald Rd	Leavenworth	KS	66048
11358 Strang Line Road	Lenexa	KS	66215
8221 West 119th St	Overland Park	KS	66213
9225 Indian Creek Pkwy	Overland Park	KS	66210
6921 West 119th Street	Overland Park	KS	66209
6550 Winchester Ave	Kansas City	MO	64133
6555 Winchester Ave	Kansas City	MO	64133
1601 Olive St	Kansas City	MO	64127
550 Westport Rd	Kansas City	MO	64111
8401A North Mercier Rd	Kansas City	MO	64155
188 NW Oldham Parkway	Lee's Summit	MO	64081
1903 N Morley St, Suite C	Moberly	MO	65270
5151 Osage Beach Pkwy Ste B	Osage Beach	MO	65065
210 W 7th St	Sedalia	MO	65301
609 A-11 East Young Suite	Warrensburg	MO	64093
210 West 3rd	Alliance	NE	69301
709 9th Street	Auburn	NE	68305
2227 East Court	Beatrice	NE	68310
2453 39th Ave.	Columbus	NE	68601
1816 Stone St	Falls City	NE	68355
1780 E 23rd St	Fremont	NE	68025
205 North Webb Rd	Grand Island	NE	68803
2230 Webb Road	Grand Island	NE	68803
2303 W 2nd St	Hastings	NE	68901
809 Central Ave	Kearney	NE	68847
5400 S 16th St	Lincoln	NE	68512
2631 W. L Street	Lincoln	NE	68522
6835 S. 27th Street Ste 2	Lincoln	NE	68512
308 N 48th Street	Lincoln	NE	68504
601 E Walker Rd	North Platte	NE	69101
717 E. 1st St	Ogallala	NE	69153
1204 Ave B	Scottsbluff	NE	69361
215 S 1st St	Springfield	NE	68059
114 West 6th St	York	NE	68467

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. -

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
 TIME WARNER CABLE

MSO Name:
 CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address
 7910 CRESCENT EXECUTIVE DRIVE

City CHARLOTTE	State NC	Zip Code 28217-
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FCC Registration Number:

Emp. Unit ID # 13535

Application Purpose

New Program Report
 Amendment to Program Report

Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
 JACKSON, MO

D. Category of Respondent (check applicable box)

Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
 Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 07/01/2019-06/30/2020

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type

Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation. [Exhibit 2]

1. Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule,	
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	47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.


[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed		Title	GVP, LABOR & EMPLOYEE RELATIONS
Date	9/28/2020	Name of Respondent	KEVIN SMITH
Telephone No. (include area code)	2037054832		

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Exhibits

2019-2020 Recruitment Initiatives

FCC Unit: 13535 Kansas City/Lincoln, MO

1. #3 – Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.

Urban League Job Fair

- March 13, 2020
- Urban League Center – Kansas City, MO
- Other Companies: UPS, Hospital, and Census Bureau
- How job fair emphasizes recruitment of diverse candidates
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Low volume of attendees

2. #14 - Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Workplace Expectations: EEO Requirements for Leaders and Human Resources

Are you a Leader involved in hiring or promotion decisions? Or, are you a Human Resources professional responsible for addressing Equal Employment Opportunity (EEO) requirements? By welcoming and leveraging differences, we all help build a stronger Charter. Your expertise with Charter's EEO Policy and your adherence to Federal requirements ensures all qualified individuals have equal opportunities in employment at Charter. This course will help you identify federal EEO requirements. In addition, you will learn about affirmative action plans and the role you play in applying Charter's EEO Policy relative to these topics. This required course is assigned at new hire and reassigned annually for Leaders and Human Resources employees.

2020 FCC Unit Outreach Source List

FCC Unit: **13535**

FCC Unit Description: **Kansas City/Lincoln, MO**

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
AARP - SCSEP	Kansas City	MO	64111	cmoffett@aarp.org	
American Job Center - Lincoln	Lincoln	NE	68508	andrew.strasburg@nebraska.gov	402-441-1660
American Job Center - Lincoln	Lincoln	NE	68508	caleb.berg@nebraska.gov	402-441-1660
Asian Community & Cultural Center	Lincoln	NE	68503	info@lincolnasiancenter.org	402-477-3446
Beatrice Workforce Development	Beatrice	NE	68310	beatricewfd@nebraska.gov	402-223-6060
Beatrice Workforce Development	Beatrice	NE	68310	sandy.grigg@nebraska.gov	402-223-6060
Career Transition Ministry (CTM) Group - Holy Trinity Catholic Church	Lenexa	KS	66215	snill@htlenexa.org	
Career Transitions Support Group - Church of Nativity	Leawood	KS	66209	wdeckert@gmail.com	
CEN Job Search Support Group - St. Cletus	Saint Charles	MO	63301	robert.burns@patriotmachine.com	
CEN Job Search Support Group - St. Gabriel the Archangel Parish	St. Louis	MO	63109	stlhjb@aol.com	314-353-6303
CEN Job Search Support Group - St. Joseph--Cottleville	St. Charles	MO	63304	jobs@stjoecot.org	314-997-1212
CEN Job Search Support Group - St. Monica	St. Louis	MO	63141	dskaggs5@aol.com	314-994-0425
CENTERPOINTE	Lincoln	NE	68503	lbiteniaks@centerpointe.org	4024755161
COLORADO TECHNICAL UNIVERSITY	Kansas City	MO	64145	careerservices@ctuonline.edu	
Columbus Career Center	Columbus	NE	68601	bernadette.hansen@nebraska.gov	402-564-7160
Columbus Career Center	Columbus	NE	68601	ndol.columbuswfd@nebraska.gov	402-564-7160
Community Alliance	Omaha	NE	68105	dstuart@commall.org	
Community Living Inc.	St. Peters	MO	63376	smoore@cliservices.org	636-970-2800
Community Services League	Independence	MO	64050	lauferd@cslcares.org	816-254-4100
Community Services League	Independence	MO	64050	robinsonj@cslcares.org	816-254-4100
CONCORDE CAREER COLLEGE	Kansas City	MO	64111	wwilson@concorde.edu	816-531-5223
Crossroads Career Network - Central Presbyterian Church	Clayton	MO	63017	hardierl@aol.com	314-727-2777
Department of Veterans Affairs	Kansas City	MO	64128	loreen.orage@va.gov	816-861-4700
Doane College	Lincoln	NE	68504	christy.younes@doane.edu	402-466-4774
Eastern Jackson County Job Club - Cornerstone Church of Blue Springs	Blue Springs	MO	64014	easternjacksoncountyjobclub@gmail.com	816-977-7305
Economic Opportunity Foundation	Kansas City	KS	66101	regina@eofkck.org	913-371-7418
Employment Connections	St Louis	MO	63103	hovens@employmentstl.org	314-333-5627
Goodwill Career Services	Kansas city	MO	64108	lyeager@mokangoodwill.org	816-842-7425
GOODWILL INDUSTRIES	Omaha	NE	68105	lkizzier@goodwillomaha.com	402-341-4609
Goodwill Industries of Southeast Nebraska	Lincoln	NE	68521	aubry@lincolngoodwill.org	402-438-2022
GRACELAND UNIVERSITY	Independence	MO	64050	leveridg@graceland.edu	8164234679
Hastings Workforce Development	Hastings	NE	68901	janet.brooke@nebraska.gov	402-462-1867
Hastings Workforce Development	Hastings	NE	68901	joshua.whited@nebraska.gov	402-462-1867
Hastings Workforce Development	Hastings	NE	68901	ndol.hastingswfd@nebraska.gov	402-462-1867
Heartland Workforce Solutions	Omaha	NE	68117	art.davis@nebraska.gov	402-444-4700
Heartland Workforce Solutions	Omaha	NE	68117	ndol.omahawfd@nebraska.gov	402-444-4700
HEDC	Kansas City	MO	64145	gzarate@kchedc.org	816-221-3442
Hire Heroes USA, Health Careers Foundation	Bridgeton	MO	63044	robert.r.hancock.ctr@mail.mil	314-770-1626
IETC Glen Carbon	Glen Carbon	IL	62034	alan.buckner@illinois.gov	618-656-6100
IETC Glen Carbon	Glen Carbon	IL	62034	donald.niebruegge@illinois.gov	618-656-6100
IETC Glen Carbon	Glen Carbon	IL	62034	richard.wuthrich@illinois.gov	618-656-6100
IowaWORKS - Council Bluffs	Council Bluffs	IA	51503	elizabeth.carlson@iwd.iowa.gov	712-352-3480

