

# 2026 FCC Unit Structure

## 13551 Southern Texas

| Address                       | City           | State | Zip   |
|-------------------------------|----------------|-------|-------|
| 25702 Aldine Westfield Road   | Spring         | TX    | 77373 |
| 3701 N. 23rd Street           | McAllen        | TX    | 78501 |
| 8425 Memorial Blvd.           | Port Arthur    | TX    | 77640 |
| 12238 Silicon Drive           | San Antonio    | TX    | 78249 |
| 8124 Agora Pkwy, Suite 100    | Selma          | TX    | 78154 |
| 3151 SE Military Drive        | San Antonio    | TX    | 78223 |
| 22702 US 281N Suite 114       | San Antonio    | TX    | 78258 |
| 6301 NW Loop 410              | San Antonio    | TX    | 78238 |
| 2413 E. Expressway 83 Ste 600 | Mission        | TX    | 78572 |
| 11321 Bandera Rd              | San Antonio    | TX    | 78250 |
| 5167 Kyle Centre Suite 100    | Kyle           | TX    | 78640 |
| 2952 Patzcuaro Dr             | Eagle Pass     | TX    | 78852 |
| 8001 N. 10th Street           | McAllen        | TX    | 78504 |
| 1671 S. Interstate 35         | New Braunfels  | TX    | 78130 |
| 11745 IH-10 West              | San Antonio    | TX    | 78230 |
| 1600 E I-H 2 Suite 125        | San Juan       | TX    | 78589 |
| 3260 Galeno Crossing          | Brownsville    | TX    | 78526 |
| 11826 Tech Com                | San Antonio    | TX    | 78233 |
| 2720 SW Military Dr           | San Antonio    | TX    | 78224 |
| 415 W Loop 1604 S             | San Antonio    | TX    | 78245 |
| 1300 Maco Drive               | Pharr          | TX    | 78577 |
| 636 E Interstate 2, Ste 103   | Weslaco        | TX    | 78596 |
| 160 S Business IH 35          | New Braunfels  | TX    | 78130 |
| 1900 Blue Crest Ln            | San Antonio    | TX    | 78247 |
| 2041 E Main St.               | Alice          | TX    | 78332 |
| 1207 S. Saint Marys St        | Beeville       | TX    | 78102 |
| 4060 S Padre Island Dr        | Corpus Christi | TX    | 78411 |
| 312 Pecan St                  | Del Rio        | TX    | 78840 |
| 2921 S Expressway 83          | Harlingen      | TX    | 78550 |
| 900 Sidney Baker St           | Kerrville      | TX    | 78028 |
| 1313 W Calton Rd              | Laredo         | TX    | 78041 |
| 602 N Highway 69              | Nederland      | TX    | 77627 |
| 818 N Oak St                  | Pearsall       | TX    | 78061 |
| 3001 N I Rd                   | Pharr          | TX    | 78577 |
| 8434 Gault Ln                 | San Antonio    | TX    | 78209 |
| 201 Junior Beck Dr            | Corpus Christi | TX    | 78405 |
| 1400 North McColl Rd          | McAllen        | TX    | 78501 |
| 403 Urban Loop                | San Antonio    | TX    | 78207 |
| 438 NW Loop 410               | San Antonio    | TX    | 78216 |
| 3121 Edgar Brown Dr           | West Orange    | TX    | 77630 |

# 2026 FCC Unit Structure

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| Address                  | City           | State | Zip   |
|--------------------------|----------------|-------|-------|
| 2309 W. Lincoln Ave      | Harlingen      | TX    | 78552 |
| 1514 S 77 Sunshine Strip | Harlingen      | TX    | 78550 |
| 4001 Saratoga Blvd       | Corpus Christi | TX    | 78413 |
| 510 E 2nd St             | Port Neches    | TX    | 77651 |
| 2306 E Main St           | Uvalde         | TX    | 78801 |
| 821 E Market St          | Portland       | TX    | 78374 |
| 2438 Monarch Dr          | Laredo         | TX    | 78045 |
| 10130 Highway 151        | San Antonio    | TX    | 78251 |
| 562 Colorado Street      | Eagle Pass     | TX    | 78852 |
| 470 CR 342               | Gonzales       | TX    | 78629 |
| 3515 South Jackson Rd    | Edinburg       | TX    | 78539 |
| 301 Palomino Rd          | Kyle           | TX    | 78640 |
| 12114 Colwick            | San Antonio    | TX    | 78216 |
| 15700 Market Hill        | San Antonio    | TX    | 78256 |
| 24326 Wilderness Oak     | San Antonio    | TX    | 78258 |
| 2807 SW Loop 410         | San Antonio    | TX    | 78227 |
| 322 Rotary               | San Antonio    | TX    | 78202 |
| 5520 S Presa St          | San Antonio    | TX    | 78223 |
| 5882 La Colonia          | San Antonio    | TX    | 78218 |
| 7326 Louis Pasteur Dr    | San Antonio    | TX    | 78229 |
| 217 E Mile 12 North Rd   | Weslaco        | TX    | 78599 |



Amend

Print

# EEO Form 396-C

File No.: CBL0026045

Filing Status: **Ready for Review**

**13551**

Reference Copy  
OMB Control No.  
3060-1033

## General Information

**FCC Registration Number (FRN)**

0028917441

**Filing Year**

2026

**Employment Unit ID (EUID)**

13551

## Section I - Identifying Information

**Has the identifying information associated with this EUID changed?**

Yes

**Operator Legal Name**

Jennifer Goad

**Operator Assumed Name**

CHARTER COMMUNICATIONS

**Operator Address 1**

7800 Crescent Executive Dr

**Operator City**

CHARLOTTE

**Operator state**

NC

**Operator Zip Code**

28217

**State of Employment Office**

**County of Employment Office**

TX

Application Purpose

New Program Report

Category of Respondent

Six (6) or more full-time employees during the selected reporting period

Travis

Supplemental Investigation Sheet (SIS) Required

false

Reporting Period Start Date

2025-07-01

Reporting Period End Date

2026-06-30

Section II - Community Information

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PSID

002250, 007768, 003440, 007721, 007742, 000262, 003433, 001619, 005132, 004814, 002793, 003333, 003425, 002599

