

## 2021 FCC Unit Structure

### FCC Unit: 13552 Southern New England

| Address                          | City           | State | Postal Zip Code |
|----------------------------------|----------------|-------|-----------------|
| 11 Commerce Rd                   | Newtown        | CT    | 06470           |
| 14 Church Hill Rd                | Newtown        | CT    | 06470           |
| 9 Commerce Rd                    | Newtown        | CT    | 06470           |
| 207 Tuckie Rd                    | North Windham  | CT    | 06256           |
| 201 Tresser Blvd.                | Stamford       | CT    | 06901           |
| 1548 W Main St                   | Willimantic    | CT    | 06226           |
| 177 Rowley Street                | Winsted        | CT    | 06098           |
| 400 North Capitol St NW          | Washington     | DC    | 20001           |
| 444 N Capitol Street NW          | Washington     | DC    | 20001           |
| 516 Montgomery St                | Chicopee       | MA    | 01020           |
| 591 Memorial Drive               | Chicopee       | MA    | 01020           |
| 20 Silver Street                 | Lee            | MA    | 01238           |
| 433 Center St                    | Ludlow         | MA    | 01056           |
| 70 Worcester Providence Turnpike | Millbury       | MA    | 01527           |
| 225 Hodges Cross Rd.             | North Adams    | MA    | 01247           |
| 104 New Athol Rd                 | Orange         | MA    | 01364           |
| 199 Southbridge Rd               | Oxford         | MA    | 01537           |
| 4 Federico Dr                    | Pittsfield     | MA    | 01201           |
| 555 Hubbard Ave                  | Pittsfield     | MA    | 01201           |
| 301 Barber Ave                   | Worcester      | MA    | 01606           |
| 867 Grafton St                   | Worcester      | MA    | 01604           |
| 95 Higgins St                    | Worcester      | MA    | 01606           |
| 1 Jacksonville Road              | Crisfield      | MD    | 21817           |
| 548 Eastman Rd                   | Center Conway  | NH    | 03813           |
| 609 Main St                      | Gorham         | NH    | 03581-4918      |
| 11 Eagle Ct                      | Keene          | NH    | 03431           |
| 380 Union St                     | Littleton      | NH    | 03561           |
| 396 Whittier Hwy                 | Moultonborough | NH    | 03254           |
| 1498 White Mtn Hwy               | North Conway   | NH    | 03860           |
| 12 Yeaton Rd                     | Plymouth       | NH    | 03264           |
| 512 Bank St                      | Coudersport    | PA    | 16915           |
| 2045 Interchange Road            | Erie           | PA    | 16509           |
| 5651 Jordan Rd                   | Erie           | PA    | 16510           |
| 501 13th St                      | Franklin       | PA    | 163231499       |
| 155 Snyder Rd                    | Hermitage      | PA    | 16148           |
| 562 S. Hermitage Road            | Hermitage      | PA    | 16148           |
| 6743 Maddox Blvd                 | Chincoteague   | VA    | 23336           |
| 1750 Tysons Blvd.                | McLean         | VA    | 22102           |

|  |                                 |  |
|--|---------------------------------|--|
| Federal Communications Commission<br>Washington, D.C. 20554                  | OMB 3060-1033<br>September 2003 | FOR FCC USE ONLY                         |
| <b>FCC 396-C</b>   |                                 |  |
| <b>Multi-Channel Video Program Distributor EEO Program<br/>Annual Report</b> |                                 | FOR COMMISSION USE ONLY<br>FILE NO.<br>- |
| Read INSTRUCTIONS Before Filling Out Form                                    |                                 |  |

**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-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 13552

**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

WORCESTER, MA

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) 7/1/2020-6/30/2021

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 [Exhibit 1] additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

**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.

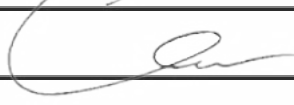
[Exhibit 3]

**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                              | 9/28/2021   | 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**

# 2020-2021 Recruitment Initiatives

FCC Unit: 13552 Southern New England

- 1. #1 - Participation in at least two job fairs by personnel who have substantial responsibility in the making of hiring decisions.**

## **Emma Bowen Career Fair**

- June 29, 2017
- Kimmel Center at New York University - New York, NY NYU Kimmel Center - Grand Hall NYU Kimmel Center - Grand Hall U Kimmel Center - Grand Hall
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Over 200 Attendees

## **RecruitMilitary- Veterans Job Fair**

- May 25, 2017
- Paul Brown Stadium Cincinnati, OH
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Large 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: Equal Employment Opportunity 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.