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
IowaWORKS - Council Bluffs	Council Bluffs	IA	51503	elizabeth.carlson@iwd.iowa.gov	712-242-2100
Jewish Employment Services	Overland Park	KS	66211	employment@jfskc.org	913-327-8278
Johnson County Community College	Overland Park	KS	66210	cgard@jccc.edu	
Johnson County Workforce Center	Overland Park	KS	66215	ajones@kansasworks.com	913-577-5900
Johnson County Workforce Center	Overland Park	KS	66215	rclay@kansasworks.com	913-577-5900
Kansas City VA Medical Center	Kansas City	MO	64128	larry.bottin2@va.gov	816-861-4700
Kansas Commission on Veterans' Affairs	Kansas City	MO		wbollig@kcva.ks.gov	913-371-5968
Kaplan University	Omaha	NE	68134	aparmer@kaplan.edu	402-431-6191
Latino Center of Midlands	Omaha	NE	68107	info@latinocenterofthemidlands.org	402-733-2720
Lawrence Workforce Center	Lawrence	KS	66046	eric.flowers@ks.gov	785-840-9675
Lawrence Workforce Center	Lawrence	KS	66046	thaggerty@heartlandworks.org	785-840-9675
LDS Employment Resource Center	Independence	MO		wel-ec-independence@ldschurch.org	8164615481
Leavenworth County Workforce Center	Leavenworth	KS	66048	andrew.jones@ks.gov	913-682-4152
Lexington Workforce Development	Lexington	NE	68850	ndol.lexingtonwfd@nebraska.gov	308-324-2064
Lincoln Workforce Development	Lincoln	NE	68509	ndol.lincolnwfd@nebraska.gov	
MALONE COMMUNITY CENTER	Lincoln	NE	68503	nathantyronewoods@yahoo.com	4024741110
MAPLE WOODS COMMUNITY COLLEGE	Kansas City	MO	64156	linda.anderson@mcckc.edu	816-604-3155
MERS Missouri Goodwill Industries	St Louis	MO	63103	jelliott@mersgoodwill.org	314-982-8812
Metropolitan Community College	Kansas City	MO	64111	tatia.shelton@mcckc.edu	
Metropolitan Training and Education Center	St Louis	MO	63133	marion.williams@betterfamilylife.org	314-746-0750
Midland University	Fremont	NE	68025	bottger@midlandu.edu	4029416471
Military Veterans Services Center, Bellevue University	Bellevue	NE	68005	jerome.richardson@bellevue.edu	
Missouri Assistive Technology	Blue Springs	MO	64015	david.bkr@att.net	816-655-6703
Missouri Career Center - Arnold	Arnold	MO	63010	charles.johnson@ded.mo.gov	636-287-8909 or 800-292-1314
Missouri Career Center - Central Kansas City	Kansas City	MO	64108	harry.gray@ded.mo.gov	816-471-2330
Missouri Career Center - Central Kansas City	Kansas City	MO	64108	percile.bryant@dhewd.mo.gov	816-471-2330
Missouri Career Center - Clinton	Clinton	MO	64735	dliles@aoinc.org	660-885-5541
Missouri Career Center - Clinton	Clinton	MO	64735	robert.gainous@ded.mo.gov	660-885-5541
Missouri Career Center - Florissant	Florissant	MO	63033	denise.jackson@ded.mo.gov	314-877-3010
Missouri Career Center - Florissant	Florissant	MO	63033	florissant@ded.mo.gov	314-877-3010
Missouri Career Center - Independence	Independence	MO	64055	tom.lay@ded.mo.gov	816-521-5700
Missouri Career Center - Lebanon	Lebanon	MO	65536	gammjdampier@gmail.com	417-532-6146
Missouri Career Center - Northland Human Services Center	Kansas City	MO	64119	evelyn.floyd@ded.mo.gov	816-468-8767
Missouri Career Center - St. Joseph	St. Joseph	MO	64507	janice@mo-kan.org	816-387-2380
Missouri Career Center - St. Joseph	St. Joseph	MO	64507	steve.dempsey@ded.mo.gov	816-387-2380
MISSOURI DIV VOCATIONAL REHABILITATION	Kansas City	MO		teresa.king@vr.dese.mo.gov	
Missouri Job Center of St. Charles County	St. Peters	MO	63376	lmyers@sccmo.org	636-278-1360
Missouri Job Center of St. Charles County	St. Peters	MO	63376	workforce@sccmo.org	636-278-1360
Morning Star Church Job Connection Group - Morning Star Church	O'Fallon	MO	63368	kathy.frick@mscwired.org	636-561-5680
MOTHER'S REFUGE	Independence	MO	64052	julie@mothersrefuge.org	8163538070
National Association of the Deaf	Granite	IL	62040	shelleyrwm@gmail.com	
NE Department of Labor, Scottsbluff Office	Scottsbluff	NE	69361	alan.trook@nebraska.gov	308-632-1420
NE Department of Labor, Scottsbluff Office	Scottsbluff	NE	69361	lori.marquez@nebraska.gov	308-632-1420
NE Department of Labor, Scottsbluff Office	Scottsbluff	NE	69361	ndol.scottsbluffwfd@nebraska.gov	308-632-1420
Nebraska Commission for the Blind and Visually Impaired	Omaha	NE	68102	nancy.flearl@nebraska.gov	
Nebraska Department of Labor - Omaha	Omaha	NE	68110	art.davis@nebraska.gov	402-444-4700