Communities

TX1403, TX1407, TX2510, TX1302, TX0185, TX2545, TX0528, TX0936, TX0598, TX1110, TX2293, TX2446, TX0900, TX0454, TX2049, TX0489, TX0491, TX0938, TX1204, TX0699, TX0532, TX0493, TX0669, TX1208, TX0596, TX1242, TX0183, TX0627, TX0633, TX1274, TX1404, TX1303, TX1070, TX0494, TX0358, TX2298, TX2705, TX1434, TX1436, TX1438, TX0668, TX0390, TX1169, TX2544, TX1207, TX0186, TX0497, TX1182, TX0527, TX2052, TX0490, TX0492, TX2745, TX0361, TX0766, TX1433, TX1437, TX1439, TX1309, TX2837, TX2838, TX2525, TX2995, TX0458, TX3014, TX2374, TX0741, TX0743, TX2526, TX0501, TX0323, TX0457, TX0114, TX3126, TX0772, TX0735, TX3043, TX2955, TX0503, TX0505, TX3052, TX2740, TX2626, TX0063, TX2614, TX0164, TX0742, TX0334, TX0637, TX0700, TX2686, TX0322, TX2527, TX0336, TX1112, TX2530, TX0778, TX1415, TX0504, TX0533, TX2797, TX0128, TX2371, TX0943, TX2702, TX2964, TX2095, TX0223, TX2670, TX3041, TX0337, TX0339, TX2349, TX3027, TX0082, TX0251, TX0029, TX2063, TX0370, TX3075, TX3107, TX2743, TX3020, TX0605, TX2795, TX0107, TX1244, TX1209, TX2534, TX2913, TX0498, TX0500, TX0811, TX1448, TX0108, TX0085, TX0084, TX0122, TX0485, TX0487, TX2952, TX1642, TX1351, TX0008, TX2524, TX1441, TX2956, TX2332, TX1296, TX2321, TX2990, TX0572, TX0177, TX0179, TX0781, TX2989, TX0167, TX0169, TX0171, TX0173, TX1258, TX1311, TX2537, TX2986, TX0478, TX2480, TX1583, TX2800, TX2536, TX2951, TX0782, TX2744, TX2166, TX2836, TX0166, TX0168, TX0170, TX0172, TX2627, TX0205, TX1021, TX2921,

TX1089, TX2543, TX2920, TX2045, TX2336, TX0074, TX2350, TX0522, TX0138, TX0312, TX2541, TX0211, TX0307, TX1088, TX1092, TX0472, TX1324, TX2483, TX1234, TX2251, TX2542, TX2335, TX2616, TX2076, TX2097, TX0411, TX1432, TX1458, TX2902, TX0282, TX0181, TX2796, TX2538, TX0484, TX0486, TX0488, TX2988, TX0284, TX0174, TX0760, TX0234, TX0377, TX1056, TX2960, TX0547, TX2535, TX0473, TX0175, TX3029, TX2109, TX0176, TX0178, TX0165, TX0757, TX1532, TX0346, TX2249, TX1298, TX0106, TX2690, TX2779, TX2377, TX2617, TX2742, TX2042, TX2044, TX2046, TX0351, TX0519, TX0521, TX2444, TX0927, TX0009, TX2445, TX2954, TX2615, TX2484, TX0928, TX2982, TX2105, TX1267, TX2174, TX2482, TX2919, TX1754, TX2550, TX0965, TX0758, TX2540, TX2376, TX1295, TX0518, TX0520

### Section III - EEO Policy and Program Requirements

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**Complied with outreach provisions**

Yes

**Contacted multiple sources of applicants**

Yes

**Sought out entrepreneurs in a nondiscriminatory manner**

Yes

**Defined responsibility of management**

Yes

**Conducted continuing review of job structure**

Yes

**Disseminated widely EEO Program**

Yes

**Offered promotions in nondiscriminatory manner**

Yes

**Analyzed the results of efforts to recruit hire promote and use services**

Yes

**Conducted continuing program to exclude prejudice**

Yes

### Section IV - Additional Information

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FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

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PART II - Inquiries Concerning EEO Program and Practices

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PART III - EEO Public File Report

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## Exhibits

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## Certifications

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

## Certifier Information

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**Certifying Official Name and Signature**

Julie Cole

**Certifying Official Phone**

7047313338

**Certifying Date Signed**

2026-09-29

**Certifying Official Title**

VP, ER, Policy and Compliance

**Certifying Official Email**

julie.cole@spectrum.com

# 2026 FCC Recruitment Initiatives

FCC Unit: 13551 Southern Texas

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

### **Red, White, and You! Hiring Event**

- November 13, 2025
- San Antonio, TX
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Greater than 500 attendees

### **Jump Start Career Expo**

- February 17, 2026
- McAllen, TX
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

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

### **Workplace Expectations: 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 classroom 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 and productive 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.