## 2021 FCC Outreach Sources

### FCC Unit: 13552 Southern New England

| Agency   | Recipient Email(s)                     | Recipient Phone Number | Agency Address                           | Agency City     | Agency State | Agency Zip |
|--|--|------------------------|--|-----------------|--------------|------------|
| Academy of Hope  | Deneen@aohdc.org                       | (202) 269-6623         | 2315 18th Place Northeast                | Washington      | DC           | 20018      |
| Acces- VR - Mid-Hudson District Office                                       | mary.oconnell@nysed.gov                | (845) 452-5376         | 301 Manchester Road                      | Poughkeepsie    | NY           | 12603      |
| ACCES-VR   | Doreen.noble@nysed.gov                 | (631) 952-6727         | 250 Veterans Memorial Highway            | Hauppauge       | NY           | 11788      |
| Amazing Love Health Services CLOSED  | cmitchell@alhs-health.com              |                        | 702 15th Street Northeast                | Washington      | DC           | 20002      |
| America Works of Washington DC   | ehopper@americaworks.com               | (202) 466-5627         | 1712 I Street Northwest                  | Washington      | DC           | 20006      |
| American Association of Univeristy Women (AAUW) - Keene                      | gpkinyon@gmail.com                     |                        | Keene                                    | NH              |              | 3431       |
| American Job Center - Montville  | ttremblay@chamberect.com               | 860-859-5767           | 601 Norwich-New London Turnpike          | Montville       | CT           | 6382       |
| American Job Center - Northwest  | Goldsborough.Sterling@dc.gov           | 202-442-4410           | 1722 I Street Northwest                  | Washington      | DC           | 20006      |
| American Job Center Southeast  | michael.ervin2@dc.gov                  | (202) 741-7747         | 2330 Pomeroy Road Southeast              | Washington      | DC           | 20020      |
| American Job Center-Headquarters   | lana.hampton@dc.gov                    | (202) 698-6341         | 4058 Minnesota Avenue Northeast          | Washington      | DC           | 20019      |
| Amherst Veterans Services  | scannon@northamptonma.gov              | (413) 259-3028         | 70 Boltwood Walk                         | Amherst         | MA           | 1002       |
| Amvets Career Center - Pennsylvania  | steven.ryersbach@hotmail.com           | (717) 679-0230         | --                                       | Anncville       | PA           | 17003      |
| Ashby Veterans Services  | mmarino@fitchburgma.gov                | 978-345-9566           | 718 Main St                              | Ashby           | MA           | 1431       |
| Athol Veterans Services  | vetagent@townofathol.org               | 978-249-6935           | 584 Main Street                          | Athol           | MA           | 1331       |
| Atlantic Union College   | advancement@auc.edu                    | 800-282-2030           | 338 Main St                              | South Lancaster | MA           | 1561       |
| Autism Society Connecticut Chapter   | ascnnon@sbcglobal.net                  | 888-453-4975           | PO Box 1404                              | Guilford        | CT           | 6437       |
| Babylon Vet Center   | carol.wirth@va.gov                     | 631-661-3930           | 100 West Main Street                     | Babylon         | NY           | 11702      |
| Bellingham Veterans Services   | bgreenhaigh@bellinghamma.org           | 774-292-2437           | Town Hall Annex 4 Mechanic St.           | Bellingham      | MA           | 2019       |
| Bergen County Veterans Services  | veterans@co.bergen.nj.us               | (201) 336-6326         | 1 Bergen County Plaza                    | Hackensack      | NJ           | 7601       |
| Boston Association of Black Journalists                                      | gwasbh7519@aol.com                     |                        | 158 Tremont Street                       | Cambridge       | MA           | 2139       |
| Boston Career Link   | Mark.Bryson1@MassMail.State.MA.US      |                        | 1010 Harrison Avenue                     | Boston          | MA           | 2119       |
| Boston Vet Center  | ellen.shaw-peterson@va.gov             |                        | 7 Drydock Avenue                         | Boston          | MA           | 2210       |
| Brockton Vet Center  | jane.marangi@va.gov                    | 508-580-2730           | 10411 Pearl St, Suite L                  | Brockton        | MA           | 2301       |
| Bronx Vet Center   | damianguzman@va.gov                    | 718-367-3500           | 2471 Morris Ave., Suite 1A               | Bronx           | NY           | 10468      |
| Bronx Workforce1 Career Center   | Vanessa.Johnson-Booker@labor.ny.gov    | 718-960-7901           | 400 East Fordham Road                    | The Bronx       | NY           | 10458      |
| Brown Girls Doc Mafia  | bgdmoutreach@gmail.com                 |                        | 570 Jamaica Avenue                       | Brooklyn        | NY           | 11208      |
| BRS- Connect-Ability Staffing  | laura.Reed@ct.gov                      | (860) 848-5967         | 601 Norwich-New London Turnpike          | Montville       | CT           | 6382       |
| Bureau of Blindness and Visual Services - Erie                               | dsokol@pa.gov                          | 814-871-4401           | 4200 Lovell Place                        | Erie            | PA           | 16503      |
| Bureau of Education and Services for the Blind                               | jonathan.richmond@ct.gov               | 860-602-4031           | 184 Windsor Avenue                       | Windsor         | CT           | 6095       |
| Bureau of Rehabilitation Services  | lauren.mcaulay@ct.gov                  | 203-702-0152           | 342 Main Street                          | Danbury         | CT           | 6810       |
| Bureau of Rehabilitation Services  | mark.henry@ct.gov                      | 860-424-4859           | 55 Farmington Avenue                     | Hartford        | CT           | 6105       |
| CareerCenter at Wilton   | Patricia.A.Curtiss@maine.gov           | (207) 645-5800         | 865 US Route 2E                          | Wilton          | ME           | 4294       |
| Carlisle Veterans Services   | grada@lexingtonma.gov                  | (978) 698-4848         | 66 Westford Street                       | Carlisle        | MA           | 1741       |
| Catholic Charities - DC & Maryland   | Norma.Solano@cc-dc.org                 | (202) 939-2400         | 1438 Rhode Island Avenue Northeast       | Washington      | DC           | 20018      |
| Center for Minority Veterans   | dwayne.campbell@va.gov                 | 202-461-6191           | 810 Vermont Avenue Northwest             | Washington      | DC           | 20420      |
| Chautauqua Works and New York State Department of Labor Chimes               | dunkirk@labor.ny.gov                   | 716-366-9015           | 323 Center Ave                           | Dunkirk         | NY           | 14048      |
| City College of New York   | vkola@chimes.org                       | 410-358-5222           | 4815 Seton Drive                         | Baltimore       | MD           | 21215      |
| City of Alexandria Workforce Development Center                              | rchristian@ccny.cuny.edu               | 212-650-5327           | Convent Ave. @138th Street               | New York        | NY           | 10031      |
| Community Resources for Independence (CRI) - Hermitage Office                | Savannah.Hill@alexandriava.gov         | (703) 746-5724         | 301 King Street                          | Alexandria      | VA           | 22314      |
| Concerned Black Men (CBM) -- National Office                                 | vmcwhorter@crinet.org                  |                        | 3875 East State Street                   | Hermitage       | PA           | 16148      |
| Crisis Shelter of Lawrence County  | kminor@cbmnational.org                 | 202-783-6119           | 1816 12th Street Northwest               | Washington      | DC           | 20009      |
| Curry College  | sfruit@crisisshelter.org               |                        | 1218 West State Street                   | New Castle      | PA           | 16101      |
| CWCSEO - African American Affairs Commission                                 | nicoline.batista@curry.edu             |                        | 1071 Blue Hill Avenue                    | Milton          | MA           | 2186       |
| Danbury Vet Center   | Denise.Drummond@cga.ct.gov             | (860) 240-1424         | 18-20 Trinity Street                     | Hartford        | CT           | 6106       |