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Nebraska Department of Labor - Omaha	Omaha	NE	68110	harvey.hudson@nebraska.gov	402-444-4700
Nebraska Department of Labor - Omaha	Omaha	NE	68110	ndol.omahawfd@nebraska.gov	402-444-4700
Nebraska Dept. of Labor - York Career Center	York	NE	68467	ndol.yorkwfd@nebraska.gov	402-362-5891
NEBRASKA WESLEYAN UNIVERSITY	Lincoln	NE	68504	career@nebrwesleyan.edu	4024662224
Nebraska Workforce Development - Grand Island	Grand Island	NE	68801	joshua.whited@nebraska.gov	308-385-6300
Nebraska Workforce Development - Grand Island	Grand Island	NE	68801	ndol.grandislandwfd@nebraska.gov	308-385-6300
Nebraska Workforce Development - Grand Island	Grand Island	NE	68801	randy.kissinger@nebraska.gov	308-385-6300
North Platte Career Center	North Platte	NE	69101	ndol.northplattewfd@nebraska.gov	308-535-8320
NORTH WEST MULTI SERVICE CENTER	De Soto	KS	66018	jess.collins@jocogov.org	9137138972
Onsite Job Club & Online KC Metro Networking Club - Sacred Heart Catholic Church	Shawnee	KS	66226	maureen.reintjes@shoj.org	
Presbyterian Church Of Stanley	Overland Park	KS	66211	leell@aol.com	
REHABILITATION INSTITUTE OF KC	Kansas City	MO	64108	janice.brooke@rehabkc.org	8167517700
Rehabilitation Services for the Blind, St. Louis South	St Louis	MO	63110	catherine.a.spence@dss.mo.gov	314-933-7311
Rehabilitation Services for the Blind, St. Louis South	St Louis	MO	63110	sharon.t.silverstein@dss.mo.gov	314-933-7311
Sedalia Career Center	Sedalia	MO	65301	angela.walls@ded.mo.gov	660-530-5627
Sedalia Career Center	Sedalia	MO	65301	lester.robinson@ded.mo.gov	660-530-5627
SLATE Next Generation Missouri Career Center - Downtown	St. Louis	MO	63102	steven.hamby@ded.mo.gov	314-589-8000
Southeast Kansasworks	Paola	KS	66071	richard.snook@ks.gov	913-294-4178
Southwestern Illinois WorkNet Center	Belleville	IL	62221	mickey.meddows@swic.edu	618-235-2700
Southwestern Illinois workNet Center - Alton	Alton	IL	62002	william.russell@illinois.gov	618-466-8891, Ext. 226
Southwestern Illinois workNet Center-Belleville	Belleville	IL	62223	alan.buckner@illinois.gov	618-277-5678
Southwestern Illinois workNet Center-Belleville	Belleville	IL	62223	kathy.king@swic.edu	618-277-5678
Southwestern Illinois workNet-East Alton	East Alton	IL	62024	william.russell@illinois.gov	
Southwestern Illinois workNet-Wood River	Wood River	IL	62095	skray@co.madison.il.us	618-296-4301
St Louis ARC	St Louis	MO	63132	jmeyer@slarc.org	314-569-2211
St Louis Urban League Workforce Development	Jennings	MO	63136	hwhiting@urbanleague-stl.org	314-388-9840
St Louis Urban League Workforce Development	St Louis	MO	63108	sjohnson@urbanleague-stl.org	314-615-3642
ST PAUL SCHOOL OF THEOLOGY	Kansas City	MO	64127	David.firman@spst.edu	8164839600
THE UNIVERSITY OF NEBRASKA	Lincoln	NE	68588	careerservices@unl.edu	4024722111
Topeka Workforce Center	Topeka	KS	66612	croberts@heartlandworks.org	785-235-5627
Topeka Workforce Center	Topeka	KS	66612	eric.flowers@ks.gov	785-235-5627
Topeka Workforce Center	Topeka	KS	66612	topekajobs@kansasworks.com	785-235-5627
Topeka Workforce Center	Topeka	KS	66612	yolanda.taylor@ks.gov	785-235-5627
Torrington Workforce Center	Torrington	WY	82240	mark.mckay@wyo.gov	307-532-4171
Torrington Workforce Center	Torrington	WY	82240	tina.morrell@wyo.gov	307-532-4171
U.S. Department of Veterans Affairs	St. Louis	MO	63103	loreen.orage@va.gov	
Urban League of Greater Kansas City	Kansas City	MO	64108	ggrant@ulkc.org	816-471-0550
WESTERN BAPTIST BIBLE COLLEGE	Kansas City	MO	64108	wbbible@sbcglobal.net	8168424195
Wheatland Workforce Center	Wheatland	WY	82201	Mark.mckay@wyo.gov	307-322-4741
Women's Employment Network	Kansas City	MO	64111	tbomar@kcwen.org	816-822-8083
Workforce Development Division	Kansas City	MO	64108	percile.bryant@dhewd.mo.gov	816-471-2330
Wounded Warrior Project		MO		hpeck@woundedwarriorproject.org	615-782-7226
Wounded Warrior Project		KS		rmckenna@woundedwarriorproject.org	
Wyandotte County Workforce Partnership	Kansas City	KS	66101	ajones@kansasworks.com	913-279-2600