## 2026 FCC Outreach Sources

FCC Unit: 13551 Southern Texas

| Community Organization                                                    | Recipient Name        | Recipient Email(s)                      | Organization Address       | City           | State | Zip        | Phone        |
|---------------------------------------------------------------------------|-----------------------|-----------------------------------------|----------------------------|----------------|-------|------------|--------------|
| Air Force Wounded Warrior                                                 | Melinda Parra-Rocha   | melinda.parra-rocha.ctr@us.af.mil       | 550 C Street West          | Universal City | TX    | 78150      | 210-565-2714 |
| Alliance Professional Services LLC                                        | Amanda Sowell         | amanda@allpro-group.com                 | PO Box 550                 | Collierville   | TN    | 38027      | 800-518-9008 |
| Amberton University                                                       | Dr Bradshaw           | bbradshaw@amberton.edu                  | 3880 Parkwood Blvd         | Frisco         | TX    | 75034-1928 | 972-279-6511 |
| Arab American Cultural and Community Center                               | Nervin Ouida          | nervin@acchouston.org                   | 10555 Stancliff Road       | Houston        | TX    | 77099      | 832-351-3366 |
| ARCIL San Marcos                                                          | Juan Zea              | juanz@arcil.com                         | 618 S Guadalupe St Ste 103 | San Marcos     | TX    | 78666-6977 | 512-396-5790 |
| Associated Builders & Contractors of South Texas                          | Gilbert Palomo        | gilbert@abcsouthtexas.org               | 814 Arion Parkway          | San Antonio    | TX    | 78216      | 210-342-1994 |
| Beaumont Workforce Center                                                 | Levette Roosevelt     | levette.roosevelt@setworks.org          | 510 Park Street, Suite 200 | Beaumont       | TX    | 77701-2415 | 409-839-8045 |
| Bill J. Priest Institute for Economic Development                         | Alecia --             | employerresourcecenter@dcccd.edu        | 1402 Corinth Street        | Dallas         | TX    | 75215      | 214-860-2066 |
| Black Alliance of Colleges and Employers                                  | Shannon Stone-Winding | shannon@bacecareers.org                 | 155 North Wacker Drive     | Chicago        | IL    | 60606      | 312-803-5822 |
| Broadband Nation                                                          | n/a                   | n/a                                     | n/a                        | n/a            | n/a   | n/a        | n/a          |
| Built In                                                                  | n/a                   | n/a                                     | n/a                        | n/a            | n/a   | n/a        | n/a          |
| Cameron Workforce Center                                                  | Edmundo Iturbe        | edmundo.iturbe@tvc.texas.gov            | 851 Old Alice Rd           | Brownsville    | TX    | 78520-8551 | 956-546-3141 |
| Cameron Workforce Solutions                                               | David Cardenas        | david.cardenas@tvc.texas.gov            | 601 East Harrison Avenue   | Harlingen      | TX    | 78550      | 956-423-9266 |
| Cameron Workforce Solutions                                               | Josue Silguero        | josue.silguero@twc.texas.gov            | 601 East Harrison Avenue   | Harlingen      | TX    | 78550      | 956-423-9266 |
| Center for Career and Professional Development at Southwestern University | Alexandra Anderson    | recruitapirate@southwestern.edu         | 1001 E University Ave      | Georgetown     | TX    | 78626-6100 | 512-863-1346 |
| Collin College                                                            | Career Services       | studentjobs@collin.edu                  | 2200 West University Drive | McKinney       | TX    | 75071      | 972-548-6747 |
| Community Options - El Paso Office                                        | Mario Saenz           | mario.saenz@comop.org                   | 1420 Geronimo Dr           | El Paso        | TX    | 79925-1855 | 915-771-7764 |
| Community Options - San Antonio Office                                    | Mike Martinez         | Miguel.Martinez@comop.org               | 2632 Broadway Street       | San Antonio    | TX    | 78215      | 210-212-4969 |
| Community Options - San Antonio Office                                    | Miguel Martinez       | Miguel.Martinez@comop.org               | 2632 Broadway Street       | San Antonio    | TX    | 78215      | 210-212-4969 |
| Community Options - San Antonio Office                                    | Rolanda Parsons       | rolanda.parsons@outlook.com             | 2632 Broadway Street       | San Antonio    | TX    | 78215      | 210-212-4969 |
| Comparably                                                                | n/a                   | n/a                                     | n/a                        | n/a            | n/a   | n/a        | n/a          |
| Corpus Christi - Sunrise Mall Workforce Center                            | Lenny Anzaldua        | lenny.anzaldua@workforcesolutionscb.org | 5858 SPID Ste 1            | Corpus Christi | TX    | 78412      | 361-882-7491 |

## 2026 FCC Outreach Sources

FCC Unit: 13551 Southern Texas

| Community Organization                                           | Recipient Name      | Recipient Email(s)                 | Organization Address           | City           | State | Zip        | Phone        |
|------------------------------------------------------------------|---------------------|------------------------------------|--------------------------------|----------------|-------|------------|--------------|
| Dallas Baptist University                                        | Marion Hill         | marion@dbu.edu                     | 3000 Mountain Creek Pkwy       | Dallas         | TX    | 75211-6700 | 214-333-5556 |
| Dallas Christian College                                         | Karla Kuhl          | kkuhl@dallas.edu                   | 2700 Christian Parkway         | Dallas         | TX    | 75234      | 972-241-3371 |
| Dallas College - Eastfield Campus                                | Patsy --            | pcaropresi@dcccd.edu               | 3737 Motley Drive              | Mesquite       | TX    | 75150      | 972-860-7100 |
| Del Mar College                                                  | Anna Tischler       | placement@delmar.edu               | 101 Baldwin Boulevard          | Corpus Christi | TX    | 78404      | 361-698-1200 |
| Department of Veteran Affairs / Veteran Readiness and Employment | Elizabeth Grajeda   | Elizabeth.Grajeda@va.gov           | 7500 Viscount Blvd, Suite C-50 | El Paso        | TX    | 79925      | 915-772-2195 |
| Disabled American Veterans E G Perales Chapter 150               | Lazaro O. Camarillo | loc111airborne@yahoo.com           | Po Box 7901                    | Corpus Christi | TX    | 78467-7901 | 361-779-6456 |
| Disabled American Veterans Edward B Harney Chapter 12            | Eugene Arrendale    | earrendale@hotmail.com             | 5814 Mason Dr                  | Corpus Christi | TX    | 78407-1116 | 361-289-2329 |
| Disabled American Veterans Kel-Lac Chapter 114                   | Luis Cortes         | ccortes1@aol.com                   | 11618 Blazing Sunset Street    | San Antonio    | TX    | 78253      | 210-857-7362 |
| Disabled American Veterans Montgomery County Chapter 78          | Albert Merchant     | ajmjdm@consolidated.net            | Hwy 1097 East                  | Willis         | TX    | 77378      | 936-539-2375 |
| Disabled American Veterans Randolph Area Chapter 17              | Percy Spence        | spencedav1@aol.com                 | 1129 Pat Booker Rd             | Universal City | TX    | 78148-3901 | 210-632-3198 |
| Disabled American Veterans Sunshine Chapter 165                  | Stephen Tackett     | tackets@aol.com                    | 3730 Shell Ave Am Legion       | El Paso        | TX    | 79925      | 915-594-0603 |
| Edinburg Workforce Center                                        | Jerry Garza         | gerardo.garza@tvc.texas.gov        | 2719 W University Dr           | Edinburg       | TX    | 78539-7889 | 956-289-4542 |
| El Paso Center of Family Violence, Inc.                          | Sandra Garcia       | sgarcia@caf.v.org                  | Po Box 26219                   | El Paso        | TX    | 79926-6219 | 915-593-7377 |
| Endeavors Unlimited                                              | Melissa Toler       | mtoler@endeavorsunlimited.org      | 6363 DeZavala Road             | San Antonio    | TX    | 78249      | 210-431-6466 |
| Endeavors Unlimited                                              | Sandra Halbeisen    | sahalbeisen@endeavorsunlimited.org | 6363 DeZavala Road             | San Antonio    | TX    | 78249      | 210-431-6466 |
| Endeavors Unlimited                                              | Shaniqua Castille   | shcastille@endeavorsunlimited.org  | 6363 DeZavala Road             | San Antonio    | TX    | 78249      | 210-431-6466 |
| Endeavors Unlimited                                              | Zach Caldicott      | zpcaldicott@endeavorsunlimited.org | 6363 DeZavala Road             | San Antonio    | TX    | 78249      | 210-431-6466 |
| Family Crisis Center, Inc                                        | Brenda Heredia      | familycrisiscenter@sbcglobal.net   | 616 W Taylor St                | Harlingen      | TX    | 78550-6664 | 956-423-9305 |
| Family Time Foundation                                           | Robin Gandara       | rgandara@familytimeccc.org         | 1203 S. Houston Avenue         | Humble         | TX    | 77338-4512 | 281-446-2615 |
| Family Violence Prevention Services                              | Shelter Managers    | shelter.managers@fvps.org          | 7911 Broadway Street           | San Antonio    | TX    | 78209      | 210-930-3669 |
| Fort Bliss Transition Assistance Program                         | Zulemma Carranza    | zulemma.carranza.ctr@mail.mil      | 503 Pershing Road              | Fort Bliss     | TX    | 79906      | 915-568-7761 |
| FourBlock                                                        | n/a                 | n/a                                | n/a                            | n/a            | n/a   | n/a        | n/a          |

