

2020 FCC Unit Address List

FCC Unit: **13531**

FCC Unit Description: **Eastern New York**

| <u>Address</u> | <u>City</u> | <u>State</u> | <u>Postal Code</u> |
|------------------------|------------------|--------------|--------------------|
| 104 Watervliet Ave | Albany | NY | 12206 |
| 130 Washington Ave Ext | Albany | NY | 12203 |
| 337 New Karner Rd | Albany | NY | 12205 |
| 131 Colonie Ctr | Albany | NY | 12205 |
| 4848 State Highway 30 | Amsterdam | NY | 12010 |
| 15 Clifton County Road | Clifton Park | NY | 12065 |
| 177 Canal St | Ellenville | NY | 12428 |
| 227 Dix Ave | Glens Falls | NY | 12801 |
| 142 Schwenk Drive | Kingston | NY | 12401 |
| 20 Century Hill Dr | Latham | NY | 12110 |
| 2778 State Rt 52 | Liberty | NY | 12754 |
| 3859 State Route 11 | Malone | NY | 12953 |
| 277 Andrews St | Massena | NY | 13662 |
| 15 Industrial Dr | Middletown | NY | 10941 |
| 2 Industrial Dr | Middletown | NY | 10941 |
| 27 Industrial Dr | Middletown | NY | 10941 |
| 90 Crystal Run Rd | Middletown | NY | 10941 |
| 1279 Route 300 | Newburgh | NY | 12550 |
| 123 Corporate Dr | Oneonta | NY | 13820 |
| 68 Bridge St | Plattsburgh | NY | 12901 |
| 12 Reservoir Sq | Poughkeepsie | NY | 12601 |
| 42 Champlain St | Rouses Point | NY | 12979 |
| 488 Broadway | Saranac Lake | NY | 12983 |
| 174 West Avenue | Saratoga Springs | NY | 12866 |
| 8 Circular St | Saratoga Springs | NY | 12866 |
| 1021 Highbridge Rd | Schenectady | NY | 12303 |
| 412C Balltown Road. | Schenectady | NY | 12304 |
| 50 Water Plant Rd | Troy | NY | 12182 |
| 740 Hoosick Rd | Troy | NY | 12180 |
| 438 Broadway | Ulster Park | NY | 12487 |

| | | |
|--|---------------------------------|--|
| 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- |
|-------------------|-------------|--------------------|

FCC Registration Number:

Emp. Unit ID # 13531

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
 ALBANY, NY

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, | |
|--|--|

| | | |
|----|---|---|
| | 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: 13531 Eastern New York

1. #16 - Participation in any other activities reasonably calculated by the unit to further the goal of disseminating information about employment opportunities in multichannel video programming to job candidates who might otherwise be unaware of such opportunities.

Times Union Ad Campaign

- July 21, 2019 – August 1, 2019
- Description of Activity: Print & Digital Ads
- Charter Representatives: Recruiters
- Charter EEO Statement:

“The Spectrum brands (including Spectrum Networks, Spectrum Enterprise and Spectrum Reach) are powered and innovated by Charter Communications. Charter Communications reaffirms its commitment to providing equal opportunities for employment and advancement to qualified employees and applicants. Individuals will be considered for positions for which they meet the minimum qualifications and are able to perform without regard to race, color, gender, age, religion, disability, national origin, veteran status, sexual orientation, gender identity, or any other basis protected by federal, state or local laws.”

- Targeted Positions: All open positions

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

Leading a Respectful Workplace

Employees at this Charter FCC unit participated in the Leading a Respectful Workplace training. Leading a Respectful Workplace is a 3 day class room training that provides Charter's leaders with the skills and insights needed to achieve positive business results and engage employees in ways that inspire their best work. The course emphasizes leadership and legal responsibilities needed in addressing our most compelling and urgent priorities for creating and maintaining a professional, productive, and inclusive work environment. Key Learning Objectives: How leaders' behaviors directly impact business results. How leaders model organizational values and how they can best respond to issues when they come up. How leaders hold employees accountable and coach effectively for optimal performance. How inappropriate behavior can compromise even the most effective leadership practices. How leaders behave when they learn of an employee complaint. How social media impacts today's workplace, and understanding the most effective role for leaders.

2020 FCC Unit Outreach Source List

FCC Unit: 13531

FCC Unit Description: Eastern New York

| Agency | City | State | Postal Code | Recipient Email(s) | Phone Number |
|---|---------------|-------|-------------|---------------------------------|--------------|
| ACCES-VR/Albany District Office | Albany | NY | 12205 | bbaszczu@mail.nysed.gov | 518-473-8097 |
| ACCES-VR/Albany District Office | Albany | NY | 12205 | Nicole.Farrell@nysed.gov | 518-473-8097 |
| ADULT & COMMUNITY EDUCATION | Smithville | OH | | sadams@wcsc.org | 330-669-7070 |
| Advantage Employee Network - Berkshire County Association for Retarded Citizens | Pittsfield | MA | 01202 | rhawes@bcarc.org | 413-443-1038 |
| ALBANY BRANCH UNIT #2127 | Albany | NY | 12220 | dybj324@yahoo.com | 51846211246 |
| ALBANY COMMUNITY ACTION PARTNERSHIP | Albany | NY | 12206 | abentley@albanycap.org | 518-463-3175 |
| ALTAMONT PROGRAM | Albany | NY | 12202 | judyc@pyhit.org | 518-465-1020 |
| American Indian Community | New York | NY | 10004 | claezza@aich.org | 212-598-0100 |
| American Management Association | Saranac Lake | NY | 12983 | sneale@amanet.org | 518-891-1500 |
| AMERICAN RED CROSS/CRF-HOUSE EAST | New York City | NY | 10016 | jimenezm@icahnhouse.org | 2122130755 |
| Art for Change | New York | NY | 10029 | artforchangeinfo@gmail.com | 212-348-7044 |
| Asian American Federation of New York | New York | NY | 10005 | winnie.li@aafederation.org | 212-344-5878 |
| Aspira Inc. of NJ | Newark | NJ | 07104 | aspiranewarknj@gmail.com | 973-484-7554 |
| Association of Latino Professionals in Finance & Accounting | New York | NY | 10004 | ann.marquez@national.alpfa.org | 646-695-4200 |
| Association of Women Construction Workers of America, Inc | Jamaica | NY | 11433 | awcwamembers@gmail.com | 888-434-5303 |
| Barrier Free Living | New York | NY | 10009 | nicolynp@bflnyc.org | |
| Bergen County Technical Schools | Hackensack | NJ | 07601 | katzaq@bergen.org | 201-343-6000 |
| Bergen One Stop Career Center | Hackensack | NJ | 07601 | john.bautz@dol.state.nj.us | 201-329-9600 |
| Bergen One Stop Career Center | Hackensack | NJ | 07601 | kattah@bergen.org | 201-329-9600 |
| Bergen One Stop Career Center | Hackensack | NJ | 07601 | paula.wills@dol.state.nj.us | 201-329-9600 |
| BERKELEY COLLEGE | New York City | NY | 10017 | mt@berkeleycollege.edu | 212-986-4343 |
| Black Data Processing Associates | New York | NY | 10156 | newyork@bdpa.org | 212-802-5341 |
| Black Retail Action Group | New York | NY | 10185 | info@bragusa.org | 212-319-7751 |
| Black Veterans for Social Justice | Brooklyn | NY | 11206 | barriesimpson53@yahoo.com | 718-852-6004 |
| Brain Injury Association | Albany | NY | 12206 | info@bianys.org | |
| BRONX COMMUNITY COLLEGE | Bronx | NY | 10453 | jonathan.alejo@stu.bcc.cuny.edu | 718-289-5603 |
| Bronx Independent Living Center | Bronx | NY | 10457 | brett@bils.org | |
| Bronx Workforce1 Career Center | Bronx | NY | 10458 | frank.cook@labor.ny.gov | 718-960-7901 |
| Bronx Workforce1 Career Center | Bronx | NY | 10458 | ozias.batista@labor.ny.gov | 718-960-7901 |
| BUREAU OF VOCATIONAL REHABILITATION | Dover | OH | | Stephanie.Branco@ood.ohio.gov | 7406850404 |
| Burlington Resource Center, Vermont Department of Labor | Burlington | VT | 05401 | brittany.valley@vermont.gov | 802-863-7676 |
| Burlington Resource Center, Vermont Department of Labor | Burlington | VT | 05401 | danielle.kane@vermont.gov | 802-863-7676 |
| Burlington Resource Center, Vermont Department of Labor | Burlington | VT | 05401 | lloyd.goodrow@vermont.gov | 802-863-7676 |
| Capital District Women's Employment & Resource Center | Albany | NY | 12206 | madams@cdwerc.org | 518-462-7600 |
| Career & Educational Consultants Inc. (CEC) | New York | NY | 10001 | susanmelocco@cecnyc.com | 212-643-8845 |
| Career Central | Albany | NY | 12206 | Albany@labor.ny.gov | |
| Career Central | Albany | NY | 12206 | cathy.bucci@labor.ny.gov | |
| CAREERS for People with Disabilities Inc. | Carmel | NY | 10512 | ckaatzcareers@gmail.com | 845-225-8077 |
| CAREERS for People with Disabilities Inc. | Carmel | NY | 10512 | dduncan@careersfp.org | 845-225-8077 |
| CAREERS for People with Disabilities Inc. | Carmel | NY | 10512 | mbehnken@careersfp.org | 845-225-8077 |
| CAREERS for People with Disabilities Inc. | Carmel | NY | 10512 | nblountcareers@gmail.com | 845-225-8077 |
| CAREERS for People with Disabilities Inc. | Carmel | NY | 10512 | rappleyard@careersfp.org | 845-225-8077 |
| CAREERS for People with Disabilities Inc. | Carmel | NY | 10512 | sshea@careersfp.org | 845-225-8077 |
| CAREERS Support Solutions | Carmel | NY | 10512 | careersforpeople@aol.com | 845-225-8077 |
| CATHOLIC CHARITIES | Oneonta | NY | 13820 | aaswad@charitiesccdo.org | 607-432-0061 |
| Catholic Community Services | North Bergen | NJ | 07047 | development-dept@ccannj.org | 201-864-9895 |