2020 FCC Source Evaluation Report

FCC Unit: 13535

FCC Unit Description: Kansas City/Lincoln, MO

Source	Applicant Count	Interview Count	Hire Count
Ad - TV Commercial Advertisement	2	2	1
Contractor - Conversion	1	1	1
Direct Sourcing - Agency	1	1	1
Direct Sourcing - ATS	7	7	6
Direct Sourcing - Careerbuilder	1	1	1
Direct Sourcing - Indeed	149	148	84
Direct Sourcing - LinkedIn	3	3	3
Direct Sourcing - Other	50	50	24
Direct Sourcing - Recruiter Networking	5	5	3
Direct Sourcing - Sourcing Specialist	17	17	9
Former Employee - Rehire	32	31	25
Internal - Internal Hire	20	18	18
Internet - Career Builders	3	2	2
Internet - Craigslist.com	2	2	1
Internet - Facebook.com	17	10	13
Internet - Glassdoor.com	1	0	1
Internet - Google	3	3	2
Internet - Indeed	542	485	361
Internet - LinkedIn	6	5	4
Internet - Other	11	6	9
Internet - Ziprecruiter	4	3	4
Job Fair - Diversity	1	1	1
Job Fair - External	34	34	21
Job Fair - Internal	8	8	6
Organization - Community Outreach	4	3	2
Organization - Diversity	4	4	4
Referral - Employee Referral	241	224	163
Referral - Manager Referral	12	12	11
TextRecruit TextApply Ad	1	1	1
Website - External Career Site	7955	894	78
Grand Total	9137	1981	860

2020 FCC Source Report

FCC Unit: 13535
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Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
244263BR	Field Technician I Nonexempt	Website - External Career Site	29	12	1
		Internet - Indeed	2	2	2
		Direct Sourcing - Indeed	1	1	1
244304BR	Rep 1, Spectrum Mobile Nonexempt	Website - External Career Site	248	32	1
		Internet - Indeed	12	12	12
		Referral - Employee Referral	4	4	4
		Ad - TV Commercial Advertisement	1	1	1
		Internet - Ziprecruiter	1	1	1
244382BR	Field Technician I Nonexempt	Website - External Career Site	34	5	0
		Internet - Indeed	1	1	1
244530BR	Field Technician I Nonexempt	Website - External Career Site	6	1	0
		Internet - Indeed	2	2	1
244540BR	Direct Sales Rep Exempt	Website - External Career Site	27	0	0
		Direct Sourcing - Indeed	2	2	0
		Internet - Indeed	2	2	2
		Organization - Community Outreach	1	1	0
244550BR	Field Technician I Nonexempt	Website - External Career Site	25	11	2
		Referral - Employee Referral	2	2	2
		Job Fair - Internal	1	1	0
244567BR	Direct Sales Rep Exempt	Website - External Career Site	13	2	0
		Referral - Employee Referral	1	1	1
244621BR	Field Technician I Nonexempt	Website - External Career Site	10	1	1
244701BR	PPI Mgr Exempt	Website - External Career Site	32	6	0
		Direct Sourcing - LinkedIn	1	1	1
244739BR	Sr Credit Services Specialist Nonexempt	Website - External Career Site	25	7	5
		Internet - Indeed	3	3	3
		Internet - Ziprecruiter	1	1	1
244900BR	Store Associate Nonexempt	Website - External Career Site	23	3	1
244965BR	Direct Sales Rep Exempt	Website - External Career Site	27	3	0
		Direct Sourcing - Other	9	9	4
		Referral - Employee Referral	7	7	4
		Direct Sourcing - Indeed	5	5	2
		Job Fair - External	3	3	2
		Direct Sourcing - Sourcing Specialist	2	2	2
		Job Fair - Internal	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
245010BR	Rep 1, Spectrum Mobile Nonexempt	Website - External Career Site	212	13	0
		Internet - Indeed	15	15	12
		Referral - Employee Referral	7	7	5
		Internet - Facebook.com	1	1	1
		Internet - Craigslist.com	1	1	1
		Organization - Diversity	1	1	1
245474BR	Field Technician IV Nonexempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Former Employee - Rehire	1	1	1
245664BR	Rep 1, Spectrum Mobile Nonexempt				
		Website - External Career Site	225	21	2
		Internet - Indeed	23	23	12
		Referral - Employee Referral	12	12	6
		Former Employee - Rehire	1	1	0
245665BR	Rep 1, Spectrum Mobile Nonexempt				
		Website - External Career Site	299	39	0
		Internet - Indeed	13	13	9
		Referral - Employee Referral	11	11	6
		Organization - Diversity	2	2	2
		Job Fair - Diversity	1	1	1
		Internet - LinkedIn	1	1	0
		Internet - Facebook.com	1	1	1
		Internet - Ziprecruiter	1	1	1
245800BR	Direct Sales Rep Exempt				
		Website - External Career Site	4	1	0
		Referral - Employee Referral	2	2	1
		Direct Sourcing - Indeed	2	2	1
		Internet - Indeed	1	1	1
245808BR	Direct Sales Rep Exempt				
		Website - External Career Site	7	1	0
		Direct Sourcing - Indeed	1	1	1
		Direct Sourcing - Other	1	1	0
245836BR	Field Technician I Nonexempt				
		Website - External Career Site	24	10	1
		Job Fair - Internal	3	3	3
		Internet - Indeed	2	2	2
		Internet - Google	1	1	0
246002BR	Field Technician II Nonexempt				
		Website - External Career Site	1	1	1
246052BR	Account Executive Exempt				
		Website - External Career Site	15	0	0
		Internet - Indeed	1	1	1
246116BR	Field Technician I Nonexempt				
		Website - External Career Site	8	3	1
		Internet - Indeed	1	1	1
246400BR	Field Technician I Nonexempt				
		Website - External Career Site	30	6	0
		Internet - Indeed	3	3	1
246500BR	Store Associate Nonexempt				
		Website - External Career Site	34	14	0
		Internet - Indeed	1	1	1
246673BR	Store Associate Nonexempt				
		Website - External Career Site	56	3	0
		Internet - Indeed	3	3	2
		Referral - Employee Referral	1	1	1
246678BR	Store Associate Nonexempt				
		Website - External Career Site	14	3	0
		Direct Sourcing - Indeed	1	1	1
246735BR	Account Executive Exempt				
		Website - External Career Site	1	0	0
		Referral - Manager Referral	1	1	1
246803BR	Credit Services Analyst Exempt				
		Website - External Career Site	37	3	1
246810BR	Store Associate Nonexempt				
		Website - External Career Site	21	0	0
		Internet - Indeed	1	1	1
246966BR	Field Technician I Nonexempt				
		Website - External Career Site	22	13	0
		Direct Sourcing - Indeed	4	4	4