| Danbury Vet Center   | Gabor.Kautzner@va.gov                  | (203) 790-4000         | 457 North Main St., 1st Floor            | Danbury         | CT           | 6811       |
| Danielson American Job Center  | Kathryn.murray@va.gov                  | 410-605-7750           | 457 North Main St., 1st Floor            | Danbury         | CT           | 6811       |
| DC Department on Disability Services, Rehabilitation Services Administration | mark.fillmore@ct.gov                   | 860-774-4077           | 562 Westcott Road                        | Killingly       | CT           | 6239       |
| DC Department on Disability Services, Rehabilitation Services Administration | anita.curry@dc.gov                     | 202-730-1700           | 250 E Street Southwest                   | Washington      | DC           | 20024      |
| Deaf-Blind Division of the NFB   | sylvia.bailey-charles@dc.gov           | 202-730-1700           | 250 E Street Southwest                   | Washington      | DC           | 20024      |
| Delaware Commission of Veterans Affairs - Sussex County                      | brownburnell@aol.com                   | 202-832-0697           | 3400 CJ Barney Drive                     | Washington      | DC           | 20018      |
| Department of Veterans Affairs/Central Office                                | laurie.white@state.de.us               | 302-732-9560           | 26669 Patriots W                         | Millsboro       | DE           | 19966      |
| Disability StartUP Network   | Billy.wright@va.gov                    | 202-461-5606           | 1234 5th Street Northwest                | Washington      | DC           | 20001      |
| Disabled American Veterans - Federal Chapter # 1                             | edavies@connectionsllc.com             | (703) 447-3973         | 9 Dupont Circle Northwest                | Washington      | DC           | 20036      |
| Disabled American Veterans - PFC J DEMARR MEM #36                            | haleyhsr@aol.com                       | 202-889-9612           | 807 Maine Avenue Southwest               | Washington      | DC           | 20024      |
| Disabled American Veterans - Stamford #13                                    | joansabreej@aol.com                    | 301-906-1221           | Waldorf Jaycee Community Ctr             | Waldorf         | MD           | 20601      |
| Disabled American Veterans - West Haven #18                                  | al.meadows@snet.net                    | 203-929-3357           | 888 Tresser Blvd Sr Ctr Stamford Gov Ctr | Stamford        | CT           | 6902       |
| Displaced Homemaker Program - Bronx  | hastie87@yahoo.com                     |                        | 201 Noble Street                         | West Haven      | CT           | 6516       |
| Dorchester County Career Center  | blanche.kellawon@bcc.cuny.edu          | 718-289-5833           | 2155 University Avenue                   | The Bronx       | NY           | 10453      |
| Dress For Success - Washington DC  | Vernon.Davis@maryland.gov              | (410) 901-4250         | 627 Race Street                          | Cambridge       | MD           | 21613      |
| Eastern Nazarene College   | washington@dressforsuccess.org         | 202-269-4805           | 717 2nd St Ne                            | Washington      | DC           | 20002      |
| Eastern Shore Workforce Center   | krista.bogetman@enc.edu                | (617) 745-3000         | 23 East Elm Avenue                       | Quincy          | MA           | 2170       |
| Elnu Abenaki Tribe   | Alexander.Hightower@vec.virginia.gov   | 757-302-2029           | 25036 Lankford Highway                   | Onancock        | VA           | 23417      |
| Employment Options, Inc.   | gitceedadann@yahoo.com                 |                        | 5243 Vermont 30                          | Jamaica         | VT           | 5343       |
| ESGR - Employer Support of the Guard and Reserve - New York                  | jadeyemi@employmentoptions.org         | 518-786-4911           | 82 Brigham Street                        | Marlborough     | MA           | 1752       |
| ESGR - Employer Support of the Guard and Reserve - Warwick                   | dariene.a.stanton.ctr@mail.mil         | (401) 275-1247         | 541 Airport Road                         | New York        | NY           | 10286      |
| Family Service Foundation, Inc.  | veronica.castro25.ctr@mail.mil         | (301) 459-2121         | 5301 76th Avenue                         | Hyattsville     | MD           | 20784      |
| Fordham University - Lincoln Center Campus                                   | christie@fsfinc.org                    | 212-636-6284           | Lincoln Center Campus                    | New York        | NY           | 10023      |
| Fort Belvoir Warrior Transition Battalion                                    | casinalg@fordham.edu                   |                        | 5960 9th Street                          | Fort Belvoir    | VA           | 22060      |
| Franklin/Hampshire Career Center   | jesus.m.febo-colon.civ@mail.mil        | (571) 231-5182         | 5960 9th Street                          | Fort Belvoir    | VA           | 22060      |
| Franklin/Hampshire Career Center - Greenfield                                | Jesus.m.febo-colon@gmail.com           | (571) 231-5182         | 178 Industrial Drive                     | Northampton     | MA           | 1060       |
| Franklin/Hampshire Career Center - Greenfield                                | manderson@fhcareers.org                | 413-774-4361           | One Arch Place                           | Greenfield      | MA           | 1301       |
| Granby Veterans Services   | bandreus@detma.org                     | 413-774-4361           | One Arch Place                           | Greenfield      | MA           | 1301       |
| Granite State College  | manderson@fhcareers.org                | 413-774-4361           | 50 Payson Avenue                         | Easthampton     | MA           | 1027       |
| Greenfield Community College   | veterans@easthampton.org               | (413) 467-7177         | 8 Old Suncook Road                       | Concord         | NH           | 3301       |
| Greenfield Veterans Services   | jan.coville@granite.edu                | (603) 452-1507         | 1 College Drive                          | Greenfield      | MA           | 1301       |
| Harlem Vet Center  | maisto@gcc.mass.edu                    |                        | 294 Main Street                          | Greenfield      | MA           | 1301       |
| Hartford CT American Jobs Center   | Christopher.Demars@Greenfield-MA.Gov   | (413) 772-1571         | 2279 3rd Avenue                          | New York        | NY           | 10035      |
| Hartford CT American Jobs Center   | Richard.Cartagena@va.gov               | (646) 273-8139         | 3580 Main Street                         | Hartford        | CT           | 6120       |
| Hartford CT American Jobs Center   | donna.smith@ct.gov                     | 860-643-2222           | 3580 Main Street                         | Hartford        | CT           | 6120       |
| Hartford Vet Center  | Ronald.Catania@ct.gov                  | (860) 256-3700         | 3580 Main Street                         | Hartford        | CT           | 6120       |
| Hiring Our Heroes  | ryan.barry@ct.gov                      | (860) 256-3700         | 25 Elm Street                            | Rocky Hill      | CT           | 6067       |
| Houghton College   | Nilsa.Rivera2@va.gov                   | (860) 563-8800         | 1615 H Street Northwest                  | Washington      | DC           | 20062      |
| Humanidad, Inc.  | HiringOurHeroes@USChamber.com          | 202-463-5807           | One Willard Ave.                         | Houghton        | NY           | 14744      |
| Iraq and Afghanistan Veterans of America HQ                                  | brian.reitnour@houghton.edu            | 585-567-9622           | 1800 Silas Deane Highway                 | Rocky Hill      | CT           | 6067       |
| Italian American War Veterans of the United States                           | ecarrero@humanidad.us                  | 860-563-6103           | 85 Broad Street                          | New York        | NY           | 10004      |
| Jobs Have Priority   | hiring@iava.org                        |                        | 36 Fairview Street                       | Windsor Locks   | CT           | 6096       |
| Jubilee Jobs   | disabled.veterans@snet.net             | (301) 982-5025         | 6113 Breezewood Court                    | Greenbelt       | MD           | 20770      |