| Agency | City | State | Postal Code | Recipient Email(s) | Phone Number |
|--|------------------|-------|-------------|-----------------------------------|--------------|
| CDO Workforce | Delhi | NY | 13753 | fred.barkalow@co.delaware.ny.us | 607-746-7477 |
| CDO Workforce | Sidney | NY | 13838 | Maggie.gilbert@co.delaware.ny.us | 607-561-7550 |
| CDO Workforce Center | Oneonta | NY | 13820 | david.croston@labor.ny.gov | 607-432-4800 |
| CDO Workforce Center | Oneonta | NY | 13820 | oneonta.does@labor.ny.gov | 607-432-4800 |
| CHILDREN & FAMILY SVC | Albany | NY | 12205 | johne.johnson@ocfs.state.ny.us | 518-438-8044 |
| Chinese-American Planning Council - Employment Services | New York | NY | 10002 | vwong@cpc-nyc.org | 212-941-0041 |
| CITIZENS ADVICE BUREAU | Bronx | NY | 10457 | ssmart@bronxworks.org | 7187316301 |
| City of New York Parks Dept, Parks Opportunity Program | Staten Island | NY | 10301 | carmen.dejesus@parks.nyc.gov | 3473016943 |
| CITY VIEW CONNECTIONS | Astoria | NY | 11102 | gchoi@goodwillny.org | 7187776312 |
| COLLEGE OF STATEN ISLAND/CUNY | Staten Island | NY | 10301 | lisa.spagnola@csi.cuny.edu | 718-982-2166 |
| Columbia Greene Workforce New York | Hudson | NY | 12534 | wiltse@sunycgcc.edu | 518-828-4181 |
| Commission for the Blind & Visually Handicapped | Rensselaer | NY | 12144 | barbara.kellerman@ocfs.ny.gov | 518-473-7793 |
| Communications Industry Skills Center | New York | NY | 10027 | majeed7308@aol.com | 215-740-1624 |
| COMMUNITY FUND MANAGERMENT FOUNDATION | Cleveland | OH | | askcopsrc@usdoj.gov | 2168610253 |
| Community Hope | Parsippany | NJ | 07054 | jrichards@communityhope-nj.org | 973-463-9600 |
| Community Hope | Parsippany | NJ | 07054 | lblain@communityhope-nj.org | 973-463-9600 |
| COMMUNITY OPTIONS INC | New York City | NY | 10118 | angela.rosen@comop.org | 2122279110 |
| Community Support for Employment Transition (ComSET) - Larchmont Avenue Church | Larchmont | NY | 10580 | mrsrevmom@yahoo.com | |
| Community Training & Emp Resources (CTER) | New York City | NY | 10022 | info@cterny.org | 9732420342 |
| Consortium for Worker Education | New York | NY | 10001 | gwilliams@cwe.org | 212-647-1900 |
| CUNY COPE PROGRAM | New York City | NY | 10001 | georgina.brown@mail.cuny.edu | 646-344-7346 |
| CUYAHOGA CC-EASTERN CAMPUS | Beachwood | OH | | pamela.buchter@tri-c.edu | 216-987-2215 |
| Department of Veterans Affairs | Dayton | OH | 45428 | harold.edwards@va.gov | |
| Dutchess One Stop Career Center | Poughkeepsie | NY | 12601 | Edward.Himko@labor.ny.gov | 845-473-9000 |
| Dutchess One Stop Career Center | Poughkeepsie | NY | 12601 | jeanne.lipscomb@labor.ny.gov | 845-473-9000 |
| DYFS-Hudson North Local Office | Secaucus | NJ | 07094 | leonardo.martinez@dcf.state.nj.us | 201-865-4101 |
| Emma G. Bowen Foundation for Minority Interests in Media | New York | NY | 10019 | sandra.rice@nbcuni.com | 212-975-2545 |
| Employment Assistance & Resource Network - Saint Patrick's Church | Yorktown Heights | NY | 10598 | livesintransition@gmail.com | 914-967-0842 |
| Epilepsy Foundation | New York | NY | 11220 | office@nfbny.org | |
| Essex County One Stop Center | East Orange | NJ | 07018 | eastorange_1stop@dol.state.nj.us | 973-395-3220 |
| Essex County One Stop Center | East Orange | NJ | 07018 | evanthia.corrado@dol.state.nj.us | 973-395-3220 |
| Essex County One Stop Center | East Orange | NJ | 07018 | jason.sutton@dol.state.nj.us | 973-395-3220 |
| F.H. LaGuardia Community College | Long Island City | NY | 11101 | katb@lagcc.cuny.edu | |
| Fed Cap Rehabilitation Services | New York City | NY | 10011 | lsiegel@fedcap.org | 212-727-4258 |
| Fed Cap Rehabilitation Services | New York City | NY | 10011 | ssabat@fedcap.org | 212-727-4258 |
| FEGS Health and Human Services System | New York | NY | 10013 | lcastlen@fegs.org | 212-366-8400 |
| FEGS Health and Human Services System | New York | NY | 10013 | lfutterman@fegs.org | 212-366-8400 |
| Financial Services Talent Network | Trenton | NJ | 07102 | ayoung@aaccnj.com | |
| First Step Job Training/Coalition for the Homeless | New York City | NY | 10038 | jroberts@cftohomeless.org | 2127762071 |
| Fountain House | New York | NY | 10036 | npickett@fountainhouse.org | |
| Fulton Montgomery Community College | Johnstown | NY | 12095 | andrea.scribner@fmcc.edu | 518-736-3622 |
| Fulton Montgomery Workforce Career Center in Amsterdam | Amsterdam | NY | 12010 | maryh@fmsworkforcesolutions.org | 518-842-3676 |
| Fulton Montgomery Workforce Career Center in Amsterdam | Amsterdam | NY | 12010 | ralph.grugnale@labor.ny.gov | 518-842-3676 |

| Agency | City | State | Postal Code | Recipient Email(s) | Phone Number |
|---|------------------|-------|-------------|---------------------------------------|--------------|
| Fulton Montgomery Workforce Career Center in Cobleskill | Cobleskill | NY | 12043 | ralph.grugnale@labor.ny.gov | 518-234-4254 |
| Fulton Montgomery Workforce Career Center in Gloversville | Gloversville | NY | 12078 | maryh@fmsworkforcesolutions.org | 518-842-3676 |
| Fulton Montgomery Workforce Career Center in Gloversville | Gloversville | NY | 12078 | ralph.grugnale@labor.ny.gov | 518-842-3676 |
| Good Temps, Goodwill Industries of Greater NY and NJ | New York | NY | 10022 | dschoch@goodwillny.org | 646-810-9711 |
| GOODWILL INDUSTRIES | Toledo | OH | | jroloff@goodwillnwohio.org | 4192550070 |
| Goodwill Industries of Greater New York & Northern New Jersey, Inc. | Astoria | NY | 11102 | jmeinking@goodwillny.org | 718-728-5400 |
| Harlem Arts Alliance | New York | NY | 10030 | haafiles@gmail.com | 347-735-4280 |
| Harlem Arts Alliance | New York | NY | 10030 | vorivers@aol.com | 347-735-4280 |
| Helen Keller National Center | Sands Point | NY | 11050 | debbie.fiderer@hknc.org | |
| HempsteadWorks Career Center | Hempstead | NY | 11550 | angela.duncan@labor.ny.gov | 516-485-5000 |
| HempsteadWorks Career Center | Hempstead | NY | 11550 | peter.paftinos@labor.ny.gov | 516-485-5000 |
| HempsteadWorks Career Center | Hempstead | NY | 11550 | srubin@hempsteadworks.com | 516-485-5000 |
| Hicksville Career Center | Hicksville | NY | 11801 | may-whei.lin@labor.ny.gov | 516-934-8532 |
| Hicksville Career Center | Hicksville | NY | 11801 | pamela.bedford@labor.ny.gov | 516-934-8532 |
| Higher Education Recruitment Consortium-Metro New York and Southern Connecticut | New York | NY | 10027 | herc@columbia.edu | 212-854-2511 |
| Hispanic Information & Telecommunications Network | Brooklyn | NY | 11205 | rrosania@hitn.org | 646-731-3520 |
| Hispanic Information Center of Passaic | Passaic | NJ | 07055 | hicpassaicinc@aol.com | 973-779-7022 |
| HOMELESS & TRAVELERS AID SOCIETY | Albany | NY | 12206 | rgoman@hatas.org | 518-463-2124 |
| Hudson County One Stop Career Center | Union City | NJ | 07087 | john.toscano@dol.state.nj.us | 201-866-4100 |
| Hudson County One Stop Career Center | Union City | NJ | 07087 | robert.fletcher@dol.state.nj.us | 201-866-4100 |
| HUDSON MOHAWK RECOVERY CENTER INC | Troy | NY | 12180 | hudsonmohawk16@msn.com | 5182723918 |
| IBERO-AMERICAN ACTION LEAGUE | Rochester | NY | | yolanda@iaal.org | 585-256-8900 |
| iCare Career Ministry - First Baptist Church of Hillside | Hillside | NJ | 07205 | info@canyonridge.org | 702-658-2722 |
| IMMIGRANT SOCIAL SVC | New York | NY | 10002 | gleungjr5@yahoo.com | 212-571-1840 |
| INTERFAITH PARTNERSHIP-HOMELESS | Albany | NY | 12210 | janiner@interfaithpartnership.com | 518-434-8021 |
| International Center for the Disabled | New York | NY | 10010 | dbenson@icdnyc.org | |
| IRONBOUND COMMUNITY CORP | Newark | NJ | 07105 | nzak@ironboundcc.org | 9735893353 |
| Jewish Vocational Services | East Orange | NJ | 07017 | rwanatick@jfedgmw.org | 973-674-6330 |
| Job Connection - Tipp City Council of Churches | Tipp City | OH | 45371 | stjohn.info@gmail.com | 937-667-3419 |
| KAARD | Flushing | NY | 11354 | kaard@verizon.net | 718-445-3929 |
| Kentucky Career Center - Florence | Florence | KY | 41042 | kjones@brightoncenter.com | 859-371-0808 |
| KOREAN COMMUNITY SERVICE | Flushing | NY | 11354 | kisny2003@yahoo.com | 718-359-5400 |
| L.E.A.P. | Fort Edward | NY | 12828 | juliana.carattini@leapservices.org | 518-746-2390 |
| L.E.A.P. | Fort Edward | NY | 12828 | kevin.wells@labor.state.ny.us | 518-746-2390 |
| L.E.A.P. | Fort Edward | NY | 12828 | mary.jarvis-caro@leapservices.org | 518-746-2390 |
| L.E.A.P. | Fort Edward | NY | 12828 | megan.laporte@leapservices.org | 518-746-2390 |
| LaGuardia Workforce1 Career Center | Long Island City | NY | 11101 | tcounts@lagcc.cuny.edu | 718-609-2130 |
| Lee Hecht Harrison | New York | NY | 10166 | cathy.peters@lhh.com | 610-729-7604 |
| Lee Hecht Harrison | New York | NY | 10166 | darryl.anderson@lhh.com | 610-729-7604 |
| Lee Hecht Harrison | New York | NY | 10166 | safiya@aya.yale.edu | 610-729-7604 |
| LEHMAN COLLEGE | Bronx | NY | 10468 | alan.fuentes@lehman.cuny.edu | 7189608366 |
| LEHMAN COLLEGE CONTINUING ED | Bronx | NY | 10468 | maryann.drago-dowling@lehman.cuny.edu | 7189608077 |
| Lexington Center for Recovery | New Rochelle | NY | 10801 | martinez7709@optonline.net | 9142356633 |
| Lives In Transition - Rye Presbyterian Church | Rye | NY | 10580 | rmorse@jcsfl.org | |
| Long Island City Workforce1 Career Center | Long Island | NY | 11101 | Workforce1LIC@urbanupbound.org | 718-784-0877 |