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
246986BR		Internet - Indeed	3	3	2
	Direct Sales Rep Exempt				
247004BR		Direct Sourcing - Indeed	1	1	1
	Store Associate Nonexempt				
		Website - External Career Site	16	3	0
		Direct Sourcing - Indeed	1	1	1
247038BR					
	Field Technician I Nonexempt				
		Website - External Career Site	37	17	1
		Internet - Indeed	13	12	8
		Referral - Employee Referral	3	3	2
		Job Fair - Internal	2	2	1
		Internal - Internal Hire	1	0	1
		Direct Sourcing - Indeed	1	1	0
247172BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	1	0	0
		Direct Sourcing - Other	1	1	1
247247BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	14	5	0
		Referral - Employee Referral	4	4	3
		Direct Sourcing - Other	4	4	2
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internet - Other	1	1	0
		Internet - Indeed	1	1	0
247265BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	2	0	0
		Direct Sourcing - Indeed	1	1	1
247269BR					
	Field Technician III Nonexempt				
		Former Employee - Rehire	1	1	1
247341BR					
	Field Technician I Nonexempt				
		Website - External Career Site	51	11	0
		Internet - Indeed	4	4	4
		Referral - Employee Referral	1	1	1
247409BR					
	Store Associate Nonexempt				
		Website - External Career Site	24	1	0
		Internet - Indeed	2	2	1
247588BR					
	Store Associate Nonexempt				
		Website - External Career Site	33	7	2
247754BR					
	Maintenance Technician I Nonexempt				
		Website - External Career Site	22	3	0
		Direct Sourcing - Indeed	3	2	2
		Internet - Indeed	2	2	2
247969BR					
	Sup, Customer Service Exempt				
		Website - External Career Site	98	7	0
		Internet - Indeed	1	1	0
		Internet - Other	1	1	1
248149BR					
	Maintenance Technician I Nonexempt				
		Website - External Career Site	5	1	1
248237BR					
	Store Associate Nonexempt				
		Website - External Career Site	30	2	0
		Direct Sourcing - Indeed	2	2	1
		Direct Sourcing - Careerbuilder	1	1	1
248254BR					
	Field Technician I Nonexempt				
		Website - External Career Site	52	5	1
		Internet - Indeed	2	2	1
248469BR					
	Rep 1, Spectrum Mobile Nonexempt				
		Website - External Career Site	338	18	0
		Internet - Indeed	33	33	17
		Referral - Employee Referral	11	11	6
		Internet - Facebook.com	2	2	2
		Internal - Internal Hire	1	1	1
		Direct Sourcing - Indeed	1	1	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
248471BR	Rep 1, Spectrum Mobile Nonexempt				
		Website - External Career Site	324	23	0
		Internet - Indeed	37	37	20
		Referral - Employee Referral	11	11	7
		Internet - Craigslist.com	1	1	0
		Internet - Facebook.com	1	1	0
		Referral - Manager Referral	1	1	1
248586BR	Direct Sales Rep Exempt				
		Website - External Career Site	29	7	0
		Direct Sourcing - Other	14	14	5
		Referral - Employee Referral	12	12	6
		Direct Sourcing - Indeed	7	7	3
		Job Fair - External	3	3	1
248599BR	Field Technician IV Nonexempt				
		Former Employee - Rehire	1	1	1
248846BR	Credit Services Specialist Nonexempt				
		Website - External Career Site	60	16	10
248847BR	Sr Credit Services Specialist Nonexempt				
		Website - External Career Site	82	22	8
		Internal - Internal Hire	1	1	1
248893BR	Direct Sales Rep Exempt				
		Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	1	0	0
		Former Employee - Rehire	1	1	0
248998BR	Sr Mgr, Credit Svcs-Analytics Exempt				
		Website - External Career Site	4	1	1
249008BR	Rep 1, Spectrum Mobile Nonexempt				
		Website - External Career Site	254	18	0
		Internet - Indeed	30	30	19
		Referral - Employee Referral	4	4	4
		Internet - Career Builders	1	1	1
		Organization - Diversity	1	1	1
249450BR	Asst Mgr, Store Exempt				
		Website - External Career Site	20	2	0
		Internet - Indeed	1	1	1
249612BR	Account Executive Exempt				
		Website - External Career Site	15	4	0
		Direct Sourcing - ATS	3	3	3
249736BR	Direct Sales Rep Exempt				
		Website - External Career Site	8	1	0
		Direct Sourcing - Indeed	2	2	2
249791BR	Account Executive Exempt				
		Website - External Career Site	31	1	0
		Direct Sourcing - ATS	1	1	1
249808BR	Field Technician I Nonexempt				
		Website - External Career Site	46	17	4
		Direct Sourcing - Indeed	11	11	6
		Referral - Employee Referral	3	3	2
		Internet - Indeed	2	2	1
		Job Fair - Internal	1	1	1
		Former Employee - Rehire	1	1	1
249892BR	Field Technician III Nonexempt				
		Former Employee - Rehire	1	1	1
249959BR	Store Associate Nonexempt				
		Website - External Career Site	47	6	1
		Internet - Indeed	3	3	1
		Internal - Internal Hire	1	1	1
249967BR	Field Technician I Nonexempt				
		Website - External Career Site	17	3	0
		Internet - Indeed	1	1	1
249990BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	19	4	1
250115BR					
	Mgr, Customer Service Exempt				
		Website - External Career Site	77	9	0
		Internet - Indeed	1	1	1
250227BR					
	Field Technician I Nonexempt				
		Website - External Career Site	49	18	0
		Direct Sourcing - Indeed	7	7	2
		Internet - Indeed	2	2	1
250292BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	7	0	0
		Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	1	1	1
250424BR					
	Rep 1, Spectrum Mobile Nonexempt				
		Website - External Career Site	70	7	1
		Internet - Indeed	15	15	15
		Referral - Employee Referral	3	3	2
		Internet - Facebook.com	1	1	1
250469BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	19	7	0
		Job Fair - External	3	3	2
		Direct Sourcing - Other	3	3	1
		Direct Sourcing - Indeed	3	3	0