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FCC Unit: 13551 Southern Texas

| Community Organization                                           | Recipient Name            | Recipient Email(s)                | Organization Address         | City           | State | Zip        | Phone        |
|------------------------------------------------------------------|---------------------------|-----------------------------------|------------------------------|----------------|-------|------------|--------------|
| Friendship of Women                                              | Lilly Champion            | ceo@fowinc.com                    | Po Box 3112                  | Brownsville    | TX    | 78523-3112 | 956-544-7412 |
| Gary Job Corps Center                                            | Georgia Cheatham          | cheatham.georgia@jobcorps.org     | 2800 Airport Highway         | San Marcos     | TX    | 78666      | 800-733-5627 |
| Glassdoor                                                        | n/a                       | n/a                               | n/a                          | n/a            | n/a   | n/a        | n/a          |
| Goodwill Industries of Southeast Texas & Southwest Louisiana     | Michelle Richer-Mengerink | michelle@goodwillbmt.org          | 3445 Phelan Boulevard        | Beaumont       | TX    | 77707      | 409-838-9911 |
| Goodwill of South Texas                                          | Rose Mireles              | rmireles@goodwillsouthtexas.com   | 10522 Leopard Street         | Corpus Christi | TX    | 78410      | 361-884-4068 |
| Greater Houston League of United Latin American Citizens Council | Angelina Guajardo         | angelinaguajardo@yahoo.com        | 5207 Airline Drive           | Houston        | TX    | 77022      | 713-551-1123 |
| Guadalupe County Veteran Services                                | Bill MacAllister          | bmacallister@co.guadalupe.tx.us   | 211 W. Court Street          | Seguin         | TX    | 78155      | 210-945-9708 |
| Guadalupe Valley Family Violence Shelter                         | Jennifer Fernandez        | jennifer.fernandez@safeseguin.org | 6066 South State Highway 123 | Seguin         | TX    | 78155      | 830-372-5970 |
| Hardin-Simmons University                                        | Career Services           | careerservices@hsutx.edu          | 2200 Hickory St              | Abilene        | TX    | 79601-2345 | 325-670-1000 |
| Hays-Caldwell Women's Center                                     | Gary Borden               | info@hcwc.org                     | Po Box 234                   | San Marcos     | TX    | 78667-0234 | 512-396-3404 |
| Hill Country Cares                                               | Marianne Collins          | marianne@hccares.com              | Po Box 291817                | Kerrville      | TX    | 78029-1800 | 830-257-7088 |
| Hope Alliance                                                    | Maxine Chatman            | maxine.chatman@hopealliancetx.org | 1111 Gattis School Road      | Round Rock     | TX    | 78664      | 512-255-1212 |
| Houston Area Urban League                                        | Eric Goodey               | ericg@haul.org                    | 1301 Texas St                | Houston        | TX    | 77002-3508 | 713-393-8754 |
| Houston Baptist University                                       | Aaron Swarts              | aswarts@hbu.edu                   | 7502 Fondren Road            | Houston        | TX    | 77074      | 281-649-3475 |
| Houston Launch Pad                                               | Prentice Goods            | pdgoods11@yahoo.com               | 2616 S Loop W Ste 2          | Houston        | TX    | 77054-2791 | 832-778-9800 |
| Incsys - Power4Vets                                              | David Miranda             | david.miranda@incsys.com          | 3380 146th Place S           | Bellevue       | WA    | 98007      | 425-732-2377 |
| Indeed                                                           | n/a                       | n/a                               | n/a                          | n/a            | n/a   | n/a        | n/a          |
| Interfaith Ministries for Greater Houston                        | Elizabeth Meza            | emeza@imgh.org                    | 3303 Main St.                | Houston        | TX    | 77002      | 713-533-4900 |
| Joint Base San Antonio (Lackland Randolph Sam Houston)           | Hazel Wong                | hazel.l.wong3.civ@mail.mil        | 3060 Stanley Road            | San Antonio    | TX    | 78209      | 210-221-2418 |
| Lamar State College-Orange                                       | Judy Schoate              | judy.choate@lsc.edu               | 410 W Front St               | Orange         | TX    | 77630-5802 | 409-882-3379 |
| Lamar University - Career and Testing Center                     | Angela Thomas             | angela.thomas@lamar.edu           | 4400 South Martin            | Beaumont       | TX    | 77705      | 409-880-8878 |
| Landajob                                                         | John Bertram              | jbertram@nticentral.org           | 69 Canal St Fl 3rd           | Boston         | MA    | 02114-2006 | 617-787-4426 |