| Keene State College  | sbarbour@jobshavepriority.org          | 202-667-8970           | 2712 Ontario Road Northwest              | Washington      | DC           | 20009      |
| LaFayette College  | Pnewport@jubileejobs.org               | (603) 352-1909         | 229 Main Street                          | Keene           | NH           | 3431       |
| Lasell College   | hbailey@keene.edu                      | 610-330-5115           | Quad Drive                               | Easton          | PA           | 18042      |
| Latin American Youth Center  | crozierr@lafayette.edu                 | 617-243-2000           | 1844 Commonwealth Avenue                 | Newton          | MA           | 2466       |
| Lawrence County Veterans Affairs   | careerdevelopment@lasell.edu           | (202) 319-2225         | 1419 Columbia Road Northwest             | Washington      | DC           | 20009      |
| Lewiston Vet Center  | lorenzo@layc-dc.org                    | 724-656-2180           | 430 Court Street                         | New Castle      | PA           | 16101      |
| Long Island University - C.W. Post Campus                                    | jputnam@co.lawrence.pa.us              | 207-783-0068           | 35 Westminster Street                    | Lewiston        | ME           | 4240       |
| Managed Care Network   | erik.noll@va.gov                       | (516) 299-3214         | CW Post Campus                           | Brookville      | NY           | 11548      |
| Managed Care Network   | post-careersuccess@liu.edu             | 585-314-3057           | 1625 Buffalo Avenue                      | Niagara Falls   | NY           | 14303      |
| Manchester Community College   | battaglia@managedcarenetwork.com       | 585-314-3057           | 1625 Buffalo Avenue                      | Niagara Falls   | NY           | 14303      |
| Manhattan College  | jkubek@managedcarenetwork.com          | (860) 512-3372         | 1066 Front Street                        | Manchester      | NH           | 3102       |
| MARC, Inc. of Manchester   | jgreene@manchestercc.edu               | 718-862-7965           | Manhattan College Parkway                | Riverdale       | NY           | 10471      |
| Marine For Life - Buffalo  | bernadette.blocker@manhattan.edu       | 860-646-5718           | 376r Middle Tpk W                        | Manchester      | CT           | 6040       |
| Marine For Life - Quantico   | info@marcct.org                        | (716) 885-6529         | 3 Porter Avenue                          | Buffalo         | NY           | 14202      |
| Massachusetts Department Of Veterans Services                                | kara.blome@sig.com                     | 703-432-5474           | 715 Broadway Street                      | Quantico        | VA           | 22134      |
| Massachusetts Latino Chamber of Commerce                                     | richard.waller1@usmc.mil               | (617) 210-5480         | 600 Washington Street                    | Boston          | MA           | 21111      |
| Massachusetts Latino Chamber of Commerce                                     | MDVS@vet.state.ma.us                   |                        | 225 High Street                          | Holyoke         | MA           | 1040       |
| Massachusetts Rehabilitation Commission                                      | holyokey@masslatinochamber.com         |                        | 1655 Main Street                         | Springfield     | MA           | 1103       |
| MassHire Attleboro Career Center   | mdones@masslatinochamber.com           | (413) 736-7296         | 243 Cottage Street                       | Springfield     | MA           | 1104       |
| MassHire Berkshire Career Center   | tara.raymond@massmail.state.ma.us      | 508-977-1407           | 95 Pine Street                           | Attleboro       | MA           | 2703       |
| MassHire Framingham Career Center  | ecampbell@detma.org                    | 413-499-2220           | 160 North Street                         | Pittsfield      | MA           | 1201       |
| MassHire Framingham Career Center  | Ann.Deres@detma.org                    | (508) 861-7993         | 1671 Worcester Road                      | Framingham      | MA           | 1701       |
| MassHire Norwood Career Center   | darren.bradshaw@detma.org              | (508) 861-7993         | 1671 Worcester Road                      | Framingham      | MA           | 1701       |
| MBI Health Services  | eric.fernandez@detma.org               | (781) 269-5494         | 32 Day Street                            | Norwood         | MA           | 2062       |
| Military Spouse Employment Program (MSEP)                                    | JFMcKenna@masshiresmw.com              | 202-464-9200 x478      | 4017 Minnesota Avenue Northeast          | Washington      | DC           | 20019      |
| Morgan State University  | ybutler@mbihs.com                      | 571-298-2985           | 1400 Defense Boulevard                   | Washington      | DC           | 20301      |
| National Association for Black Veterans - Queens Chapter # 0082              | dobannon@zeiders.com                   | 443-885-3349           | Montebello Complex, Wing C-244           | Baltimore       | MD           | 21251      |
| National Association for Black Veterans - Washington DC Chapter              | careers@morgan.edu                     | (718) 805-6341         | 665 Willoughby Avenue                    | Brooklyn        | NY           | 11206      |
| National Association of American Veterans                                    | Pbronson1@verizon.net                  | (202) 822-0011         | 1200 18th Street Northwest               | Washington      | DC           | 20036      |
| National Council of Negro Women, Inc.  | joewynn@vetsgroup.org                  | (202) 465-3296         | 1725 I Street Northwest                  | Washington      | DC           | 20006      |
| NCSY New York  | info@naavets.org                       | (202) 737-0120         | 633 Pennsylvania Avenue Northwest        | Washington      | DC           | 20004      |
| New Hampshire WORKS - Salem Office   | tjahannes@ncnw.org                     | 516-569-6279           | 555 Willow Avenue                        | Cedarhurst      | NY           | 11516      |
| New Haven Workforce Alliance Vet Rep   | nyinfo@ncsy.org                        | (603) 893-9185         | 29 South Broadway                        | Salem           | NH           | 3079       |
| New Jersey Department of Military and Veterans Affairs - Paterson            | Mark.A.Mills@nhes.nh.gov               | 203-624-1493 x235      | 560 Ella T Grasso Boulevard              | New Haven       | CT           | 6519       |
| New York State Educational Department (VESID) - Albany                       | kseeley@workforcealliance.biz          | (201) 996-8050         | 125 State Street                         | Hackensack      | NJ           | 7601       |
| North Shore Career Center of Salem   | joseph.restivo@dmava.nj.gov            | 518-485-1759           | Colony                                   | Colony          | NY           | 12205      |
| NYC Workforce1 Career Center - Bronx   | itedesco@mail.nysed.gov                | 978-825-7207           | 70 Washington Street                     | Salem           | MA           | 1970       |
| NYSD Displaced Homemaker Center - Long Island City                           | maritza.ortega-candelario@labor.ny.gov | 718-482-2458           | 400 East Fordham Road                    | The Bronx       | NY           | 10458      |
| PA CareerLink - Butler County  | msampson@lagcc.cuny.edu                | 718-482-5166           | 31-10 Thomson Avenue                     | Queens          | NY           | 11101      |
| PA CareerLink - Oil Region   | nmaggiocca@pa.gov                      | 724-431-4000           | 112 Hollywood Drive                      | Butler          | PA           | 16001      |
| PA CareerLink Capitol Region   | acrouch@pa.gov                         | 814-678-5057           | 255 Elm Street                           | Oil City        | PA           | 16301      |
| PA CareerLink Elk County   | TUpdegraff@pa.gov                      | (717) 783-3270         | 100 North Cameron Street                 | Harrisburg      | PA           | 17101      |
| PA CareerLink Potter County  | cheilbrun@pa.gov                       | 814-834-2857 x206      | 245 Depot Street                         | Saint Marys     | PA           | 15857      |
| Passaic County Community College   | bysutton@pa.gov                        | 814-363-9100           | 279 Rt 6 West                            | Coudersport     | PA           | 16915      |
|  | mpowell@pccc.edu                       | (973) 684-6136         | 1 College Boulevard                      | Paterson        | NJ           | 7505       |