		Referral - Employee Referral	2	2	1
		Direct Sourcing - Sourcing Specialist	1	1	0
250500BR					
	Facilitator II Exempt				
		Website - External Career Site	46	3	1
250575BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	6	1	0
		Direct Sourcing - Indeed	1	1	1
250576BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	5	1	0
		Direct Sourcing - Indeed	2	2	0
		Internet - Indeed	1	1	1
250665BR					
	Store Associate Nonexempt				
		Website - External Career Site	25	3	2
250667BR					
	Store Associate Nonexempt				
		Website - External Career Site	16	4	0
		Direct Sourcing - Sourcing Specialist	2	2	2
250673BR					
	Maintenance Technician I Nonexempt				
		Website - External Career Site	13	2	1
		Internal - Internal Hire	1	1	1
250775BR					
	Sup, Credit Services Exempt				
		Website - External Career Site	21	2	1
250805BR					
	Asst Mgr, Store Exempt				
		Website - External Career Site	13	2	1
250853BR					
	Field Technician I Nonexempt				
		Website - External Career Site	31	7	0
		Internet - Indeed	2	2	1
		Direct Sourcing - Indeed	1	1	1
250880BR					
	Direct Sales Rep Exempt				
		Direct Sourcing - Indeed	2	2	1
250946BR					
	Asst Mgr, Store Exempt				
		Website - External Career Site	8	1	0
		Internet - Indeed	1	1	1
251290BR					
	Store Associate Nonexempt				
		Website - External Career Site	20	1	0
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
251363BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
251395BR	Warehouse Technician Nonexempt	Website - External Career Site	21	3	0
		Former Employee - Rehire	1	1	1
251603BR	Store Associate Nonexempt	Website - External Career Site	13	2	0
		Internet - Indeed	1	1	1
251746BR	Strategic Account Spec - G/E Exempt	Website - External Career Site	9	0	0
		Referral - Manager Referral	1	1	1
252046BR	Store Associate Nonexempt	Website - External Career Site	11	1	1
252054BR	Direct Sales Rep Exempt	Website - External Career Site	22	4	0
		Direct Sourcing - Other	8	8	4
		Direct Sourcing - Indeed	7	7	4
		Referral - Employee Referral	4	4	2
		Job Fair - External	1	1	0
		Former Employee - Rehire	1	1	0
		Internet - Indeed	1	1	0
252148BR	Store Associate Nonexempt	Website - External Career Site	11	1	0
		Direct Sourcing - Sourcing Specialist	1	1	0
		Referral - Employee Referral	1	1	1
252282BR	Direct Sales Rep Exempt	Website - External Career Site	7	2	0
		Direct Sourcing - Indeed	3	3	2
252286BR	Account Executive Exempt	Website - External Career Site	13	1	0
		Direct Sourcing - ATS	1	1	1
252361BR	Direct Sales Rep Exempt	Website - External Career Site	4	1	0
		Direct Sourcing - Indeed	2	2	0
		Former Employee - Rehire	1	1	1
252523BR	Store Associate Nonexempt	Website - External Career Site	21	3	0
		Direct Sourcing - Indeed	2	2	1
		Internet - Indeed	2	2	0
252541BR	Maintenance Technician I Nonexempt	Website - External Career Site	16	2	1
		Internal - Internal Hire	1	1	1
252622BR	Field Technician II Nonexempt	Direct Sourcing - Indeed	1	1	1
252626BR	Field Technician I Nonexempt	Website - External Career Site	68	17	0
		Direct Sourcing - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Former Employee - Rehire	1	1	0
		Internet - Google	1	1	1
252627BR	Field Technician I Nonexempt	Website - External Career Site	74	17	2
		Direct Sourcing - Indeed	2	2	2
		Referral - Employee Referral	2	2	2
252971BR	Field Technician I Nonexempt	Website - External Career Site	37	11	1
		Referral - Employee Referral	2	2	2
		Direct Sourcing - Indeed	2	2	2
		Internet - Indeed	2	2	1
		Internal - Internal Hire	1	1	0
252971BR	Store Associate Nonexempt	Website - External Career Site	37	3	0
		Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
253074BR	Rep 1, Spectrum Mobile Nonexempt				
		Website - External Career Site	334	30	1
		Internet - Indeed	26	26	16
		Referral - Employee Referral	5	5	3
		Internet - Career Builders	1	1	0
		Internal - Internal Hire	1	1	1
		Internet - LinkedIn	1	1	0
253147BR	Rep 1, Spectrum Mobile Nonexempt				
		Website - External Career Site	731	43	1
		Internet - Indeed	89	89	59
		Referral - Employee Referral	40	40	27
		Job Fair - External	12	12	10
		Former Employee - Rehire	4	4	4
		Internet - Other	2	2	2
		Organization - Community Outreach	1	1	0
		TextRecruit TextApply Ad	1	1	1
253180BR	Field Technician II Nonexempt				
		Former Employee - Rehire	1	1	1
253352BR	Store Associate Nonexempt				
		Website - External Career Site	27	4	0
		Internet - Indeed	2	2	1
		Organization - Community Outreach	1	1	1
		Referral - Employee Referral	1	1	0
		Ad - TV Commercial Advertisement	1	1	0
		Internet - LinkedIn	1	1	1
253489BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	1	0	0
		Direct Sourcing - Indeed	1	1	1
253750BR	Direct Sales Rep Exempt				
		Direct Sourcing - Indeed	15	15	10
		Website - External Career Site	14	4	0
		Referral - Employee Referral	2	2	2
		Direct Sourcing - Other	2	2	1
253818BR	Account Executive Exempt				
		Website - External Career Site	32	3	0
		Direct Sourcing - ATS	2	2	1
		Direct Sourcing - Sourcing Specialist	1	1	0
253935BR	Store Associate Nonexempt				
		Website - External Career Site	14	1	1
253958BR	Store Associate Nonexempt				
		Website - External Career Site	43	4	0
		Internet - Indeed	3	3	1
		Direct Sourcing - Other	1	1	0
254245BR	Direct Sales Rep Exempt				
		Website - External Career Site	6	2	0
		Internet - Indeed	1	1	0
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
254294BR	Account Executive Exempt				