## 2026 FCC Outreach Sources

FCC Unit: 13551 Southern Texas

| Community Organization                                                      | Recipient Name      | Recipient Email(s)                       | Organization Address     | City         | State | Zip        | Phone        |
|-----------------------------------------------------------------------------|---------------------|------------------------------------------|--------------------------|--------------|-------|------------|--------------|
| League of United Latin American Citizen - Eastside                          | Cruz Hinojosa       | ticohino@gmail.com                       | 1302 Keene Street        | Galena Park  | TX    | 77547      | 832-434-1591 |
| League of United Latin American Citizen -Council 4239                       | Ted Garcia          | Tedfrio@aol.com                          | 4606 Mustang Avenue      | Rosenberg    | TX    | 77471      | 281-342-3668 |
| League of United Latin American Citizen El Paso Special Needs Council       | Richard Couder      | rcoudersr@yahoo.com                      | 201 East Main Street     | El Paso      | TX    | 79901      | 915-443-3703 |
| League of United Latin American Citizen of Huntsville - Council # 4466      | John Escobedo       | jescobedo1229@hotmail.com                | PO BOX 7257              | Huntsville   | TX    | 77342      | 936-661-8144 |
| League of United Latin American Citizen Young Adults Council-University of  | Kristina Bennett    | lulac.utep@gmail.com                     | 919 Hunter Drive         | El Paso      | TX    | 79915      | 915-471-1990 |
| LGBTQ Resource Center at The University of Houston                          | Rylie Jefferson     | rjeffer3@Central.UH.EDU                  | 4465 University Drive    | Houston      | TX    | 77004      | 832-842-5428 |
| LinkedIn                                                                    | n/a                 | n/a                                      | n/a                      | n/a          | n/a   | n/a        | n/a          |
| Lyon College                                                                | Vicki Webb          | vicki.webb@lyon.edu                      | 2300 Highland Rd         | Batesville   | AR    | 72501-3629 | 870-307-7000 |
| McMurry University                                                          | James Greer         | jgreer@mcm.edu                           | 1400 Sayles Boulevard    | Abilene      | TX    | 79697      | 325-793-4700 |
| Military Spouse Network                                                     | n/a                 | n/a                                      | n/a                      | n/a          | n/a   | n/a        | n/a          |
| Monster                                                                     | n/a                 | n/a                                      | n/a                      | n/a          | n/a   | n/a        | n/a          |
| National Association of Black Journalists - University of Texas at Austin   | Danielle Kilgo      | daniellekilgo@utexas.edu                 | 110 Inner Campus Drive   | Austin       | TX    | 78712      | 512-471-3434 |
| National Black Trans Advocacy Coalition                                     | SahLeem Butler      | employment@blacktrans.org                | PO BOX 118282            | Carrollton   | TX    | 75011      | 855-624-7715 |
| NPower North Texas                                                          | Detrick Garza-Popes | Detrick.Propes@npower.org                | 1402 North Corinth       | Dallas       | TX    | 75226      | 214-421-2300 |
| NPower North Texas                                                          | Mindy Cummings      | mindy.cummings@npower.org                | 1402 North Corinth       | Dallas       | TX    | 75226      | 214-421-2300 |
| Panhandle Crisis Center                                                     | Jamie Casdorph      | jamie.casdorph@panhandlecrisiscenter.org | 301 S Ash St             | Perryton     | TX    | 79070-3156 | 806-435-5008 |
| Prairie View A&M University                                                 | Herb Thomas         | careers@pvamu.edu                        | Po Box 188               | Prairie View | TX    | 77446-0188 | 936-261-3570 |
| Private Public Partnership Office - Army Readiness Specialist -TX -Southern | Mauricio Jalomo     | mauricio.jalomo.ctr@mail.mil             | 1920 Harry Wurzbach Road | San Antonio  | TX    | 78209      | 210-221-5919 |
| Project Amistad                                                             | Dalia De Los Santos | ddelossantos@projectamistad.org          | 3210 Dyer Street         | El Paso      | TX    | 79930      | 915-532-3790 |
| Project ARRIBA                                                              | Roman Ortiz         | arriba@projectarriba.org                 | 1155 Westmoreland Drive  | El Paso      | TX    | 79925      | 915-843-4055 |
| RallyPoint                                                                  | n/a                 | n/a                                      | n/a                      | n/a          | n/a   | n/a        | n/a          |
| Ready to Work San Antonio                                                   | Cynthia Trevino     | cynthia.trevino@sanantonio.gov           | 100 West Houston Street  | San Antonio  | TX    | 78205      | 210-207-3931 |