| Agency | City | State | Postal Code | Recipient Email(s) | Phone Number |
|---|---------------|-------|-------------|---|--------------|
| Lutheran Family Health Centers | Brooklyn | NY | 11220 | npersaud2@lmcmc.com | 7186307150 |
| Madison Workforce Ave | New York | NY | 10010 | workforce1madisonave@grantassocociatesinc.com | 646-358-4747 |
| Malone One Work Source Center | Malone | NY | 12953 | michael.gehl@labor.ny.gov | 518-481-5755 |
| MARIST COLLEGE | Goshen | NY | 10924 | goshen.center@marist.edu | 845-294-6900 |
| MERCY HOUSE | Albany | NY | 12210 | seniormercy@yahoo.com | 518-434-3531 |
| Middlesex County One Stop Career Center | Perth Amboy | NJ | 08861 | baden.almonor@dol.state.nj.us | 732-293-5016 |
| Middlesex County One Stop Career Center | Perth Amboy | NJ | 08861 | ingrid.macias@dol.state.nj.us | 732-293-5016 |
| Middlesex County One Stop Career Center | Perth Amboy | NJ | 08861 | latoya.perry@dol.state.nj.us | 732-293-5016 |
| MIDDLETOWN NAACP BRANCH #2156 | Middletown | NY | 10940 | c_fisher80@hotmail.com | 845-342-9262 |
| Morrisville Resource Center, Vermont Department of Labor | Morrisville | VT | 05661 | barbara.smith@vermont.gov | 802-888-4545 |
| MOUNT SAINT MARY COLLEGE | Newburgh | NY | 12550 | nolan@msmc.edu | 845-561-3116 |
| Mount Vernon Employment Center | Mt. Vernon | NY | 10550 | jimmy.vargas@labor.ny.gov | 914-813-6555 |
| NAACP BROOKLYN BRANCH | Brooklyn | NY | 11242 | contactus@brooklynaacp.org | 718-243-2040 |
| NAACP HOBOKEN BRANCH | Hoboken | NJ | 07030 | gedrayton@aol.com | 201-420-1906 |
| NAACP JAMAICA BRANCH | Saint Albans | NY | 11412 | naacpjamaica@gmail.com | 718-723-3653 |
| NAACP NEW YORK CITY BRANCH #2820 | New York City | NY | 10027 | nybnaacp@aol.com | 212-666-9740 |
| NAACP NEWARK BRANCH #2093 | Newark | NJ | 07102 | joyce_simmons916@yahoo.com | 973-624-6400 |
| NAACP STATEN ISLAND BRANCH | Staten Island | NY | 10314 | dor1ed2@aol.com | 718-727-8007 |
| National Alliance on Mental Illness | Albany | NY | 12207 | info@naminys.org | 518-462-2000 |
| National Business & Disability Council | New York | NY | 10018 | mdolan@viscardicenter.org | 212-785-7300 |
| National Business & Disability Council | New York | NY | 10018 | swright@viscardicenter.org | 212-785-7300 |
| NATIONAL COLLEGE OF BUSINESS | Dayton | OH | 45420 | djjohnson@national-college.edu | 9372999450 |
| National Urban League | New York | NY | 10005 | cjenkins@nul.org | |
| New Era Employment Services Inc | Bronx | NY | 10455 | neweraempsvc@aol.com | 7184011665 |
| New Jersey Department of Labor & Workforce DVRS | Newark | NJ | 07102 | solomon.okonkwo@dol.state.nj.us | 973-648-3494 |
| New Jersey Dept of Rehabilitation - Hudson | Hudson | NJ | 07036 | luis.rojas@dol.nj.gov | 201-217-7180 |
| New Jersey Institute of Technology | Newark | NJ | 07102 | cdsjobs@njit.edu | 9735963246 |
| New York City College of Technology | Brooklyn | NY | 11201 | rwhitley@citytech.cuny.edu | 7185521175 |
| New York City Industries for the Blind | Brooklyn | NY | 11218 | mdaltorio@alphapointe.org | 781-854-7300 |
| NEW YORK CIVIL LIBERTIES UNION | Albany | NY | 12207 | mtrimble@nyclu.org | 518-436-8594 |
| New York Indian Council | Bronx | NY | 10461 | tpowell@newyorkindiancouncil.org | 718-684-3993 |
| NEW YORK UNIV/JOURNALISM/COMMUNICATIONS | New York City | NY | 10003 | jay.rosen@nyu.edu | 2129987965 |
| New York Urban League | Bronx | NY | 10469 | dcoleman@nyul.org | 718-944-3734 |
| New York Urban League | Bronx | NY | 10469 | employmentservices@nyul.org | 718-944-3734 |
| Newark One Stop Career Center | Newark | NJ | 07102 | Morris.Murray@dol.nj.gov | 973-648-3370 |
| Newark One Stop Career Center | Newark | NJ | 07102 | nelly.david@dol.nj.gov | 973-648-3370 |
| NJ DIVISION OF VOCATIONAL REHAB SVCS | Paterson | NJ | 07501 | debralu.hagerman@dol.state.nj.us | 9739774285 |
| North Hudson Community Action | Union City | NJ | 07087 | ovelez@nhcac.org | 2017585510 |
| NORTHEAST CAREER PLANNING | Albany | NY | 12204 | nrider@northeastcareer.org | 5184655201 |
| NY CITY COLLEGE OF TECHNOLOGY/CUNY | Brooklyn | NY | | dguerrero@citytech.cuny.edu | 7182605290 |
| NY State Broadcasters Assn (NAB) | Albany | NY | 12203 | dnovik@nysbroadcasters.org | 518-456-8888 |
| NYC Dept of Parks & Rec/Parks Opportunity Pgm | Bronx | NY | 10462 | vera.jacobs@parks.nyc.gov | 7184304608 |
| NYS Department of Labor - Division of Employment Services | Brooklyn | NY | 11206 | brooklyn@labor.ny.gov | 718-780-9200 |
| NYS Department of Labor - Division of Employment Services | Brooklyn | NY | 11206 | giselle.jolly@labor.ny.gov | 718-780-9200 |
| OASIS HAVEN-WOMEN & CHILDREN | Paterson | NJ | 07501 | jimwalsh@oasisnj.org | 9738818307 |
| ODJFS | Mansfield | OH | | bedsol@odjfs.state.oh.us | 4197745400 |
| Ogdensburg Career Center | Ogdensburg | NY | 13669 | patricia.conger@labor.ny.gov | 315-393-4600 |
| OhioMeansJobs Champaign County | Urbana | OH | 43078 | jeffrey.adams@jfs.ohio.gov | 937-484-1500 |
| OhioMeansJobs Clark County | Springfield | OH | 45503 | jeffrey.adams@jfs.ohio.gov | 937-327-1961 |