		Website - External Career Site	9	3	0
		Referral - Manager Referral	1	1	1
254335BR	Sup, Customer Service Exempt				
		Website - External Career Site	179	14	1
		Internet - Indeed	4	4	4
		Internal - Internal Hire	3	3	3
		Internet - Other	1	1	1
254351BR	Human Resources Generalist Exempt				
		Website - External Career Site	99	5	1
254369BR	Store Associate Nonexempt				
		Website - External Career Site	7	1	0
		Former Employee - Rehire	1	1	1
254374BR	Sup, Direct Sales Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
254527BR	SAM - Strategic AM Gov/Ed Exempt	Website - External Career Site	4	1	0
		Direct Sourcing - Indeed	1	1	1
254618BR	MAE - Major Account Exec Exempt	Website - External Career Site	7	0	0
		Direct Sourcing - LinkedIn	1	1	1
254656BR	Field Technician I Nonexempt	Website - External Career Site	10	0	0
		Direct Sourcing - LinkedIn	1	1	1
254680BR	Warehouse Technician Nonexempt	Website - External Career Site	25	9	0
		Direct Sourcing - Indeed	3	3	1
		Internet - Indeed	1	1	1
254883BR	Store Associate Nonexempt	Website - External Career Site	9	1	0
		Internet - Indeed	1	1	1
254987BR	Account Executive Exempt	Website - External Career Site	25	6	0
		Direct Sourcing - Other	1	1	0
		Internet - Indeed	1	1	1
255120BR	Store Associate Nonexempt	Website - External Career Site	9	1	0
		Referral - Manager Referral	1	1	1
255246BR	Direct Sales Rep Exempt	Website - External Career Site	24	4	0
		Internet - Indeed	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	0
		Internal - Internal Hire	1	1	1
		Website - External Career Site	24	2	0
255518BR	Account Executive Exempt	Referral - Employee Referral	10	10	7
		Direct Sourcing - Indeed	10	10	4
		Job Fair - External	5	5	2
		Direct Sourcing - Recruiter Networking	2	2	1
		Direct Sourcing - Other	1	1	1
255629BR	Sup, Credit Services Exempt	Website - External Career Site	47	5	0
		Referral - Manager Referral	1	1	1
255776BR	Field Technician I Nonexempt	Website - External Career Site	29	0	0
		Internal - Internal Hire	1	1	1
		Referral - Manager Referral	1	1	1
255777BR	Field Technician I Nonexempt	Website - External Career Site	58	9	1
		Referral - Employee Referral	1	1	1
255779BR	Field Technician I Nonexempt	Website - External Career Site	33	7	0
		Internet - Indeed	3	3	2
		Direct Sourcing - Indeed	2	2	2
		Former Employee - Rehire	1	1	0
255840BR	Field Technician I Nonexempt	Website - External Career Site	53	9	0
		Internet - Indeed	3	3	1
		Direct Sourcing - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
256040BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	8	2	0
		Referral - Employee Referral	1	1	1
256115BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	6	1	0
		Direct Sourcing - Indeed	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
256482BR	Sup, Direct Sales Exempt	Website - External Career Site	5	0	0
		Internet - LinkedIn	1	1	1
256516BR	Credit Services Analyst Exempt	Website - External Career Site	15	6	0
		Direct Sourcing - Recruiter Networking	1	1	1
256517BR	Credit Services Analyst Exempt	Website - External Career Site	8	0	0
		Referral - Manager Referral	1	1	1
256636BR	Store Associate Nonexempt	Website - External Career Site	25	1	0
		Internet - Indeed	1	1	1
		Referral - Manager Referral	1	1	0
256648BR	Direct Sales Rep Exempt	Website - External Career Site	44	6	0
		Internet - Indeed	1	1	1
256751BR	Maintenance Technician I Nonexempt	Website - External Career Site	12	1	0
		Referral - Employee Referral	5	5	4
		Direct Sourcing - Indeed	2	2	1
		Job Fair - External	1	1	1
256773BR	Warehouse Technician Nonexempt	Website - External Career Site	15	1	0
		Internal - Internal Hire	2	2	2
		Internet - Google	1	1	1
256926BR	Account Executive Exempt	Website - External Career Site	20	5	1
		Website - External Career Site	26	5	0
		Internet - Indeed	1	1	1
257296BR	Field Technician I Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	2	0
257313BR	Account Executive Exempt	Internet - Indeed	2	2	1
		Website - External Career Site	4	1	0
257507BR	Direct Sales Rep Exempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	3	1	0
257525BR	Store Associate Nonexempt	Direct Sourcing - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	15	2	0
257556BR	Account Executive Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	17	2	0
257582BR	Account Planner Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	3	1
257605BR	Rep 1, Spectrum Mobile Nonexempt	Website - External Career Site	1204	36	4
		Internet - Indeed	107	52	80
		Referral - Employee Referral	34	17	23
		Internet - Facebook.com	11	4	8
		Internet - Other	6	1	5
		Former Employee - Rehire	4	3	3
		Internal - Internal Hire	2	1	1
		Direct Sourcing - Other	2	2	2
		Internet - LinkedIn	2	1	2
		Internet - Career Builders	1	0	1
		Internet - Glassdoor.com	1	0	1
		Internet - Ziprecruiter	1	0	1
		Organization - Community Outreach	1	0	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
257734BR	Warehouse Technician Nonexempt	Website - External Career Site	14	2	0
		Former Employee - Rehire	1	1	1
257807BR	Store Associate Nonexempt	Website - External Career Site	36	4	0
		Internet - Indeed	2	2	2
		Direct Sourcing - Sourcing Specialist	1	1	0
258044BR	Field Technician II Nonexempt	Website - External Career Site	1	1	1
258101BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	20	4	1
258312BR	Store Associate Nonexempt	Website - External Career Site	20	4	0
		Internet - Indeed	2	2	0