| Agency  | Recipient Email(s)                    | Recipient Phone Number | Agency Address                     | Agency City  | Agency State | Agency Zip |
|---|---------------------------------------|------------------------|------------------------------------|--------------|--------------|------------|
| Pennsylvania CareerLink   | getanner@pa.gov                       | 814-455-9966           | 155 West 8th Street                | Erie         | PA           | 16501      |
| Pennsylvania CareerLink Lawrence County   | rpaglia@pa.gov                        | 724-656-3165           | 102 Margaret Street                | New Castle   | PA           | 16101      |
| PFLAG New Hampshire   | eallen@pflagnh.org                    | (603) 724-4120         | Po Box 957                         | Concord      | NH           | 3302       |
| Prince George's One Stop Career Center - Veterans Services                            | lynn-horton@dldr.state.md.us          | 301-362-9708           | 312 Marshall Avenue                | Laurel       | MD           | 20707      |
| Project Renewal   | Michele.D'Amato@projectrenewal.org    | (212) 620-0340         | 200 Varick Street                  | New York     | NY           | 10014      |
| Puerto Rico Federal Affairs Administration (PRFAA)                                    | lroman@prfaa.pr.gov                   | (202) 778-0710         | 1100 17th Street Northwest         | Washington   | DC           | 20036      |
| Saint Benedict Education Center   | Jjaworski@stben.org                   | (814) 452-4072         | 330 East 10th Street               | Erie         | PA           | 16503      |
| Seneca Nation of Indians  | darcy.kettle@sni.org                  | 716-532-4900           | 90 Ohio Way                        | Salamanca    | NY           | 14779      |
| SER of Westchester, Inc.  | serofwestchester@gmail.com            | (914) 681-0996         | 76 Mamaroneck Avenue               | White Plains | NY           | 10601      |
| Simmons College   | careers@simmons.edu                   |                        | 300 Fenway                         | Boston       | MA           | 2115       |
| Society for Technical Communication - DC  | web_diva@wdcb.stcwc.org               | (301) 422-7790         | 8304 Curry Place                   | Adelphi      | MD           | 20783      |
| Soldier for Life Transition Assistance Program - Fort Myer                            | juan.c.rodriguez64.civ@mail.mil       |                        | 126 Forrest Circle                 | Arlington    | VA           | 22211      |
| Soldier On  | graiti@wesoldieron.org                | (413) 236-5644         | 360 West Housatonic Street         | Pittsfield   | MA           | 1201       |
| Springfield Vet Center  | bryan.doe@va.gov                      | 413-737-5167           | 1985 Main Street                   | Springfield  | MA           | 1103       |
| STAR, Inc.  | mspiegel@starct.org                   | 203-216-8930           | 182 Wolfpit Avenue                 | Norwalk      | CT           | 6851       |
| State Education Resource Center (SERC)  | elba.rivera@ct.gov                    | 860-807-2050           | 25 Industrial Park Road            | Middletown   | CT           | 6457       |
| Stonehill College   | careerservices@stonehill.edu          | 508-565-1325           | 320 Washington Street              | Easton       | MA           | 2357       |
| Suffolk County Community College  | richare@susysuffolk.edu               | (631) 451-4049         | 533 College Road                   | Selden       | NY           | 11784      |
| SUNY - Oswego   | gmorris@oswego.edu                    | 315-312-2255           | 7060 Route 104                     | Oswego       | NY           | 13126      |
| Susquehanna University  | mooreh@susqu.edu                      | (570) 372-4737         | 514 University Avenue              | Selinsgrove  | PA           | 17870      |
| Team Management 2000, Inc.  | k.daniels@tm2kinc.org                 | 201-487-4700           | 84 Main Street                     | Hackensack   | NJ           | 7601       |
| The American Legion   | jsharpe@legion.org                    | 202-263-2995           |                                    | Washington   | DC           | 20032      |
| The Arc of Berkshire County   | rhawes@bcarc.org                      | 413-443-1038           | 395 South Street                   | Pittsfield   | MA           | 1201       |
| The Arc of Somerset County  | somersetarcc@gmail.com                | 908-725-8544           | 141 Main St                        | Somersworth  | NH           | 3878       |
| The Arc of Southington, Inc.  | plainvillearc@gmail.com               | 860-747-1560           | 201 West Main Street               | Plainville   | CT           | 6062       |
| The College of New Rochelle   | martorres@cnr.edu                     |                        | 29 Castle Place                    | New Rochelle | NY           | 10805      |
| The Navy Transition Assistance Program - Walter Reed National Military Medical Center | gordon.janis@med.navy.mil             | (301) 400-1992         | 8901 Wisconsin Avenue              | Bethesda     | MD           | 20814      |
| Thrive DC   | Kimberly@thrivedc.org                 | (202) 737-9311         | 1525 Newton Street Northwest       | Washington   | DC           | 20010      |
| UDC/DHS PATHS Program   | acarter@udc.edu                       | 202-274-7155           | 4340 Connecticut Avenue Northwest  | Washington   | DC           | 20008      |
| United Cerebral Palsy   | Odetta.Addison@cpwestchester.org      | (914) 937-3800         | 1186 King Street                   | Rye Brook    | NY           | 10573      |
| United Veterans Beacon House  | lflaco@UVBH.com                       |                        | 1715 Union Boulevard               | Bay Shore    | NY           | 11706      |
| Urban Alliance Foundation   | nclegg@theurbanalliance.org           | 202-266-5722           | 600 New Hampshire Avenue Northwest | Washington   | DC           | 20037      |
| USVets- Washington, DC  | nadineereed@hotmail.com               | 202-734-8171           | 152 Wayne Place Southeast          | Washington   | DC           | 20032      |
| VA Connecticut Health Care System/Errera Community Care Center                        | Tedina.Plummer@va.gov                 | (203) 479-8000         | 114 Boston Post Road               | West Haven   | CT           | 6516       |
| ValleyWorks Career Center of Lawrence   | Mitchell.Gilbert@MassMail.State.MA.US | (978) 722-7048         | 255 Essex Street                   | Lawrence     | MA           | 1841       |
| Vassar College - Women's Resource Center  | dfernando@vassar.edu                  | (845) 437-3521         | 124 Raymond Avenue                 | Poughkeepsie | NY           | 12604      |
| Veterans' Employment & Training Service   | faulkner.lacarole@dol.gov             | 215-861-5390           | 170 South Independence Mall West   | Philadelphia | PA           | 19106      |
| Veterans for Peace - District of Columbia   | vet1776@gmail.com                     | 703-352-1603           |                                    | Washington   | DC           | 2066       |
| Veterans Inc.   | nicolebuck@veteransinc.org            | (508) 791-1213         | 69 Grove Street                    | Worcester    | MA           | 1605       |
| Veterans Northeast Outreach Center  | vetadmin@northeastveterans.org        | 978-372-3626           | 10 Reed Street                     | Haverhill    | MA           | 1832       |
| Veterans Services - Tilton Outpatient Clinic  | Ralph.Beamon@va.gov                   | 603-624-4366           | 630 West Main Street               | Tilton       | NH           | 3276       |
| Veterans, Inc   | donaldalexander@veteransinc.org       | 774-437-3127           | 1 Federal Street                   | Springfield  | MA           | 1109       |
| Vocational Rehabilitation - Brookline   | Karen.Mael@MRC.state.ma.us            | 617-739-9080           | 320 Washington Street              | Brookline    | MA           | 2445       |
| Vocational Rehabilitation Services - Erie   | ccowan@pa.gov                         | (814) 871-4551         | 3200 Lovell Place                  | Erie         | PA           | 16503      |
| Vocational Rehabilitation Services - Erie   | cfalkenhag@pa.gov                     | (814) 871-4551         | 3200 Lovell Place                  | Erie         | PA           | 16503      |
| Vocational Rehabilitation Services - Erie   | kgarnon@pa.gov                        | 814-871-4551           | 3200 Lovell Place                  | Erie         | PA           | 16503      |
| Vocational Rehabilitation Services - Erie   | sjares@pa.gov                         | (814) 871-4551         | 3200 Lovell Place                  | Erie         | PA           | 16503      |
| Walter Reed Army Medical Center - Family Employment Readiness Program (FERP)          | troy.muhammad@us.army.mil             |                        | 6825 16th Street Northwest         | Washington   | DC           | 20306      |
| Washington Association of Black Journalists (WABJ)                                    | wabjdc@gmail.com                      | (703) 517-4563         | P.O. Box 2683                      | Washington   | DC           | 20013      |
| Waterbury American Job Center   | Michael.Mariano@ct.gov                | (203) 437-3308         | 249 Thomaston Avenue               | Waterbury    | CT           | 6702       |
| Women and Families Center - Middletown  | rhenaire@womenfamilies.org            | 860-344-1474           | 100 Riverview Center               | Middletown   | CT           | 6457       |
| Women's Fund of New Hampshire   | emacri.wfnh@gmail.com                 |                        | 1 Delta Drive                      | Concord      | NH           | 3301       |
| Workforce Alliance - Hamden Center  | Jarett.Esposito@ct.gov                | 203-859-3412           | 37 Marne Street                    | Hamden       | CT           | 6514       |
| Young Members Committee of the National Press Club                                    | comingdistractions@gmail.com          | 443-722-3286           | 529 14th St. NW, 13th Floor        | Washington   | DC           | 20045      |
| YWCA Western Massachusetts  | cgriffith@ywworks.org                 | (413) 732-3121         | 1 Clough Street                    | Springfield  | MA           | 1118       |