| Agency | City | State | Postal Code | Recipient Email(s) | Phone Number |
|--|------------------|-------|-------------|---|--------------|
| OhioMeansJobs Darke County | Greenville | OH | 45331 | Matthew.Longfellow@jfs.ohio.gov | 937-548-4132 |
| OhioMeansJobs Darke County | Greenville | OH | 45331 | michael.burkholder@jfs.ohio.gov | 937-548-4132 |
| OhioMeansJobs Darke County | Greenville | OH | 45331 | omj-darkeco@jfs.ohio.gov | 937-548-4132 |
| OhioMeansJobs Logan County | Bellfontaine | OH | 43311 | jeffrey.adams@jfs.ohio.gov | 937-599-5165 |
| OhioMeansJobs Miami County | Troy | OH | 45373 | Matthew.Longfellow@jfs.ohio.gov | 937-440-3465 |
| OhioMeansJobs Montgomery County | Dayton | OH | 45408 | jeffrey.wittneben@jfs.ohio.gov | 937-285-6580 |
| OhioMeansJobs Montgomery County | Dayton | OH | 45408 | Linda.White@jfs.ohio.gov | 937-285-6580 |
| OhioMeansJobs Montgomery County | Dayton | OH | 45408 | thejobbank@jfs.ohio.gov | 937-285-6580 |
| OhioMeansJobs Shelby County | Sidney | OH | 45365 | scotth@odjfs.state.oh.us | 937-498-4981 |
| OhioMeansJobs Shelby County | Sidney | OH | 45365 | seegel@odjfs.state.oh.us | 937-498-4981 |
| OhioMeansJobs Shelby County | Sidney | OH | 45365 | shelley.pritchard@jfs.ohio.gov | 937-498-4981 |
| OhioMeansJobs Union County | Marysville | OH | 43040 | baetzn@odjfs.state.oh.us | 937-645-2018 |
| OhioMeansJobs Union County | Marysville | OH | 43040 | jeffrey.adams@jfs.ohio.gov | 937-645-2018 |
| OhioMeansJobs Union County | Marysville | OH | 43040 | lori.mehr@jfs.ohio.gov | 937-645-2018 |
| OhioMeansJobs Union County | Marysville | OH | 43040 | Stacia.Rosebrook@jfs.ohio.gov | 937-645-2018 |
| ORANGE COUNTY CMNTY COLLEGE | Middletown | NY | 10940 | careers@sunyorange.edu | 845-341-4444 |
| Orange Works Career Center - Middletown | Middletown | NY | 10940 | mblair@co.orange.ny.us | 845-346-1100 |
| Orange Works Career Center - Middletown | Middletown | NY | 10940 | mlaperle@co.orange.ny.us | 845-346-1100 |
| Orange Works Career Center - Middletown | Middletown | NY | 10940 | paul.sangalli@labor.ny.gov | 845-346-1100 |
| Orange Works Career Center - Newburgh | Newburgh | NY | 12550 | martha.christensen@labor.ny.gov | 845-568-5090 |
| Orange Works Career Center - Newburgh | Newburgh | NY | 12550 | mblair@co.orange.ny.us | 845-568-5090 |
| Orange Works Career Center - Newburgh | Newburgh | NY | 12550 | paul.sangalli@labor.ny.gov | 845-568-5090 |
| PARKCHESTER (BRONX) NAACP BRANCH #2225 | Bronx | NY | 10462 | bevroberts@optonline.net | 718-597-0364 |
| Passaic County One Stop Career Center | Passaic | NJ | 07055 | angelica.rivera@dol.state.nj.us | 973-916-2645 |
| Passaic County One Stop Career Center | Paterson | NJ | 07505 | angelica.rivera@dol.state.nj.us | 973-742-9226 |
| Passaic County One Stop Career Center | Passaic | NJ | 07055 | marcia.mcneel@dol.state.nj.us | 973-916-2645 |
| Passaic County One Stop Career Center | Paterson | NJ | 07505 | marcia.mcneel@dol.state.nj.us | 973-742-9226 |
| Passaic County One Stop Career Center | Paterson | NJ | 07505 | wendel.green@dol.state.nj.us | 973-742-9226 |
| PATERSON TECHNICAL INST | Paterson | NJ | 07505 | sosaapolonio@yahoo.com | 9732794579 |
| Per Scholas | Bronx | NY | 10454 | payala@perscholas.org | |
| Per Scholas | Bronx | NY | 10454 | twalsh@perscholas.org | |
| Plattsburgh OneWorkSource Center | Plattsburgh | NY | 12903 | john.hetfield@labor.state.ny.us | 518-561-0430 |
| POMOC | Maspeth | NY | 11378 | pomoc@verizon.net | 7183260881 |
| Professional Business College | New York City | NY | 10013 | judithrodriguez@pbcny.edu | 2122267300 |
| Protection & Advocacy Systems | Albany | NY | 12207 | info@ndrn.org | 51843212207 |
| Putnam Workforce Partnership | Carmel | NY | 10512 | 37a235@dfa.state.ny.us | 845-808-1651 |
| Putnam Workforce Partnership | Carmel | NY | 10512 | 37a401@dfa.state.ny.us | 845-808-1651 |
| Putnam Workforce Partnership | Carmel | NY | 10512 | marisabel.richman@labor.state.ny.us | 845-808-1651 |
| QUALITY BUSINESS INC | Long Island City | NY | 11101 | bhiggins@qbitti.com | 7183924156 |
| Queens Workforce1 Career Center | Jamaica | NY | 11432 | gjacobs@grantassociatesinc.com | 718-557-6755 |
| Queens Workforce1 Career Center | Jamaica | NY | 11432 | jvargas@grantassociatesinc.com | 718-557-6755 |
| Queens Workforce1 Career Center | Jamaica | NY | 11432 | workforce1Queens@grantassociatesinc.com | 718-557-6755 |
| Queensborough Community College | Bayside | NY | 11364 | satkins@qcc.cuny.edu | 718-281-5484 |
| Rehabilitation Initiatives, LLC | Albany | NY | 12205 | rky4919@gmail.com | 518-588-4445 |
| Rensselaer County One Stop Employment Center | Troy | NY | 12180 | brian@capreg.org | 518-270-2860 |
| Rensselaer County One Stop Employment Center | Troy | NY | 12180 | cori.beck@labor.state.ny.us | 518-270-2860 |
| Rensselaer County One Stop Employment Center | Troy | NY | 12180 | ghulam.razai@labor.ny.gov | 518-270-2860 |
| Rensselaer County One Stop Employment Center | Troy | NY | 12180 | marcd@capreg.org | 518-270-2860 |

| Agency | City | State | Postal Code | Recipient Email(s) | Phone Number |
|--|------------------|-------|-------------|---|--------------|
| RENSELAER COUNTY SOCIAL SVC | Troy | NY | | Theresa.Beaudooin@dfa.state.ny.us | 5188336005 |
| RENSELAER POLYTECHNIC | Troy | NY | 12180 | perrys2@rpi.edu | 5182766234 |
| RIDGEWOOD BUSHWICK SENIOR CITIZENS COUN | Brooklyn | NY | 11237 | gmorales@rbicc.org | 7184175112 |
| RUTGERS UNIVERSITY-NEWARK | Newark | NJ | 07102 | henryr@newark.rutgers.edu | 9733531852 |
| RUTGERS UNIVERSITY-NEWARK | Newark | NJ | 07102 | tconeill@newark.rutgers.edu | 9733531852 |
| SAGE COLLEGES | Albany | NY | 12208 | roberp@sage.edu | 518-292-1793 |
| SAGE SENIOR ACTION IN A GAY | New York City | NY | 10001 | mdamato@sageusa.org | 2127412247 |
| SALVATION ARMY | Painesville | OH | | robert.bender@use.salvationarmy.org | 4403543774 |
| SALVATION ARMY | Jackson Heights | NY | 11372 | templodequeens@gmail.com | 7183353693 |
| SALVATION ARMY | New York City | NY | 10011 | vanessa.cameron@use.salvationarmy.org | 2123377437 |
| SALVATION ARMY-BAY RIDGE CORP | Brooklyn | NY | 11209 | sheryl.myrick-pettersen@use.salvationarmy.org | 7182382991 |
| Saratoga County One Stop Center | Ballston Spa | NY | 12020 | daniel.perkins@labor.ny.gov | 518-884-4170 |
| Saratoga County One Stop Center | Ballston Spa | NY | 12020 | kevin.wells@labor.state.ny.us | 518-884-4170 |
| Saratoga County One Stop Center | Ballston Spa | NY | 12020 | kimberly.haviland@labor.ny.gov | 518-884-4170 |
| SOCIAL ASSN OF RIDGEWOOD AND VICINITY | Ridgewood | NJ | 07450 | ssa6@verizon.net | 2014442980 |
| SOUTH BRONX JOB CORPS CENTER | Bronx | NY | 10453 | caraballo.sonia@jobcorps.org | 7187317700 |
| SOUTH BRONX JOB CORPS CENTER | Bronx | NY | 10453 | marquez.jennifer@jobcorps.org | 7187317700 |
| SOUTHERN DUTCHESS NAACP BRANCH #2132 | Wappingers Falls | NY | 12590 | reneebrereton@aol.com | 845-838-1796 |
| SOUTHSIDE C MISSION, INC | Brooklyn | NY | 11211 | chil52@hotmail.com | 7187828181 |
| St. Lawrence Career Center - Massena | Massena | NY | 13662 | matthew.flynn@labor.ny.gov | 315-769-3596 |
| St. Lawrence Career Center - Massena | Massena | NY | 13662 | matthew.flynn@labor.ny.gov | |
| St. Lawrence Career Center - Massena | Massena | NY | 13662 | warren.chase@labor.ny.gov | 315-769-3596 |
| St. Lawrence County Career Center - Canton | Canton | NY | 13617 | lfetcie@stlawco.org | 315-386-3276 |
| St. Lawrence County Career Center - Canton | Canton | NY | 13617 | matthew.flynn@labor.ny.gov | 315-386-3276 |
| St. Nicholas Alliance Workforce Development | Brooklyn | NY | 11206 | rgrave@stnicksalliance.org | 718-302-2057 |
| STATE UNIVERSITY OF NY | Bronx | NY | 10467 | epteachny@yahoo.com | 7185471001 |
| Staten Island Employment Education Consortium | Staten Island | NY | 10301 | wdimpel@si.rr.com | 718-816-6700 |
| Staten Island South Shore Workforce1 Career Ex | Staten Island | NY | 10301 | csaladis@edsolutions.com | 347-308-5018 |
| Staten Island South Shore Workforce1 Career Ex | Staten Island | NY | 10301 | henry.silverman@labor.ny.gov | 347-308-5018 |
| Staten Island South Shore Workforce1 Career Ex | Staten Island | NY | 10301 | promano@edsolutions.com | 347-308-5018 |
| Staten Island South Shore Workforce1 Career Ex | Staten Island | NY | 10301 | Workforce1@edsolutions.com | 347-308-5018 |
| Staten Island Workforce1 Career Center | Staten Island | NY | 10301 | henry.silverman@labor.state.ny.us | 718-285-8463 |
| Staten Island Workforce1 Career Center | Staten Island | NY | 10301 | Workforce1@edsolutions.com | 718-285-8463 |
| Sullivan Works One Stop Center | Monticello | NY | 12701 | april.rodriquez2@co.sullivan.ny.us | 845-794-3340 |
| Sullivan Works One Stop Center | Monticello | NY | 12701 | laura.quigley@co.sullivan.ny.us | 845-794-3340 |
| Team Management 2000 | Hackensack | NJ | 07601 | k.daniels@tm2kinc.org | 201-487-4700 |
| The 100 Black Men of NY | New York | NY | 10010 | executiveassistant@ohbm.org | |
| The Career Assistance Ministry - St. James Episc | New York | NY | 10021 | ewyma@cathedralofhope.com | 212-288-4100 |
| The Doe Fund | New York | NY | 10039 | bmandato@doe.org | 646-672-2971 |
| The Harlem Business Alliance | New York | NY | 10027 | pboateng@hbany.org | 212-665-7010 |
| The Hispanic Federation | New York | NY | 10005 | mcolon@hispanicfederation.org | 212-233-8955 |
| TOWARDS EMPLOYMENT INC | Cleveland | OH | | gbaker@towardsemployment.org | 2166965750 |
| Trabajamos Community Head Start | Bronx | NY | 10457 | lbuchanan@trabajamoschs.com | 917-259-7081 |
| Trabajamos Community Head Start | Bronx | NY | 10455 | lbuchanan@trabajamoschs.com | 718-893-1512 |
| Ulster Works Career Center | Kingston | NY | 12401 | lisa.padilla-gil@labor.ny.gov | 845-340-3170 |
| Ulster Works Career Center | Kingston | NY | 12401 | wmcd@co.ulster.ny.us | 845-340-3170 |
| Union County One Stop Career Center | Plainfield | NJ | 07060 | David.Moskowitz@dol.nj.gov | 908-412-7980 |