		Former Employee - Rehire	1	1	1
258313BR	Store Associate Nonexempt	Website - External Career Site	9	0	0
		Direct Sourcing - Other	1	1	1
258320BR	Field Technician I Nonexempt	Website - External Career Site	29	6	0
		Direct Sourcing - Indeed	2	2	2
		Internet - Indeed	2	2	1
258321BR	Field Technician I Nonexempt	Website - External Career Site	25	6	0
		Direct Sourcing - Indeed	3	3	3
258400BR	Direct Sales Rep Exempt	Website - External Career Site	12	5	0
		Direct Sourcing - Indeed	7	7	4
		Job Fair - External	6	6	3
		Referral - Employee Referral	5	5	2
		Direct Sourcing - Recruiter Networking	1	1	1
258405BR	Direct Sales Rep Exempt	Website - External Career Site	3	1	0
		Direct Sourcing - Indeed	1	1	1
258447BR	TQA Field Tech I Nonexempt	Website - External Career Site	5	0	0
		Former Employee - Rehire	1	1	1
258498BR	Store Associate Nonexempt	Website - External Career Site	18	1	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
258505BR	Store Associate Nonexempt	Website - External Career Site	12	0	0
		Direct Sourcing - Other	1	1	1
		Internet - Indeed	1	1	1
258617BR	Intern Nonexempt	Website - External Career Site	18	2	1
258652BR	Strategic Account Spec - HC Exempt	Website - External Career Site	9	2	0
		Former Employee - Rehire	1	1	1
258680BR	Store Associate Nonexempt	Website - External Career Site	12	4	0
		Direct Sourcing - Sourcing Specialist	1	1	0
		Internet - Indeed	1	1	1
258922BR	SAM - Strategic AM Hospitality Exempt	Website - External Career Site	7	0	0
		Former Employee - Rehire	1	1	1
258953BR	Account Executive Exempt	Website - External Career Site	4	2	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
259198BR	MAE - Generalist Exempt				
		Website - External Career Site	3	0	0
		Direct Sourcing - Agency	1	1	1
259227BR	Direct Sales Rep Exempt				
		Website - External Career Site	20	2	0
		Internet - Indeed	6	6	3
		Referral - Employee Referral	1	1	0
259330BR	Store Associate Nonexempt				
		Website - External Career Site	12	4	0
		Internet - Indeed	2	2	1
		Former Employee - Rehire	1	1	1
259358BR	Account Coordinator Nonexempt				
		Website - External Career Site	25	3	1
259587BR	Direct Sales Rep Exempt				
		Website - External Career Site	13	3	0
		Internet - Indeed	2	2	1
259617BR	Field Technician II Nonexempt				
		Contractor - Conversion	1	1	1
259694BR	Assoc Technical Specialist Nonexempt				
		Website - External Career Site	75	7	0
		Referral - Employee Referral	2	2	1
259993BR	Store Associate Nonexempt				
		Website - External Career Site	17	1	0
		Direct Sourcing - Sourcing Specialist	2	2	1
		Internet - Indeed	1	1	0
		Internal - Internal Hire	1	1	1
260021BR	Store Associate Nonexempt				
		Website - External Career Site	7	1	0
		Internet - Indeed	1	1	1
260298BR	Direct Sales Rep Exempt				
		Website - External Career Site	7	0	0
		Direct Sourcing - Indeed	3	3	1
260302BR	Maintenance Technician II Nonexempt				
		Website - External Career Site	1	1	1
260521BR	Store Associate Nonexempt				
		Website - External Career Site	13	2	0
		Internet - Indeed	1	1	1
260546BR	Store Associate Nonexempt				
		Website - External Career Site	13	3	0
		Referral - Employee Referral	1	1	1
260846BR	Store Associate Nonexempt				
		Website - External Career Site	12	2	0
		Internet - Indeed	1	1	1
261062BR	Acct Exec, Spec Comm Sol Exempt				
		Website - External Career Site	6	0	0
		Internet - Indeed	1	1	1
261818BR	Credit Services Analyst Exempt				
		Website - External Career Site	12	0	0
		Referral - Manager Referral	1	1	1
261945BR	Store Associate Nonexempt				
		Website - External Career Site	4	0	0
		Direct Sourcing - Other	1	1	1
262079BR	Store Associate Nonexempt				
		Website - External Career Site	7	3	0
		Internet - Indeed	1	1	1
262096BR	Asst Mgr, Store Exempt				
		Website - External Career Site	12	0	0
		Internet - Indeed	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
262163BR	Store Associate Nonexempt				
		Website - External Career Site	8	3	0
		Direct Sourcing - Sourcing Specialist	1	1	1
262220BR	Store Associate Nonexempt				
		Website - External Career Site	1	0	0
		Referral - Employee Referral	1	1	1
262337BR	Account Executive Exempt				
		Website - External Career Site	4	0	0
		Referral - Manager Referral	1	1	1
262426BR	Store Associate Nonexempt				
		Website - External Career Site	41	10	0
		Referral - Employee Referral	2	2	2
		Direct Sourcing - Sourcing Specialist	2	2	1
		Internet - Indeed	1	1	0
262478BR	Store Associate Nonexempt				
		Website - External Career Site	33	3	0
		Internet - Indeed	1	0	1
262546BR	Store Associate Nonexempt				
		Website - External Career Site	3	0	0
		Direct Sourcing - Sourcing Specialist	1	1	1
262586BR	Store Associate Nonexempt				
		Website - External Career Site	6	3	1
262983BR	Store Associate Nonexempt				
		Website - External Career Site	13	0	0
		Referral - Employee Referral	1	1	1
263231BR	Direct Sales Rep Exempt				
		Website - External Career Site	43	1	0
		Internet - Indeed	10	10	3
		Referral - Employee Referral	4	4	3
		Direct Sourcing - Recruiter Networking	1	1	0
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
263263BR	Direct Sales Rep Exempt				
		Website - External Career Site	12	0	0
		Direct Sourcing - Indeed	4	4	3
263598BR	Direct Sales Rep Exempt				
		Referral - Employee Referral	7	7	5
		Internet - Indeed	6	6	2
		Former Employee - Rehire	1	1	0
263627BR	Direct Sales Rep Exempt				
		Direct Sourcing - Indeed	4	4	1
Grand Total			9137	1981	860