# 2021 FCC Source Evaluation Report

FCC Unit: 13552 Southern New England

| Source                                 | Applicant Count | Interview Count | Hire Count |
|--|-----------------|-----------------|------------|
| Contractor - Conversion                | 1               | 1               | 1          |
| Direct Sourcing - ATS                  | 2               | 2               | 1          |
| Direct Sourcing - Indeed               | 25              | 25              | 16         |
| Direct Sourcing - LinkedIn             | 1               | 1               | 1          |
| Direct Sourcing - Other                | 1               | 1               | 1          |
| Direct Sourcing - Recruiter Networking | 1               | 1               | 1          |
| Former Employee - Rehire               | 7               | 7               | 7          |
| Intern - Conversion                    | 2               | 2               | 2          |
| Internal - Internal Hire               | 6               | 6               | 0          |
| Internet - Glassdoor.com               | 1               | 1               | 0          |
| Internet - Google                      | 1               | 1               | 0          |
| Internet - Indeed                      | 81              | 80              | 49         |
| Internet - LinkedIn                    | 5               | 5               | 3          |
| Internet - Ziprecruiter                | 11              | 11              | 8          |
| Job Fair - External                    | 1               | 1               | 1          |
| Other                                  | 3               | 3               | 1          |
| Referral - Employee Referral           | 28              | 28              | 23         |
| Referral - Manager Referral            | 2               | 2               | 2          |
| Website - External Career Site         | 1959            | 178             | 16         |
| <b>Total</b>                           | <b>2138</b>     | <b>356</b>      | <b>133</b> |

## 2021 FCC Source Report

### FCC Unit: 13552 Southern New England

| Requisition ID | Job Title                    | Source                         | Applicant Count | Interview Count | Hire Count |
|----------------|------------------------------|--------------------------------|-----------------|-----------------|------------|
| 264048BR       | Field Technician II          | Website - External Career Site | 32              | 10              | 1          |
| 267661BR       | Field Technician II          | Website - External Career Site | 25              | 10              | 1          |
| 267881BR       | Anchor/Reporter              | Internet - LinkedIn            | 1               | 1               | 1          |
|                |                              | Website - External Career Site | 56              | 2               | 0          |
| 268270BR       | Rep 1, Cust Svc Video Repair | Internet - Indeed              | 10              | 10              | 1          |
|                |                              | Internet - Ziprecruiter        | 1               | 1               | 0          |
|                |                              | Other                          | 2               | 2               | 0          |
|                |                              | Referral - Employee Referral   | 1               | 1               | 0          |
|                |                              | Website - External Career Site | 77              | 5               | 0          |
| 268554BR       | Asst Mgr, Store              | Internet - Indeed              | 1               | 1               | 1          |
|                |                              | Website - External Career Site | 11              | 2               | 0          |
| 268693BR       | Intern                       | Website - External Career Site | 54              | 6               | 1          |
| 268699BR       | Intern                       | Website - External Career Site | 71              | 3               | 1          |
| 269140BR       | Field Technician II          | Internet - Indeed              | 2               | 2               | 2          |
|                |                              | Website - External Career Site | 16              | 4               | 0          |
| 269257BR       | Field Technician II          | Direct Sourcing - Indeed       | 1               | 1               | 0          |
|                |                              | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                              | Website - External Career Site | 31              | 6               | 0          |
| 269301BR       | Field Technician II          | Internet - Google              | 1               | 1               | 0          |
|                |                              | Internet - Indeed              | 1               | 1               | 1          |
|                |                              | Website - External Career Site | 8               | 3               | 0          |
| 269438BR       | Retail Operations Specialist | Direct Sourcing - Indeed       | 1               | 1               | 1          |
|                |                              | Website - External Career Site | 15              | 3               | 0          |
| 269583BR       | Rep 1, Cust Svc Video Repair | Internet - Indeed              | 9               | 9               | 6          |
|                |                              | Internet - LinkedIn            | 1               | 1               | 0          |
|                |                              | Website - External Career Site | 104             | 5               | 0          |
| 269931BR       | Field Technician IV          | Referral - Employee Referral   | 1               | 1               | 1          |
| 270157BR       | Direct Sales Rep             | Internal - Internal Hire       | 1               | 1               | 0          |
|                |                              | Internet - Indeed              | 12              | 12              | 0          |
|                |                              | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                              | Website - External Career Site | 12              | 8               | 0          |
| 270262BR       | Assoc Application Developer  | Internet - Indeed              | 1               | 1               | 1          |
|                |                              | Website - External Career Site | 19              | 3               | 0          |
| 270364BR       | Sr Data & Reporting Analyst  | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                              | Website - External Career Site | 38              | 0               | 0          |
| 270390BR       | Store Associate              | Direct Sourcing - Indeed       | 1               | 1               | 1          |
|                |                              | Website - External Career Site | 17              | 2               | 0          |