| Agency | City | State | Postal Code | Recipient Email(s) | Phone Number |
|---|--------------|--------------|--------------------|---|---------------------|
| Union County One Stop Career Center | Elizabeth | NJ | 07201 | David.Moskowitz@dol.nj.gov | 908-558-8000 |
| Union County One Stop Career Center | Plainfield | NJ | 07060 | jean.carter@dol.state.nj.us | 908-412-7980 |
| Union County One Stop Career Center | Elizabeth | NJ | 07201 | jean.carter@dol.state.nj.us | 908-558-8000 |
| Union County One Stop Career Center | Elizabeth | NJ | 07201 | jjackson@ucnj.org | 908-558-8000 |
| Union County One Stop Career Center | Plainfield | NJ | 07060 | laurence.carter@dol.nj.gov | 908-412-7980 |
| Union County One Stop Career Center | Elizabeth | NJ | 07201 | laurence.carter@dol.state.nj.us | 908-558-8000 |
| Union County One Stop Career Center | Plainfield | NJ | 07060 | nelly.david@dol.state.nj.us | 908-412-7980 |
| United Way of North Essex | Montclair | NJ | 07042 | robyn.ulmer@unitedwaynj.org | 9737464040 |
| UNIV OF TOLEDO/DEPT OF COMMUNICATIONS | Toledo | OH | | paul.fritz@utoledo.edu | 4195302006 |
| Upper Manhattan Workforce1 Career Center | New York | NY | 10027 | gabriel.nava@labor.ny.gov | 917-493-7054 |
| Veteran Employment Center - OH | | OH | | john.a.owens10.ctr@mail.mil | |
| Veterans Family Resource Center | Peekskill | NY | 10566 | frcecm@aol.com | 914-739-0411 |
| VETERANS PROGRAM/LVER/DVOP | Cleveland | OH | | rosa.torres3@va.gov | 4408455023 |
| VILLAGE OF COLONIE | Albany | NY | 12205 | sueb@colonievillage.org | 518-218-1030 |
| VIOLENCE INTERVENTION PROGRAM | Bronx | NY | 10451 | ebautista@vipmujeres.org | 7182932820 |
| Warren County One Stop Career Center | Queensbury | NY | 12804 | anthony.ruggiero@labor.state.ny.us | 518-743-0925 |
| Warren County One Stop Career Center | Queensbury | NY | 12804 | kevin.wells@labor.state.ny.us | 518-743-0925 |
| Warren County One Stop Career Center | Queensbury | NY | 12804 | Kimberly.Haviland@labor.ny.gov | 518-743-0925 |
| Westchester Career & Educational Counseling Se | Tarrytown | NY | 10591 | ory1@westchestergov.com | 914-995-3910 |
| Westchester Employment Center - White Plains | White Plains | NY | 10605 | ory1@westchestergov.com | 914-995-3910 |
| WILLIAMSBRIDGE (BRONX) NAACP BRANCH #22 | Bronx | NY | 10467 | shirleyfearon@aol.com | 718-882-7100 |
| Workforce 1 Career Center (NYS Department of | Flushing | NY | 11355 | Flushing@labor.ny.gov | 718-321-6307 |
| Workforce Opportunity Services | New York | NY | 10026 | natalia.sepulveda@wforce.org | 646-533-4569 |
| Workforce1 Career Center - Hunts Point | Bronx | NY | 10459 | workforce1huntspoint@rws-nyc.com | 718-542-6777 |
| Workforce1 Industrial & Transportation Career C | Jamaica | NY | 11434 | industrialandtransportation@grantsassociatesinc.com | 718-577-2194 |
| YMCA | Albany | NY | | oabrahams@cdymca.org | 518-449-7196 |
| Yonkers Employment Center | Yonkers | NY | 10701 | john.oshaughnessy@labor.state.ny.us | 914-964-0105 |
| Yonkers Employment Center | Yonkers | NY | 10701 | patrick.brown@labor.ny.gov | 914-964-0105 |
| Yonkers Employment Center | Yonkers | NY | 10701 | Wilson.Terrero@yonkersny.gov | 914-964-0105 |
| York College | Jamaica | NY | 11451 | lchesney@york.cuny.edu | 718-262-5119 |

2020 FCC Source Evaluation Report

FCC Unit: 13531

FCC Unit Description: Eastern New York

| Source | Applicant Count | Interview Count | Hire Count |
|---|-----------------|-----------------|-------------|
| Ad - 30-Day Indeed Campaign | 5 | 0 | 0 |
| Ad - Print | 2 | 2 | 2 |
| Ad - TV Commercial Advertisement | 3 | 2 | 3 |
| Campaign - Indeed | 1 | 0 | 0 |
| Career Readiness Counselor Citizen Soldier For Life (ALB) | 1 | 0 | 0 |
| College - Campus Recruiting | 1 | 1 | 1 |
| Contractor - Conversion | 1 | 1 | 0 |
| Department of Labor Job Fair - Middletown | 2 | 0 | 0 |
| Department of Labor Job Fair - Newburgh | 3 | 0 | 0 |
| Direct Sourcing - ATS | 4 | 4 | 4 |
| Direct Sourcing - Indeed | 121 | 120 | 88 |
| Direct Sourcing - LinkedIn | 8 | 8 | 7 |
| Direct Sourcing - Other | 9 | 8 | 7 |
| Direct Sourcing - Recruiter Networking | 3 | 3 | 2 |
| Direct Sourcing - Sourcing Specialist | 6 | 6 | 5 |
| Former Employee - Rehire | 65 | 52 | 55 |
| Internal - Internal Hire | 26 | 23 | 22 |
| Internet - Facebook.com | 15 | 9 | 9 |
| Internet - Glassdoor.com | 1 | 1 | 1 |
| Internet - Google | 2 | 1 | 1 |
| Internet - Indeed | 1031 | 908 | 730 |
| Internet - LinkedIn | 7 | 5 | 4 |
| Internet - Monster | 3 | 3 | 1 |
| Internet - Other | 6 | 5 | 4 |
| Internet - Ziprecruiter | 5 | 4 | 3 |
| Job Fair - Capital Job Development Group-SCAP Job Fair | 1 | 0 | 0 |
| Job Fair - External | 17 | 14 | 13 |
| Job Fair - Internal | 34 | 34 | 22 |
| Meet & Greet On Site Tour | 6 | 0 | 0 |
| On Site Job Fair | 11 | 0 | 0 |
| Organization - Community Outreach | 1 | 0 | 0 |
| Organization - Military/Veteran | 1 | 1 | 1 |
| Other | 5 | 0 | 4 |
| Pyramid Galleria Mall Advertising | 3 | 0 | 0 |
| Referral - Employee Referral | 305 | 252 | 214 |
| Referral - Manager Referral | 4 | 4 | 3 |
| SUNY New Paltz Spring Career Fair | 2 | 0 | 0 |
| Times Herald Record Ads | 3 | 0 | 0 |
| Times Union Digital & Print Adv Field Techs (Albany, NY) | 1 | 0 | 0 |
| Times Union Job Fair (Albany, NY) | 2 | 0 | 0 |
| Times Union Job Fair Adv (Albany, NY) | 2 | 0 | 0 |
| Website - External Career Site | 11537 | 1464 | 65 |
| Grand Total | 13266 | 2935 | 1271 |

2020 FCC Source Report

FCC Unit: 13531
FCC Unit Description: Eastern New York

| Requisition | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|-------------|---|--|-----------------|-----------------|------------|
| 243757BR | Anchor Exempt | | | | |
| | | Website - External Career Site | 33 | 0 | 0 |
| | | Direct Sourcing - LinkedIn | 1 | 1 | 1 |
| 243897BR | Rep 1, Cust Svc Video Repair Nonexempt | | | | |
| | | Times Union Digital & Print Adv Field Techs (Alt | 1 | 0 | 0 |
| | | Times Union Job Fair Adv (Albany, NY) | 1 | 0 | 0 |
| | | Times Union Job Fair (Albany, NY) | 1 | 0 | 0 |
| 243959BR | Multimedia Journalist Exempt | | | | |
| | | Website - External Career Site | 47 | 6 | 0 |
| | | Direct Sourcing - LinkedIn | 1 | 1 | 1 |
| 244163BR | Rep 1, Spectrum Mobile Nonexempt | | | | |
| | | Website - External Career Site | 280 | 29 | 5 |
| | | Internet - Indeed | 17 | 17 | 9 |
| | | Referral - Employee Referral | 7 | 7 | 6 |
| | | Job Fair - Internal | 3 | 3 | 3 |
| | | Internet - Glassdoor.com | 1 | 1 | 1 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| | | Direct Sourcing - Indeed | 1 | 1 | 0 |
| 244246BR | Rep 1, Cust Svc Video Repair Nonexempt | | | | |
| | | Times Union Job Fair Adv (Albany, NY) | 1 | 0 | 0 |
| | | Times Union Job Fair (Albany, NY) | 1 | 0 | 0 |
| 244461BR | Residential Inbound Sales Rep Nonexempt | | | | |
| | | Website - External Career Site | 188 | 53 | 2 |
| | | Internet - Indeed | 21 | 21 | 13 |
| | | Referral - Employee Referral | 14 | 14 | 9 |
| | | Internal - Internal Hire | 2 | 2 | 2 |
| 244529BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 99 | 6 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Direct Sourcing - Sourcing Specialist | 1 | 1 | 1 |
| 244732BR | Rep 1, Spectrum Mobile Nonexempt | | | | |
| | | Website - External Career Site | 170 | 10 | 3 |
| | | Internet - Indeed | 11 | 11 | 9 |
| | | Job Fair - Internal | 10 | 10 | 4 |
| | | Referral - Employee Referral | 9 | 9 | 4 |
| | | Direct Sourcing - Indeed | 2 | 2 | 1 |
| | | Ad - Print | 1 | 1 | 1 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| | | Job Fair - Capital Job Development Group-SCAP | 1 | 0 | 0 |
| 244747BR | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 12 | 0 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 244776BR | Sup, Resi Inbound Sales Exempt | | | | |
| | | Website - External Career Site | 52 | 13 | 5 |
| 244809BR | Asst Mgr, Store Exempt | | | | |
| | | Website - External Career Site | 24 | 5 | 1 |
| 244841BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 73 | 2 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 0 |
| | | Direct Sourcing - Sourcing Specialist | 1 | 1 | 1 |
| 244979BR | HR Coordinator Nonexempt | | | | |
| | | Website - External Career Site | 107 | 9 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 245020BR | Rep 1, Spectrum Mobile Nonexempt | | | | |
| | | Website - External Career Site | 104 | 2 | 0 |
| | | Job Fair - Internal | 9 | 9 | 6 |
| | | Internet - Indeed | 4 | 4 | 3 |