## 2026 FCC Outreach Sources

FCC Unit: 13551 Southern Texas

| Community Organization                                                      | Recipient Name   | Recipient Email(s)                 | Organization Address          | City             | State | Zip        | Phone              |
|-----------------------------------------------------------------------------|------------------|------------------------------------|-------------------------------|------------------|-------|------------|--------------------|
| RecruitMilitary                                                             | n/a              | n/a                                | n/a                           | n/a              | n/a   | n/a        | n/a                |
| Saint Edwards University                                                    | Emily Salazar    | emilys@stedwards.edu               | 3001 South Congress Avenue    | Austin           | TX    | 78704      | 512-448-8400       |
| Soldier for Life Transition Assistance Program - Fort Hood                  | Bob Schumacher   | robert.c.schumacher.ctr@mail.mil   | Battalion Avenue              | Fort Cavazos     | TX    | 76544      | 254-288-2227       |
| Soldier for Life Transition Assistance Program - Joint Base San Antonio-Sam | Barbra Echols    | SFL_TAP_Center_SamHouston@mail.mil | Stanley Road                  | Fort Sam Houston | TX    | 78234      | 210-221-1213       |
| South Texas Vocational Technical Institute                                  | Amber Rodriguez  | amber.rodriquez@stvt.edu           | 2000 S Padre Island Dr        | Corpus Christi   | TX    | 78416      | 361-232-5057       |
| South Texas Vocational Technical Institute                                  | Dalbert Leal     | dalbert.leal@stvt.edu              | 2000 S Padre Island Dr        | Corpus Christi   | TX    | 78416      | 361-232-5057       |
| Southwestern Christian College                                              | Kecia Baker      | kbakerswcc@gmail.com               | 200 Bowser Circle             | Terrell          | TX    | 75160      | 972-524-3341       |
| St. Phillip's College                                                       | Yoland Crooms    | ycrooms@alamo.edu                  | 1801 Martin Luther King Drive | San Antonio      | TX    | 78203      | 210-486-2090       |
| Student Veterans of America                                                 | n/a              | n/a                                | n/a                           | n/a              | n/a   | n/a        | n/a                |
| Sul Ross State University - Del Rio Campus                                  | Amanda Barrera   | careers@sulross.edu                | 205 Wildcat Drive             | Del Rio          | TX    | 78840      | 830-703-4808       |
| Texas A&M University-Kingsville                                             | Ralph Leal       | ralph.leal@tamuk.edu               | 700 University Boulevard      | Kingsville       | TX    | 78363      | 361-593-2179       |
| Texas A&M University-Commerce                                               | Bethany Ferrall  | bethany.ferrall@tamuc.edu          | 2200 Campbell Street          | Commerce         | TX    | 75428      | 903-468-3212       |
| Texas Christian University Association of Black Journalists                 | Jean Marie Brown | J.Brown5@tcu.edu                   | PO BOX 298060                 | Fort Worth       | TX    | 76129      | 817-257-4241       |
| Texas Governor's Committee on People with Disabilities                      | Nancy --         | gcpd@governor.state.tx.us          | 1100 San Jacinto Blvd         | Austin           | TX    | 78701-1935 | 512-463-5739       |
| Texas Veterans Commission                                                   | Acie Evans       | Acie.evans@tvc.texas.gov           | 1700 Congress Avenue          | Houston          | TX    | 77002      | 713-661-3220 x1054 |
| Texas Veterans Commission                                                   | Cedric Avant     | cedric.avant@tvc.texas.gov         | 4680 Farm to Market Road 365  | Port Arthur      | TX    | 77642      | 409-962-1236       |
| Texas Veterans Commission                                                   | Jessica Buerger  | jessica.buerger@ruralcapital.net   | 202 South CM Allen Parkway    | San Marcos       | TX    | 78666      | 512-392-1291       |
| Texas Veterans Commission                                                   | Nelson Touchett  | nelson.touchett@tvc.texas.gov      | 1700 Congress Avenue          | Austin           | TX    | 78701      | 512-223-5409       |
| Texas Veterans Commission                                                   | Paul Julio       | paul.julio@tvc.texas.gov           | 1700 Congress Avenue          | Austin           | TX    | 78701      | 512-223-5409       |
| Texas Veterans Leadership Program                                           | Brandon Kuehner  | Brandon.kuehner@twc.texas.gov      | 4615 Walzem Road              | San Antonio      | TX    | 78221      | 210-822-7640       |
| Texas Veterans Leadership Program                                           | Bryan Rauch      | bryan.rauch@twc.texas.gov          | 4615 Walzem Road              | San Antonio      | TX    | 78221      | 210-822-7640       |
| Texas Veterans Leadership Program                                           | Gabriel Lopez    | gabriel.lopez@twc.texas.gov        | 4615 Walzem Road              | San Antonio      | TX    | 78221      | 210-822-7640       |

## 2026 FCC Outreach Sources

FCC Unit: 13551 Southern Texas

| Community Organization                                                            | Recipient Name          | Recipient Email(s)                    | Organization Address                      | City           | State | Zip   | Phone              |
|-----------------------------------------------------------------------------------|-------------------------|---------------------------------------|-------------------------------------------|----------------|-------|-------|--------------------|
| Texas Veterans Leadership Program -Rural Capital and Heart of Texas Areas         | Casey Wade              | casey.wade@twc.texas.gov              | 575 Round Rock West Drive                 | Round Rock     | TX    | 78681 | 512-244-2207 x1019 |
| Texas Workforce Center                                                            | Homero Prado            | homero.prado@tvc.texas.gov            | 210 North Smith Av                        | Hebbronville   | TX    | 78361 | 361-231-7071       |
| Texas Workforce Commission                                                        | Brandon Kuehner         | Brandon.kuehner@twc.texas.gov         | 520 North Staples Street                  | Corpus Christi | TX    | 78401 | 361-882-7491 x326  |
| Texas Workforce Commission - Vocational Rehabilitation Services                   | Deb Jones               | debra.jones@twc.texas.gov             | 1301 S. Bowen Road                        | Arlington      | TX    | 76013 | 817-608-6567       |
| Texas Workforce Solutions - Vocational Rehabilitation Services                    | Ricardo "Ricky" Rendon  | ricardo.rendon@twc.texas.gov          | 4241 Woodcock Dr., Suite A-105            | San Antonio    | TX    | 78228 | 210-243-8108       |
| Texas Workforce Solutions- Vocational Rehabilitation Services                     | Fernando Rivera         | Fernando.rivera@twc.texas.gov         | 3311 Richmond Ave., Ste 175               | Houston        | TX    | 77027 | 713-866-7765       |
| TexasWorkforce - Northern Houston                                                 | Latanya McGilbra        | Latanya.Mcgilbra@wrksolutions.com     | 1535 Victory Drive                        | Houston        | TX    | 77088 | 281-891-2850 x249  |
| The Alliance                                                                      | Jeneen Washington       | jwashington@thealliancetx.org         | 6440 Hillcroft Street                     | Houston        | TX    | 77081 | 713-776-4700       |
| The Arc of the Capital Area                                                       | Maria Kelly             | mkelly@arcofthecapitalarea.org        | 1106 Clayton Lane #215E                   | Austin         | TX    | 73301 | 512-476-7044       |
| The Harris Center for Mental Health and Intellectual and Developmental Disability | Juan Cruz               | Juan.Cruz@TheHarrisCenter.org         | 9401 Southwest Freeway                    | Houston        | TX    | 77074 | 713-970-4418       |
| The River City Group                                                              | Jessica Cash            | jcash@pcsi.org                        | 8301 Broadway                             | San Antonio    | TX    | 78209 | 210-826-2062       |
| The River City Group                                                              | Mark Spurlock           | mspurlock@pcsi.org                    | 8301 Broadway                             | San Antonio    | TX    | 78209 | 210-826-2062       |
| TX Workforce Solutions Vocational Rehabilitation - Humble                         | Sherrie Brooks          | sherrie.brooks@wrksolutions.com       | 9668 Farm to Market 1960 Bypass Road West | Humble         | TX    | 77338 | 713-802-3185       |
| TX Workforce Solutions Vocational Rehabilitation - Longview (East)                | Jacki Everhart-Thompson | jacki.everhart-thompson@twc.texas.gov | 2124 Alpine Rd                            | Longview       | TX    | 75602 | 903-236-2370       |
| TX Workforce Solutions Vocational Rehabilitation - Longview (East)                | Jacki Everhart-Thompson | jacki.everhart-thompson@twc.texas.gov | 2124 Alpine Rd                            | Longview       | TX    | 75601 | 903-236-2370       |
| TX Workforce Solutions Vocational Rehabilitation - Port Arthur                    | Gregory Steward         | gregory.steward@setworks.org          | 4680 Highway 365                          | Port Arthur    | TX    | 77642 | 409-962-1236       |
| TX Workforce Solutions Vocational Rehabilitation - Tyler                          | Jacki Everhart-Thompson | jacki.everhart-thompson@twc.texas.gov | 3800 Paluxy Drive                         | Tyler          | TX    | 75703 | 903-352-3184       |
| U.S. Department of Veteran Affairs-Houston Regional Office                        | Al Morales              | al.morales@tvc.texas.gov              | 6900 Almeda Road                          | Houston        | TX    | 77030 | 210-699-5005       |
| U.S. Department of Veteran Affairs-Houston Regional Office                        | Darwin Dawson           | darwin.e.dawson@va.gov                | 6900 Almeda Road                          | Houston        | TX    | 77030 | 210-699-5005       |
| U.S. Department of Veteran Affairs-Houston Regional Office                        | Evette Ned              | Evette.Ned@va.gov                     | 6900 Almeda Road                          | Houston        | TX    | 77030 | 210-699-5005       |
| U.S. Department of Veteran Affairs-Houston Regional Office                        | Roberta Ardoin          | Roberta.Ardoin@va.gov                 | 6900 Almeda Road                          | Houston        | TX    | 77030 | 210-699-5005       |
| U.S. Department of Veteran Affairs-Houston Regional Office                        | Seketha Cook            | Seketha.Cook@va.gov                   | 6900 Almeda Road                          | Houston        | TX    | 77030 | 210-699-5005       |