| Requisition ID | Job Title                          | Source                         | Applicant Count | Interview Count | Hire Count |
|----------------|------------------------------------|--------------------------------|-----------------|-----------------|------------|
| 270741BR       | Direct Sales Rep                   | Website - External Career Site | 6               | 1               | 1          |
| 270828BR       | Field Technician II                | Internet - Indeed              | 1               | 1               | 1          |
|                |                                    | Job Fair - External            | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 18              | 0               | 0          |
| 271127BR       | Field Technician II                | Internet - Indeed              | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 15              | 7               | 1          |
| 271240BR       | Workforce Management Analyst       | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 41              | 1               | 0          |
| 271340BR       | Store Associate                    | Internet - Indeed              | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 37              | 2               | 0          |
| 271433BR       | National Account Executive         | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 28              | 2               | 0          |
| 271609BR       | Direct Sales Rep                   | Direct Sourcing - Indeed       | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 3               | 0               | 0          |
| 271729BR       | Direct Sales Rep                   | Internal - Internal Hire       | 1               | 1               | 0          |
|                |                                    | Internet - Indeed              | 2               | 2               | 2          |
|                |                                    | Website - External Career Site | 7               | 7               | 0          |
| 271788BR       | Direct Sales Rep                   | Direct Sourcing - Indeed       | 2               | 2               | 2          |
|                |                                    | Website - External Career Site | 15              | 4               | 0          |
| 272065BR       | Project Administrator              | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 36              | 0               | 0          |
| 272067BR       | Database & Rptg Analyst            | Direct Sourcing - ATS          | 1               | 1               | 0          |
|                |                                    | Internet - LinkedIn            | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 114             | 4               | 0          |
| 272076BR       | Maintenance Technician I Nonexempt | Internet - Indeed              | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 12              | 1               | 0          |
| 272392BR       | Asst Mgr, Store                    | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 7               | 0               | 0          |
| 272435BR       | Rep 1, Cust Svc Video Repair       | Internet - Indeed              | 8               | 8               | 6          |
|                |                                    | Internet - Ziprecruiter        | 3               | 3               | 3          |
|                |                                    | Website - External Career Site | 81              | 5               | 0          |
| 272593BR       | Store Associate                    | Website - External Career Site | 24              | 3               | 1          |
| 272611BR       | Mgr, Program Management            | Internet - LinkedIn            | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 84              | 2               | 0          |
| 272655BR       | Field Technician II                | Internet - Indeed              | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 17              | 4               | 0          |
| 272658BR       | Field Technician II                | Referral - Employee Referral   | 2               | 2               | 2          |
|                |                                    | Website - External Career Site | 27              | 3               | 1          |
| 272906BR       | Sales Analyst                      | Internet - Indeed              | 1               | 1               | 1          |
|                |                                    | Website - External Career Site | 38              | 2               | 0          |

| Requisition ID | Job Title                             | Source                                 | Applicant Count | Interview Count | Hire Count |
|----------------|---------------------------------------|--|-----------------|-----------------|------------|
| 273145BR       | Store Associate                       | Former Employee - Rehire               | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 12              | 0               | 0          |
| 273371BR       | Store Associate                       | Former Employee - Rehire               | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 6               | 0               | 0          |
| 273446BR       | Store Associate                       | Internet - Indeed                      | 2               | 2               | 2          |
|                |                                       | Website - External Career Site         | 36              | 3               | 0          |
| 273620BR       | Rep 1, Cust Svc Video Repair          | Internet - Indeed                      | 9               | 9               | 8          |
|                |                                       | Internet - Ziprecruiter                | 4               | 4               | 2          |
|                |                                       | Website - External Career Site         | 131             | 11              | 0          |
| 273644BR       | Direct Sales Rep                      | Direct Sourcing - Indeed               | 1               | 1               | 0          |
|                |                                       | Former Employee - Rehire               | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 21              | 16              | 0          |
| 273694BR       | Store Associate                       | Internet - Indeed                      | 1               | 1               | 1          |
|                |                                       | Referral - Employee Referral           | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 17              | 1               | 0          |
| 274109BR       | Asst Mgr, Store                       | Direct Sourcing - Indeed               | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 9               | 0               | 0          |
| 274333BR       | Assoc Application Developer           | Direct Sourcing - ATS                  | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 13              | 1               | 0          |
| 274451BR       | Store Associate                       | Internet - Indeed                      | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 7               | 2               | 0          |
| 274546BR       | Mgr, Digital Service & CX             | Contractor - Conversion                | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 3               | 0               | 0          |
| 274824BR       | Physical Security Officer I Nonexempt | Website - External Career Site         | 16              | 1               | 1          |
| 274898BR       | EAM-Enterprise Account Manager        | Direct Sourcing - Other                | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 12              | 0               | 0          |
| 275033BR       | Store Associate                       | Referral - Employee Referral           | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 6               | 0               | 0          |
| 275048BR       | Field Technician IV                   | Website - External Career Site         | 1               | 1               | 1          |
| 275392BR       | Producer, Digital                     | Direct Sourcing - Recruiter Networking | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 62              | 7               | 0          |
| 275837BR       | Digital Srvc & CX Specialist          | Website - External Career Site         | 13              | 4               | 1          |
| 275931BR       | Producer                              | Internet - Indeed                      | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 41              | 4               | 1          |
| 276008BR       | Store Associate                       | Direct Sourcing - Indeed               | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 2               | 0               | 0          |
| 276103BR       | Store Associate                       | Referral - Employee Referral           | 1               | 1               | 1          |
| 276104BR       | Store Associate                       | Direct Sourcing - Indeed               | 1               | 1               | 1          |
|                |                                       | Website - External Career Site         | 5               | 0               | 0          |