| Requisition | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|-------------|--|---------------------------------------|-----------------|-----------------|------------|
| 245204BR | Store Greeter Nonexempt | Internet - Google | 1 | 1 | 0 |
| 245423BR | Direct Sales Rep Exempt | Website - External Career Site | 40 | 6 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 245437BR | Mgr, Facilities Exempt | Website - External Career Site | 39 | 6 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 245622BR | Field Technician III Nonexempt | Former Employee - Rehire | 1 | 0 | 1 |
| 245681BR | Warehouse Technician Nonexempt | Website - External Career Site | 41 | 1 | 0 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 245770BR | Mgr, Sales Strategic Accts Exempt | Website - External Career Site | 74 | 2 | 0 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 245865BR | Master Control Operator 1 Nonexempt | Website - External Career Site | 4 | 2 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 245906BR | Asst Mgr, Store Exempt | Website - External Career Site | 37 | 8 | 0 |
| | | Direct Sourcing - LinkedIn | 1 | 1 | 1 |
| 246044BR | Direct Sales Rep Exempt | Website - External Career Site | 39 | 1 | 0 |
| | | Internet - Indeed | 6 | 6 | 4 |
| | | Referral - Employee Referral | 1 | 1 | 0 |
| 246086BR | Rep 1, Cust Svc Internet/Voice Nonexempt | Website - External Career Site | 123 | 9 | 0 |
| | | Internet - Indeed | 24 | 24 | 15 |
| 246256BR | Field Technician I Nonexempt | Website - External Career Site | 50 | 4 | 1 |
| | | Internet - Indeed | 5 | 5 | 4 |
| | | Referral - Employee Referral | 2 | 2 | 2 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| | | Contractor - Conversion | 1 | 1 | 0 |
| 246280BR | Store Associate Nonexempt | Website - External Career Site | 57 | 11 | 0 |
| | | Direct Sourcing - Indeed | 3 | 3 | 2 |
| | | Referral - Employee Referral | 1 | 1 | 0 |
| 246521BR | Store Associate Nonexempt | Website - External Career Site | 107 | 13 | 0 |
| | | Direct Sourcing - Indeed | 2 | 2 | 2 |
| 246644BR | Residential Inbound Sales Rep Nonexempt | Website - External Career Site | 329 | 115 | 3 |
| | | Internet - Indeed | 29 | 29 | 19 |
| | | Referral - Employee Referral | 13 | 13 | 12 |
| | | Former Employee - Rehire | 2 | 2 | 2 |
| | | Direct Sourcing - Sourcing Specialist | 1 | 1 | 1 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| 246845BR | Rep 1, Cust Svc Internet/Voice Nonexempt | Website - External Career Site | 158 | 18 | 0 |
| | | Internet - Indeed | 37 | 37 | 31 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 246879BR | Field Technician I Nonexempt | Website - External Career Site | 29 | 2 | 0 |
| | | Internet - Indeed | 3 | 3 | 2 |
| | | Former Employee - Rehire | 1 | 1 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |

| Requisition | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|--------------------|---|--|------------------------|------------------------|-------------------|
| 246998BR | Multimedia Journalist Exempt | | | | |
| | | Website - External Career Site | 29 | 0 | 0 |
| | | Direct Sourcing - Recruiter Networking | 1 | 1 | 1 |
| 247001BR | Producer Exempt | | | | |
| | | Website - External Career Site | 20 | 1 | 1 |
| | | Internet - LinkedIn | 1 | 1 | 1 |
| 247147BR | Store Associate - PT Nonexempt | | | | |
| | | Website - External Career Site | 17 | 4 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 247321BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 18 | 0 | 0 |
| | | Internal - Internal Hire | 1 | 1 | 0 |
| | | Direct Sourcing - Sourcing Specialist | 1 | 1 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 247390BR | Account Executive Exempt | | | | |
| | | Website - External Career Site | 41 | 4 | 0 |
| | | Internet - LinkedIn | 1 | 1 | 1 |
| 247561BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 4 | 0 | 0 |
| | | Referral - Employee Referral | 2 | 2 | 1 |
| 247877BR | Strategic Account Spec - G/E Exempt | | | | |
| | | Website - External Career Site | 13 | 0 | 0 |
| | | Direct Sourcing - LinkedIn | 1 | 1 | 1 |
| 247884BR | SAM - Strategic AM Gov/Ed Exempt | | | | |
| | | Website - External Career Site | 11 | 0 | 0 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 247904BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 77 | 1 | 0 |
| | | Direct Sourcing - Indeed | 2 | 2 | 2 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| 247946BR | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 84 | 5 | 0 |
| | | Internet - Indeed | 2 | 2 | 2 |
| | | Referral - Employee Referral | 1 | 1 | 0 |
| 247949BR | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 27 | 1 | 0 |
| | | Career Readiness Counselor Citizen Soldier For | 1 | 0 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 247951BR | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 19 | 0 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 247954BR | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 19 | 1 | 0 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 247956BR | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 24 | 3 | 0 |
| | | Internet - Indeed | 1 | 1 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 248008BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 9 | 1 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 248031BR | Accounts Payable Specialist Nonexempt | | | | |
| | | Website - External Career Site | 58 | 4 | 0 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 248061BR | Field Technician IV Nonexempt | | | | |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 248084BR | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |

| Requisition | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|-----------------|---|--------------------------------|-----------------|-----------------|------------|
| | | Website - External Career Site | 217 | 39 | 0 |
| | | Internet - Indeed | 43 | 43 | 31 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| | | Job Fair - External | 1 | 1 | 0 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| | | Ad - Print | 1 | 1 | 1 |
| | | Internet - LinkedIn | 1 | 1 | 0 |
| 248227BR | Master Control Operator 1 Nonexempt | | | | |
| | | Website - External Career Site | 7 | 1 | 0 |
| | | College - Campus Recruiting | 1 | 1 | 1 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 248350BR | Rep 1, Spectrum Mobile Nonexempt | | | | |
| | | Website - External Career Site | 182 | 14 | 2 |
| | | Internet - Indeed | 12 | 12 | 9 |
| | | Job Fair - Internal | 6 | 6 | 4 |
| | | Referral - Employee Referral | 5 | 5 | 4 |
| 248363BR | Recruiter I Exempt | | | | |
| | | Website - External Career Site | 50 | 6 | 0 |
| | | Direct Sourcing - Indeed | 2 | 2 | 2 |
| 248484BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 35 | 3 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 0 |
| | | Direct Sourcing - Other | 1 | 1 | 1 |
| 248908BR | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |
| | | Website - External Career Site | 123 | 21 | 0 |
| | | Internet - Indeed | 23 | 23 | 20 |
| 248938BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 9 | 1 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| 249097BR | Direct Sales Rep Exempt | | | | |
| | | Internet - Indeed | 3 | 3 | 1 |
| | | Website - External Career Site | 2 | 0 | 0 |
| 249160BR | Residential Inbound Sales Rep Nonexempt | | | | |
| | | Website - External Career Site | 270 | 64 | 2 |
| | | Internet - Indeed | 14 | 14 | 7 |
| | | Referral - Employee Referral | 7 | 7 | 5 |
| | | Job Fair - External | 5 | 5 | 4 |
| | | Former Employee - Rehire | 3 | 3 | 2 |
| 249313BR | Sr Dir, State Govt Affairs Exempt | | | | |
| | | Website - External Career Site | 124 | 8 | 0 |
| | | Direct Sourcing - LinkedIn | 1 | 1 | 1 |
| 249570BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 2 | 1 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| 249596BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 6 | 1 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| 249656BR | Multimedia Journalist Exempt | | | | |
| | | Website - External Career Site | 54 | 2 | 0 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| | | Job Fair - External | 1 | 1 | 1 |
| 249661BR | Field Technician II Nonexempt | | | | |
| | | Internet - Other | 1 | 1 | 1 |
| 249859BR | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |
| | | Website - External Career Site | 136 | 21 | 0 |
| | | Internet - Indeed | 30 | 30 | 23 |
| 250044BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 32 | 5 | 0 |
| | | Job Fair - External | 4 | 4 | 3 |
| | | Direct Sourcing - Indeed | 1 | 1 | 0 |
| 250129BR | | | | | |

| Requisition | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|-------------|--|--|-----------------|-----------------|------------|
| 250161BR | Field Technician II Nonexempt | Website - External Career Site | 1 | 0 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 250342BR | Field Technician II Nonexempt | Organization - Military/Veteran | 1 | 1 | 1 |
| 250396BR | Field Technician I Nonexempt | Website - External Career Site | 18 | 1 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 250397BR | Account Executive Exempt | Website - External Career Site | 16 | 4 | 1 |
| 250478BR | Editor, Media Ingest Nonexempt | Website - External Career Site | 17 | 6 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 250577BR | Store Associate Nonexempt | Website - External Career Site | 59 | 4 | 0 |
| | | Referral - Employee Referral | 2 | 2 | 2 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| 250617BR | Direct Sales Rep Exempt | Website - External Career Site | 15 | 2 | 0 |
| | | Direct Sourcing - Indeed | 2 | 2 | 1 |
| | | Referral - Employee Referral | 2 | 2 | 1 |
| 250700BR | Store Associate Nonexempt | Website - External Career Site | 13 | 1 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Direct Sourcing - Other | 1 | 1 | 1 |
| 250851BR | Rep 1, Spectrum Mobile Nonexempt | Website - External Career Site | 83 | 5 | 0 |
| | | Internet - Indeed | 2 | 2 | 2 |
| | | Job Fair - Internal | 2 | 2 | 2 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 250882BR | Rep 1, Cust Svc Internet/Voice Nonexempt | Website - External Career Site | 88 | 10 | 0 |
| | | Internet - Indeed | 26 | 26 | 20 |
| 251046BR | Field Technician I Nonexempt | Website - External Career Site | 5 | 0 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 251311BR | Account Executive Exempt | Website - External Career Site | 15 | 3 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 251373BR | Technical Director 1 Nonexempt | Website - External Career Site | 6 | 1 | 0 |
| | | Direct Sourcing - Recruiter Networking | 1 | 1 | 1 |
| 251408BR | Rep 1, Spectrum Mobile Nonexempt | Website - External Career Site | 82 | 1 | 0 |
| | | Referral - Employee Referral | 10 | 10 | 5 |
| | | Internet - Indeed | 8 | 8 | 4 |
| | | Job Fair - Internal | 3 | 3 | 3 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Referral - Manager Referral | 1 | 1 | 1 |
| 251557BR | Residential Inbound Sales Rep Nonexempt | Website - External Career Site | 194 | 68 | 1 |
| | | Internet - Indeed | 19 | 19 | 12 |
| | | Referral - Employee Referral | 15 | 15 | 13 |
| | | Internal - Internal Hire | 1 | 1 | 0 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 251557BR | Store Associate Nonexempt | Website - External Career Site | 74 | 7 | 0 |
| | | Direct Sourcing - Indeed | 4 | 4 | 2 |
| | | Direct Sourcing - ATS | 1 | 1 | 1 |
| | | Direct Sourcing - Sourcing Specialist | 1 | 1 | 0 |