## 2026 FCC Outreach Sources

FCC Unit: 13551 Southern Texas

| Community Organization                                           | Recipient Name         | Recipient Email(s)                    | Organization Address       | City            | State | Zip        | Phone        |
|------------------------------------------------------------------|------------------------|---------------------------------------|----------------------------|-----------------|-------|------------|--------------|
| U.S. Department of Veteran Affairs-Houston Regional Office       | Wendy Foster           | Wendy.Foster@va.gov                   | 6900 Alameda Road          | Houston         | TX    | 77030      | 210-699-5005 |
| Valley Association for Independent Living                        | Susan Nelson           | snelson@vailrgv.org                   | 3012 North McColl Road     | McAllen         | TX    | 78501      | 956-668-8245 |
| Veteran Readiness & Employment -Department of Veteran Affairs    | Barbara Brookins       | barbara.brookins2@va.gov              | 5788 Eckhert Road          | San Antonio     | TX    | 78240      | 210-706-8318 |
| Veterans County Service Officers Association of Texas Comal      | Michelle Davis         | vetmbd@co.comal.tx.us                 | 345 Landa St Ste 190       | New Braunfels   | TX    | 78130-5457 | 830-221-1170 |
| Veterans County Service Officers Association of Texas Dimmit     | Larry Jasso            | larryjasso@yahoo.com                  | Courthouse                 | Carrizo Springs | TX    | 78834      | 830-468-3849 |
| Veterans County Service Officers Association of Texas Hardin     | Kristen White          | kwhite@co.hardin.tx.us                | 300 West Monroe Street     | Kountze         | TX    | 77625      | 409-246-5126 |
| Veterans County Service Officers Association of Texas Hays       | Jude Prather           | jude.prather@co.hays.tx.us            | 102 N Lbj Dr Ste 207       | San Marcos      | TX    | 78666-5699 | 512-392-8387 |
| Veterans County Service Officers Association of Texas Hidalgo    | Emilio De Los Santos   | hcveterans@co.hidalgo.tx.us           | 2816 S. Bus. 281           | Edinburg        | TX    | 78539      | 956-318-2436 |
| Veterans County Service Officers Association of Texas Kleberg    | Arturo Pecos           | pecos1948@gmail.com                   | 700 E King Ave             | Kingsville      | TX    | 78363-5783 | 361-595-8552 |
| Veterans County Service Officers Association of Texas Liberty    | Rolondria Webb         | rolondria.webb@co.liberty.tx.us       | 304 Campbell St            | Cleveland       | TX    | 77327-9737 | 281-593-8402 |
| Veterans County Service Officers Association of Texas Montgomery | Karen Thompson         | vetsvc@mctx.org                       | 2247 N 1st St              | Conroe          | TX    | 77301-1514 | 936-539-7842 |
| Veterans County Service Officers Association of Texas Orange     | Mark Hammer            | mhammer@co.orange.tx.us               | 10984 Fm 1442              | Orange          | TX    | 77630-9707 | 409-745-1535 |
| Veterans County Service Officers Association of Texas Travis     | Susan Lewis            | susan.lewis@co.travis.tx.us           | Po Box 1748                | Austin          | TX    | 78767-1748 | 512-854-9340 |
| Veterans County Service Officers Association of Texas Willacy    | Michelle Oviedo        | moviedo26@gmail.com                   | 170 N 3rd St               | Raymondville    | TX    | 78580-1940 | 956-689-3321 |
| Veterans County Service Officers Association of Texas Williamson | Karen Walker           | karen.walker@wilco.org                | 3151 Se Inner Loop Ste C   | Georgetown      | TX    | 78626-6343 | 512-943-1900 |
| Veterans County Service Officers Association of Texas Zavala     | Pablo Aguillon         | hawg_02@yahoo.com                     | 200 E Uvalde St Ste 9      | Crystal City    | TX    | 78839-3547 | 830-554-7090 |
| Veterans' Employment and Training Service                        | Janice Maupin-Anderson | MaupinAnderson.Jan@dol.gov            | 525 S Griffin St Room 858  | Dallas          | TX    | 75202      | 240-867-2357 |
| Veterans Stand Down                                              | Paula Wood             | paula.wood2@va.gov                    | 1901 Veterans Memorial Dr  | Temple          | TX    | 76504      | 254-743-1261 |
| Victoria College                                                 | Caroline Marcengo      | Caroline.Marcengo@VictoriaCollege.edu | 2200 East Red River Street | Victoria        | TX    | 77901      | 361-572-6414 |
| Vocational Rehabilitation - Lake Charles Region                  | Harold Beard           | hbeard@lwc.la.gov                     | 3616 Kirkman Street        | Lake Charles    | LA    | 70607      | 337-475-8038 |
| Volar Center for Independent Living                              | Luis Enrique Chew      | lechew@volarcil.org                   | 1220 Golden Key Circle     | El Paso         | TX    | 79925      | 915-591-0800 |
| Way Up                                                           | n/a                    | n/a                                   | n/a                        | n/a             | n/a   | n/a        | n/a          |