| Requisition ID | Job Title                            | Source                         | Applicant Count | Interview Count | Hire Count |
|----------------|--------------------------------------|--------------------------------|-----------------|-----------------|------------|
| 276400BR       | Mgr, Store                           | Website - External Career Site | 34              | 3               | 1          |
| 276559BR       | Store Associate                      | Direct Sourcing - Indeed       | 1               | 1               | 1          |
|                |                                      | Referral - Employee Referral   | 2               | 2               | 1          |
|                |                                      | Website - External Career Site | 10              | 0               | 0          |
| 276603BR       | Field Technician II                  | Internet - Indeed              | 2               | 2               | 1          |
|                |                                      | Website - External Career Site | 6               | 6               | 0          |
| 276799BR       | Asst Mgr, Store                      | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                                      | Website - External Career Site | 20              | 3               | 0          |
| 277092BR       | Rep 1, Cust Svc Video Repair         | Internet - Indeed              | 2               | 2               | 2          |
|                |                                      | Internet - Ziprecruiter        | 3               | 3               | 3          |
|                |                                      | Website - External Career Site | 87              | 10              | 0          |
| 277190BR       | Asst Mgr, Store                      | Direct Sourcing - LinkedIn     | 1               | 1               | 1          |
|                |                                      | Website - External Career Site | 8               | 1               | 0          |
| 277293BR       | Territory Management Analyst         | Intern - Conversion            | 1               | 1               | 1          |
|                |                                      | Internal - Internal Hire       | 2               | 2               | 0          |
|                |                                      | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                                      | Website - External Career Site | 14              | 0               | 0          |
| 277331BR       | Direct Sales Rep                     | Internet - Indeed              | 2               | 2               | 1          |
|                |                                      | Website - External Career Site | 4               | 4               | 0          |
| 277923BR       | Field Technician II                  | Former Employee - Rehire       | 1               | 1               | 1          |
|                |                                      | Other                          | 1               | 1               | 1          |
|                |                                      | Website - External Career Site | 12              | 4               | 0          |
| 278172BR       | Direct Sales Rep                     | Referral - Employee Referral   | 2               | 2               | 1          |
| 278310BR       | Store Associate                      | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                                      | Website - External Career Site | 4               | 1               | 0          |
| 278392BR       | Direct Sales Rep                     | Direct Sourcing - Indeed       | 1               | 1               | 1          |
|                |                                      | Website - External Career Site | 2               | 2               | 0          |
| 278473BR       | Store Greeter Nonexempt              | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                                      | Website - External Career Site | 3               | 0               | 0          |
| 278577BR       | VAR Channel Manager - Fed Gov Exempt | Referral - Manager Referral    | 2               | 2               | 2          |
|                |                                      | Website - External Career Site | 7               | 2               | 0          |
| 278580BR       | Store Associate                      | Former Employee - Rehire       | 1               | 1               | 1          |
|                |                                      | Website - External Career Site | 3               | 0               | 0          |
| 279263BR       | Field Technician II                  | Internet - Indeed              | 1               | 1               | 1          |
|                |                                      | Website - External Career Site | 2               | 2               | 0          |
| 279585BR       | Field Technician II                  | Internal - Internal Hire       | 2               | 2               | 0          |
|                |                                      | Internet - Indeed              | 1               | 1               | 1          |
|                |                                      | Website - External Career Site | 9               | 1               | 0          |
| 279607BR       | Direct Sales Rep                     | Former Employee - Rehire       | 1               | 1               | 1          |
|                |                                      | Internet - Indeed              | 3               | 3               | 0          |
|                |                                      | Referral - Employee Referral   | 1               | 1               | 0          |
|                |                                      | Website - External Career Site | 5               | 5               | 0          |

| Requisition ID | Job Title                  | Source                         | Applicant Count | Interview Count | Hire Count |
|----------------|----------------------------|--------------------------------|-----------------|-----------------|------------|
| 279702BR       | Store Associate            | Direct Sourcing - Indeed       | 1               | 1               | 1          |
|                |                            | Website - External Career Site | 2               | 0               | 0          |
| 279798BR       | Account Executive          | Internet - Glassdoor.com       | 1               | 1               | 0          |
|                |                            | Website - External Career Site | 5               | 1               | 1          |
| 280013BR       | Direct Sales Rep           | Direct Sourcing - Indeed       | 3               | 3               | 1          |
|                |                            | Website - External Career Site | 3               | 2               | 0          |
| 280050BR       | Photojournalist Nonexempt  | Former Employee - Rehire       | 1               | 1               | 1          |
|                |                            | Internet - LinkedIn            | 1               | 1               | 0          |
|                |                            | Website - External Career Site | 10              | 4               | 0          |
| 280427BR       | Direct Sales Rep           | Direct Sourcing - Indeed       | 3               | 3               | 0          |
|                |                            | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                            | Website - External Career Site | 9               | 6               | 0          |
| 280427BR-1     | Direct Sales Rep           | Website - External Career Site | 13              | 10              | 1          |
| 280504BR       | Store Associate            | Direct Sourcing - Indeed       | 1               | 1               | 0          |
|                |                            | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                            | Website - External Career Site | 3               | 0               | 0          |
| 280888BR       | Store Associate            | Direct Sourcing - Indeed       | 1               | 1               | 1          |
|                |                            | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                            | Website - External Career Site | 7               | 0               | 0          |
| 280914BR       | Direct Sales Rep           | Direct Sourcing - Indeed       | 2               | 2               | 1          |
|                |                            | Website - External Career Site | 5               | 5               | 0          |
| 281080BR       | Store Associate            | Direct Sourcing - Indeed       | 1               | 1               | 1          |
|                |                            | Website - External Career Site | 2               | 0               | 0          |
| 281198BR       | Field Technician II        | Internet - Indeed              | 1               | 1               | 1          |
|                |                            | Website - External Career Site | 9               | 2               | 0          |
| 281643BR       | Field Technician II        | Internet - Indeed              | 1               | 1               | 1          |
|                |                            | Referral - Employee Referral   | 1               | 1               | 0          |
|                |                            | Website - External Career Site | 10              | 0               | 0          |
| 281755BR       | Asst Mgr, Store            | Website - External Career Site | 7               | 2               | 1          |
| 282043BR       | Field Technician II        | Internet - Indeed              | 1               | 1               | 1          |
|                |                            | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                            | Website - External Career Site | 19              | 6               | 0          |
| 282595BR       | ISP Engineer I             | Intern - Conversion            | 1               | 1               | 1          |
| 283716BR       | Store Specialist Nonexempt | Direct Sourcing - Indeed       | 1               | 1               | 1          |
|                |                            | Website - External Career Site | 11              | 0               | 0          |
| 283878BR       | Store Specialist Nonexempt | Internet - Indeed              | 1               | 1               | 1          |
|                |                            | Website - External Career Site | 5               | 0               | 0          |