| Requisition | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|-------------|--|-----------------------------------|-----------------|-----------------|------------|
| 251564BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 22 | 4 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Direct Sourcing - Other | 1 | 1 | 1 |
| 251584BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 6 | 1 | 0 |
| | | Internet - Indeed | 4 | 4 | 3 |
| 251599BR | Intern Nonexempt | | | | |
| | | Website - External Career Site | 31 | 0 | 2 |
| 251632BR | Rep 1, Spectrum Mobile Nonexempt | | | | |
| | | Website - External Career Site | 169 | 17 | 0 |
| | | Referral - Employee Referral | 15 | 15 | 8 |
| | | Internet - Indeed | 11 | 11 | 6 |
| | | Direct Sourcing - Other | 3 | 3 | 1 |
| | | Ad - TV Commercial Advertisement | 2 | 2 | 2 |
| | | Internet - Monster | 2 | 2 | 0 |
| | | Internet - Ziprecruiter | 1 | 1 | 1 |
| | | Referral - Manager Referral | 1 | 1 | 0 |
| 251983BR | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |
| | | Website - External Career Site | 189 | 28 | 0 |
| | | Internet - Indeed | 45 | 45 | 31 |
| | | Job Fair - Internal | 1 | 1 | 0 |
| 252320BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 8 | 0 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| 252337BR | Store Greeter Nonexempt | | | | |
| | | Website - External Career Site | 12 | 1 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 252370BR | Human Resources Generalist Exempt | | | | |
| | | Website - External Career Site | 83 | 5 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 252559BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 16 | 5 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 252591BR | MAE - Major Account Exec Exempt | | | | |
| | | Website - External Career Site | 38 | 2 | 0 |
| | | Direct Sourcing - LinkedIn | 2 | 2 | 1 |
| 252602BR | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |
| | | Website - External Career Site | 115 | 12 | 0 |
| | | Internet - Indeed | 28 | 28 | 23 |
| | | Times Herald Record Ads | 1 | 0 | 0 |
| | | Ad - 30-Day Indeed Campaign | 1 | 0 | 0 |
| | | Pyramid Galleria Mall Advertising | 1 | 0 | 0 |
| 252634BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 1 | 0 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 252931BR | Human Resources Generalist Exempt | | | | |
| | | Website - External Career Site | 82 | 6 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 253064BR | Mgr, Sales Strategic Accts Exempt | | | | |
| | | Website - External Career Site | 8 | 1 | 0 |
| | | Direct Sourcing - LinkedIn | 1 | 1 | 1 |
| 253136BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 5 | 3 | 0 |
| | | Internet - Indeed | 2 | 2 | 2 |
| 253155BR | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |
| | | Website - External Career Site | 105 | 20 | 0 |
| | | Internet - Indeed | 18 | 18 | 14 |
| | | Times Herald Record Ads | 1 | 0 | 0 |

| Requisition | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|-------------|--|---|-----------------|-----------------|------------|
| 253193BR | Field Technician I Nonexempt | Ad - 30-Day Indeed Campaign | 1 | 0 | 0 |
| | | Pyramid Galleria Mall Advertising | 1 | 0 | 0 |
| 253195BR | Field Technician I Nonexempt | Website - External Career Site | 30 | 1 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 253206BR | Account Executive Exempt | Website - External Career Site | 21 | 1 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 253234BR | Residential Inbound Sales Rep Nonexempt | Website - External Career Site | 31 | 1 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 0 |
| | | Direct Sourcing - ATS | 1 | 1 | 1 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| 253297BR | Rep 1, Cust Svc Internet/Voice Nonexempt | Website - External Career Site | 301 | 96 | 0 |
| | | Internet - Indeed | 30 | 30 | 20 |
| | | Referral - Employee Referral | 21 | 21 | 14 |
| | | Former Employee - Rehire | 2 | 2 | 2 |
| | | Direct Sourcing - Indeed | 1 | 1 | 0 |
| | | Direct Sourcing - Sourcing Specialist | 1 | 1 | 1 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| 253388BR | Store Associate Nonexempt | Website - External Career Site | 219 | 32 | 0 |
| | | Internet - Indeed | 47 | 47 | 38 |
| | | Pyramid Galleria Mall Advertising | 1 | 0 | 0 |
| | | Former Employee - Rehire | 1 | 1 | 0 |
| | | Times Herald Record Ads | 1 | 0 | 0 |
| | | Ad - 30-Day Indeed Campaign | 1 | 0 | 0 |
| | | Internal - Internal Hire | 1 | 1 | 0 |
| | | On Site Job Fair | 1 | 0 | 0 |
| 253566BR | Direct Sales Rep Exempt | Website - External Career Site | 25 | 2 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 253696BR | Account Executive Exempt | Website - External Career Site | 13 | 8 | 0 |
| | | Internet - Indeed | 6 | 6 | 1 |
| 253867BR | Rep 1, Spectrum Mobile Nonexempt | Website - External Career Site | 59 | 0 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| | | Referral - Manager Referral | 1 | 1 | 1 |
| 253877BR | Rep 1, Cust Svc Internet/Voice Nonexempt | Website - External Career Site | 226 | 19 | 3 |
| | | Internet - Indeed | 31 | 31 | 22 |
| | | Referral - Employee Referral | 10 | 10 | 5 |
| | | Internet - Facebook.com | 5 | 5 | 2 |
| | | Job Fair - External | 3 | 3 | 2 |
| | | Former Employee - Rehire | 2 | 2 | 2 |
| | | Internet - Ziprecruiter | 1 | 1 | 1 |
| | | Internet - LinkedIn | 1 | 1 | 1 |
| 253881BR | Rep 1, Cust Svc Internet/Voice Nonexempt | Website - External Career Site | 158 | 12 | 0 |
| | | Internet - Indeed | 25 | 25 | 23 |
| | | On Site Job Fair | 1 | 0 | 0 |
| | | Former Employee - Rehire | 1 | 1 | 0 |
| | | Meet & Greet On Site Tour | 1 | 0 | 0 |
| 254075BR | Sup, Customer Service Exempt | Website - External Career Site | 118 | 4 | 0 |
| | | Internet - Indeed | 13 | 13 | 12 |
| | | Meet & Greet On Site Tour | 2 | 0 | 0 |
| | | Department of Labor Job Fair - Middletown | 1 | 0 | 0 |
| | | Department of Labor Job Fair - Newburgh | 1 | 0 | 0 |
| | | On Site Job Fair | 1 | 0 | 0 |
| 254075BR | Sup, Customer Service Exempt | Website - External Career Site | 67 | 8 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |

| <u>Requisition</u> | <u>Job Title</u> | <u>Source</u> | <u>Applicant Count</u> | <u>Interview Count</u> | <u>Hire Count</u> |
|--------------------|---|---|------------------------|------------------------|-------------------|
| 254259BR | Mgr, Store Exempt | | | | |
| | | Website - External Career Site | 10 | 0 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| 254282BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 18 | 4 | 0 |
| | | Internet - Indeed | 2 | 2 | 1 |
| 254482BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 95 | 22 | 0 |
| | | Direct Sourcing - Indeed | 4 | 4 | 2 |
| | | Direct Sourcing - Other | 1 | 1 | 1 |
| 254715BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 36 | 5 | 0 |
| | | Internal - Internal Hire | 2 | 2 | 2 |
| | | Referral – Manager Referral | 1 | 1 | 1 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 254919BR | Residential Inbound Sales Rep Nonexempt | | | | |
| | | Website - External Career Site | 289 | 94 | 4 |
| | | Internet - Indeed | 31 | 31 | 22 |
| | | Referral - Employee Referral | 13 | 13 | 10 |
| | | Direct Sourcing - Indeed | 11 | 11 | 8 |
| | | Former Employee - Rehire | 8 | 8 | 8 |
| | | Internet - Other | 1 | 1 | 1 |
| 255036BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 5 | 1 | 0 |
| | | Internet - Indeed | 2 | 2 | 1 |
| 255359BR | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |
| | | Website - External Career Site | 67 | 5 | 0 |
| | | Internet - Indeed | 6 | 6 | 4 |
| | | On Site Job Fair | 4 | 0 | 0 |
| | | Ad - 30-Day Indeed Campaign | 1 | 0 | 0 |
| | | SUNY New Paltz Spring Career Fair | 1 | 0 | 0 |
| 255361BR | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |
| | | Website - External Career Site | 137 | 22 | 0 |
| | | Internet - Indeed | 24 | 24 | 17 |
| | | Meet & Greet On Site Tour | 2 | 0 | 0 |
| | | Department of Labor Job Fair - Middletown | 1 | 0 | 0 |
| | | On Site Job Fair | 1 | 0 | 0 |
| | | Ad - 30-Day Indeed Campaign | 1 | 0 | 0 |
| | | Department of Labor Job Fair - Newburgh | 1 | 0 | 0 |
| 255402BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 33 | 8 | 0 |
| | | Referral - Employee Referral | 5 | 5 | 3 |
| | | Internet - Indeed | 3 | 3 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 255455BR | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 18 | 0 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 255505BR | Rep 1, Spectrum Mobile Nonexempt | | | | |
| | | Website - External Career Site | 203 | 9 | 2 |
| | | Internet - Indeed | 28 | 28 | 16 |
| | | Referral - Employee Referral | 9 | 9 | 8 |
| | | Internet - Facebook.com | 2 | 2 | 2 |
| | | Former Employee - Rehire | 2 | 2 | 2 |
| | | Internet - Other | 1 | 1 | 0 |
| 255663BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 86 | 6 | 1 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 255772BR | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 11 | 4 | 0 |
| | | Internet - Indeed | 3 | 3 | 1 |
| 256056BR | Mgr, Client Services Exempt | | | | |

| Requisition | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|-------------|---|--|-----------------|-----------------|------------|
| 256261BR | Field Technician I Nonexempt | Website - External Career Site | 58 | 1 | 1 |
| 256339BR | Direct Sales Rep Exempt | Website - External Career Site | 90 | 9 | 0 |
| | | Internet - Indeed | 4 | 4 | 4 |
| 256452BR | Store Associate - PT Nonexempt | Website - External Career Site | 8 | 3 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| | | Referral - Employee Referral | 1 | 1 | 0 |
| 256841BR | Intern Nonexempt | Website - External Career Site | 24 | 7 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 256846BR | Rep 1, Spectrum Mobile Nonexempt | Website - External Career Site | 20 | 1 | 1 |
| 256885BR | Residential Inbound Sales Rep Nonexempt | Website - External Career Site | 644 | 4 | 6 |
| | | Internet - Indeed | 87 | 23 | 55 |
| | | Referral - Employee Referral | 37 | 8 | 25 |
| | | Former Employee - Rehire | 7 | 2 | 4 |
| | | Internet - Facebook.com | 3 | 2 | 2 |
| | | Direct Sourcing - Indeed | 2 | 1 | 1 |
| | | Job Fair - External | 2 | 0 | 2 |
| | | Internet - LinkedIn | 2 | 1 | 0 |
| | | Internet - Monster | 1 | 1 | 1 |
| | | Internal - Internal Hire | 1 | 0 | 1 |
| | | Ad - TV Commercial Advertisement | 1 | 0 | 1 |
| | | Organization - Community Outreach | 1 | 0 | 0 |
| 256928BR | Direct Sales Rep Exempt | Website - External Career Site | 208 | 62 | 0 |
| | | Direct Sourcing - Indeed | 22 | 22 | 16 |
| | | Referral - Employee Referral | 9 | 9 | 7 |
| | | Direct Sourcing - Recruiter Networking | 1 | 1 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 257011BR | Store Associate Nonexempt | Website - External Career Site | 17 | 2 | 0 |
| | | Internet - Indeed | 4 | 4 | 3 |
| | | Referral - Employee Referral | 2 | 2 | 0 |
| 257130BR | Store Associate Nonexempt | Website - External Career Site | 22 | 2 | 0 |
| | | Direct Sourcing - Indeed | 3 | 3 | 3 |
| 257417BR | Field Technician I Nonexempt | Website - External Career Site | 14 | 0 | 0 |
| | | Direct Sourcing - Other | 1 | 0 | 1 |
| 257419BR | Field Technician I Nonexempt | Website - External Career Site | 12 | 0 | 0 |
| | | Internet - Other | 1 | 1 | 1 |
| 257711BR | Store Associate Nonexempt | Internet - Indeed | 1 | 1 | 1 |
| 257772BR | Store Associate Nonexempt | Website - External Career Site | 61 | 6 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 0 |
| | | Direct Sourcing - Other | 1 | 1 | 1 |
| 257818BR | Master Control Operator 1 Nonexempt | Website - External Career Site | 66 | 4 | 0 |
| | | Internet - Indeed | 2 | 0 | 1 |
| | | Internal - Internal Hire | 1 | 1 | 0 |
| 257969BR | Field Technician I Nonexempt | Website - External Career Site | 23 | 2 | 0 |
| | | Direct Sourcing - ATS | 1 | 1 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Website - External Career Site | 13 | 1 | 0 |

| Requisition | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|-------------|---|-----------------------------------|-----------------|-----------------|------------|
| 257973BR | | Internet - Indeed | 1 | 1 | 1 |
| | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 13 | 1 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 257980BR | | | | | |
| | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 14 | 2 | 0 |
| | | Internet - Indeed | 5 | 5 | 1 |
| 257983BR | | | | | |
| | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 9 | 0 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 258132BR | | | | | |
| | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |
| | | Website - External Career Site | 81 | 12 | 0 |
| | | Internet - Indeed | 14 | 14 | 12 |
| | | On Site Job Fair | 3 | 0 | 0 |
| | | Meet & Greet On Site Tour | 1 | 0 | 0 |
| | | SUNY New Paltz Spring Career Fair | 1 | 0 | 0 |
| 258133BR | | | | | |
| | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |
| | | Website - External Career Site | 122 | 10 | 0 |
| | | Internet - Indeed | 12 | 12 | 10 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 258215BR | | | | | |
| | Mgr, Chief Photojournalist Exempt | | | | |
| | | Website - External Career Site | 8 | 0 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 258337BR | | | | | |
| | Store Greeter Nonexempt | | | | |
| | | Website - External Career Site | 15 | 0 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| 258448BR | | | | | |
| | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 8 | 0 | 0 |
| | | Internet - Indeed | 3 | 3 | 1 |
| 258762BR | | | | | |
| | Field Technician III Nonexempt | | | | |
| | | Internet - Indeed | 2 | 2 | 2 |
| | | Website - External Career Site | 1 | 1 | 0 |
| 258854BR | | | | | |
| | Residential Inbound Sales Rep Nonexempt | | | | |
| | | Website - External Career Site | 207 | 64 | 1 |
| | | Internet - Indeed | 13 | 13 | 10 |
| | | Direct Sourcing - Indeed | 9 | 9 | 6 |
| | | Referral - Employee Referral | 7 | 7 | 5 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| | | Internet - Ziprecruiter | 1 | 1 | 0 |
| 258996BR | | | | | |
| | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 20 | 1 | 0 |
| | | Internet - Indeed | 2 | 1 | 2 |
| 258998BR | | | | | |
| | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 20 | 1 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 259003BR | | | | | |
| | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 61 | 2 | 0 |
| | | Internet - Indeed | 5 | 4 | 5 |
| | | Internet - Other | 1 | 1 | 0 |
| 259166BR | | | | | |
| | Direct Sales Rep Exempt | | | | |
| | | Website - External Career Site | 6 | 3 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 259187BR | | | | | |
| | Sup, Customer Service Exempt | | | | |
| | | Website - External Career Site | 24 | 6 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 259192BR | | | | | |
| | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 9 | 0 | 0 |
| | | Internet - Indeed | 1 | 1 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 259504BR | | | | | |

| Requisition | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|-----------------|---|---|-----------------|-----------------|------------|
| | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 80 | 6 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| 259932BR | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |
| | | Website - External Career Site | 94 | 2 | 0 |
| | | Internet - Indeed | 11 | 11 | 8 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 259937BR | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |
| | | Website - External Career Site | 127 | 14 | 0 |
| | | Internet - Indeed | 17 | 17 | 9 |
| | | Department of Labor Job Fair - Newburgh | 1 | 0 | 0 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 259941BR | Rep 1, Cust Svc Internet/Voice Nonexempt | | | | |
| | | Website - External Career Site | 168 | 14 | 0 |
| | | Internet - Indeed | 27 | 27 | 21 |
| | | Internal - Internal Hire | 1 | 1 | 1 |
| 260439BR | Assoc Broadcast Engineer Nonexempt | | | | |
| | | Website - External Career Site | 19 | 7 | 0 |
| | | Internet - Indeed | 1 | 1 | 1 |
| 260502BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 74 | 0 | 0 |
| | | Direct Sourcing - Indeed | 2 | 2 | 1 |
| | | Campaign - Indeed | 1 | 0 | 0 |
| | | Internet - Indeed | 1 | 0 | 0 |
| 260595BR | Residential Inbound Sales Rep Nonexempt | | | | |
| | | Website - External Career Site | 97 | 18 | 3 |
| | | Referral - Employee Referral | 10 | 10 | 4 |
| | | Internet - Indeed | 10 | 10 | 6 |
| | | Direct Sourcing - Indeed | 4 | 4 | 3 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 260722BR | Account Coordinator Nonexempt | | | | |
| | | Website - External Career Site | 33 | 2 | 1 |
| 260844BR | Field Technician I Nonexempt | | | | |
| | | Website - External Career Site | 6 | 0 | 0 |
| | | Internet - Indeed | 1 | 0 | 1 |
| | | Internet - Other | 1 | 0 | 1 |
| 261216BR | Field Technician II Nonexempt | | | | |
| | | Internet - Indeed | 1 | 0 | 1 |
| 261744BR | Store Associate Nonexempt | | | | |
| | | Website - External Career Site | 8 | 0 | 1 |
| 261817BR | Residential Inbound Sales Rep Nonexempt | | | | |
| | | Website - External Career Site | 172 | 25 | 1 |
| | | Referral - Employee Referral | 14 | 14 | 11 |
| | | Direct Sourcing - Indeed | 12 | 12 | 9 |
| | | Internet - Indeed | 7 | 7 | 3 |
| | | Former Employee - Rehire | 3 | 3 | 3 |
| 262038BR | Sup, Resi Inbound Sales Exempt | | | | |
| | | Website - External Career Site | 23 | 3 | 0 |
| | | Internal - Internal Hire | 3 | 2 | 3 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| 262047BR | Rep 1, Spectrum Mobile Nonexempt | | | | |
| | | Website - External Career Site | 498 | 0 | 8 |
| | | Internet - Indeed | 52 | 0 | 31 |
| | | Referral - Employee Referral | 24 | 0 | 20 |
| | | Former Employee - Rehire | 7 | 0 | 5 |
| | | Other | 5 | 0 | 4 |
| | | Internet - Facebook.com | 5 | 0 | 3 |
| | | Job Fair - External | 1 | 0 | 1 |
| | | Internet - Google | 1 | 0 | 1 |
| | | Internal - Internal Hire | 1 | 0 | 1 |
| | | Internet - Ziprecruiter | 1 | 0 | 1 |
| | | Internet - LinkedIn | 1 | 0 | 1 |
| 262385BR | | | | | |

| <u>Requisition</u> | <u>Job Title</u> | <u>Source</u> | <u>Applicant Count</u> | <u>Interview Count</u> | <u>Hire Count</u> |
|--------------------|--|--------------------------------|------------------------|------------------------|-------------------|
| 262841BR | Store Associate Nonexempt | Website - External Career Site | 21 | 6 | 0 |
| | | Direct Sourcing - ATS | 1 | 1 | 1 |
| | | | | | |
| 263493BR | Store Associate Nonexempt | Website - External Career Site | 31 | 3 | 0 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | | | | |
| Grand Total | Residential Inbound Sales Rep Nonexempt | Website - External Career Site | 298 | 30 | 3 |
| | | Internet - Indeed | 19 | 19 | 15 |
| | | Referral - Employee Referral | 16 | 16 | 11 |
| | | Direct Sourcing - Indeed | 14 | 14 | 12 |
| | | Former Employee - Rehire | 5 | 5 | 4 |
| | | Internet - Ziprecruiter | 1 | 1 | 0 |
| | | | | | |