## 2026 FCC Outreach Sources

FCC Unit: 13551 Southern Texas

| Community Organization                   | Recipient Name    | Recipient Email(s)                | Organization Address      | City            | State | Zip        | Phone        |
|------------------------------------------|-------------------|-----------------------------------|---------------------------|-----------------|-------|------------|--------------|
| Western Texas College                    | Margo Mitchell    | margo.mitchell@wtc.edu            | 1806 26th Street          | Snyder          | TX    | 79549      | 325-574-6580 |
| Wintergarden Women's Shelter, Inc.       | Alisha Monoles    | alisha_morones@yahoo.com          | 201 N 5th St              | Carrizo Springs | TX    | 78834-3103 | 830-876-9656 |
| Workforce Solutions                      | April Howell      | april.howell@wfsolutions.org      | 901 Travis St             | Mission         | TX    | 78572-2514 | 956-519-4300 |
| Workforce Solutions                      | Ashley Rodriguez  | ashley.rodriguez@wfsolutions.org  | 901 Travis St             | Mission         | TX    | 78572-2514 | 956-519-4300 |
| Workforce Solutions                      | Karina Perez      | karina.perez@wfsolutions.org      | 901 Travis St             | Mission         | TX    | 78572-2514 | 956-519-4300 |
| Workforce Solutions - Capital Area East  | Casey Wade        | casey.wade@twc.texas.gov          | 3401 Webberville Road     | Austin          | TX    | 78702      | 512-223-5400 |
| Workforce Solutions - Conroe             | Diane Keller      | Diane.Keller@wrksolutions.com     | 2018 Interstate 45 North  | Conroe          | TX    | 77301      | 936-441-0037 |
| Workforce Solutions - East End           | Graig Harrington  | Graig.Harrington@wrksolutions.com | 4450 Harrisburg Boulevard | Houston         | TX    | 77011      | 713-228-8848 |
| Workforce Solutions - Humble             | Amy Cramer        | amy.cramer@tvc.texas.gov          | 9668 Fm 1960 Bypass Rd W  | Humble          | TX    | 77338-4040 | 281-446-4837 |
| Workforce Solutions - Middle Rio Grande  | Minerva Castillo  | minerva.castillo@mrgdc.org        | 401 W Zavala St           | Crystal City    | TX    | 78839-3241 | 830-374-2308 |
| WorkForce Solutions - Middle Rio Grande  | Joe Cruz          | joe.cruz@mrgdc.org                | 307 W Nopal St            | Carrizo Springs | TX    | 78834-3211 | 830-876-1224 |
| WorkForce Solutions - Middle Rio Grande  | Minerva Castillo  | minerva.castillo@mrgdc.org        | 307 W Nopal St            | Carrizo Springs | TX    | 78834-3211 | 830-876-1224 |
| Workforce Solutions - Northshore         | Myeshia Wilcox    | Myeshia.Wilcox@tvc.texas.gov      | 14355 Wallisville Rd      | Houston         | TX    | 77049-4134 | 281-458-1155 |
| Workforce Solutions - Northshore         | Tara Bradley      | Tara.Bradley@wrksolutions.com     | 14355 Wallisville Rd      | Houston         | TX    | 77049-4134 | 281-458-1155 |
| Workforce Solutions - Rosenberg          | Gary Wilson       | Gary.Wilson@tvc.texas.gov         | 28000 Southwest Freeway   | Rosenberg       | TX    | 77471      | 281-344-0279 |
| Workforce Solutions - Rural Capital Area | Jessica Buerger   | jessica.buerger@ruralcapital.net  | 117 N Main St             | Lockhart        | TX    | 78644-2119 | 512-398-3491 |
| Workforce Solutions - Rural Capital Area | Angela Martinez   | angela.martinez@ruralcapital.net  | 117 N Main St             | Lockhart        | TX    | 78644-2119 | 512-398-3491 |
| Workforce Solutions - South              | James Juarez      | James.Juarez@tvc.texas.gov        | 6505 Burleson Rd          | Austin          | TX    | 78744-2315 | 512-381-4200 |
| Workforce Solutions - Texas City         | Orlando Archibald | orlando.archibald@tvc.texas.gov   | 3549 Palmer Hwy           | Texas City      | TX    | 77590-6513 | 409-949-9055 |
| Workforce Solutions Alamo - South Flores | Della Lopez       | della.lopez@tvc.texas.gov         | 6723 S Flores St Ste 100  | San Antonio     | TX    | 78221-1741 | 210-582-1749 |
| Workforce Solutions Alamo - South Flores | Gregory Pyrek     | gregory.pyrek@tvc.texas.gov       | 6723 S Flores St Ste 100  | San Antonio     | TX    | 78221-1741 | 210-582-1749 |
| Workforce Solutions Alamo - South Flores | Mark Renninger    | mark.renninger@tvc.texas.gov      | 6723 S Flores St Ste 100  | San Antonio     | TX    | 78221-1741 | 210-582-1749 |

## 2026 FCC Outreach Sources

FCC Unit: 13551 Southern Texas

| Community Organization                                               | Recipient Name          | Recipient Email(s)                       | Organization Address       | City          | State | Zip        | Phone        |
|----------------------------------------------------------------------|-------------------------|------------------------------------------|----------------------------|---------------|-------|------------|--------------|
| Workforce Solutions Alamo - South Flores                             | Victor Barnes           | victor.barnes@tvc.texas.gov              | 6723 S Flores St Ste       | San Antonio   | TX    | 78221-1741 | 210-582-1749 |
| Workforce Solutions Alamo Career Center                              | Charles Benson          | charles.benson@tvc.texas.gov             | 3652 Bluemel Road          | San Antonio   | TX    | 78227-1940 | 210-438-0581 |
| Workforce Solutions Alamo Career Center                              | Ray Curiel              | ray.curiel@tvc.texas.gov                 | 3652 Bluemel Road          | San Antonio   | TX    | 78227-1940 | 210-438-0581 |
| Workforce Solutions Alamo Career Center                              | Todd Arend              | todd.arend@tvc.texas.gov                 | 3652 Bluemel Road          | San Antonio   | TX    | 78227-1940 | 210-438-0581 |
| Workforce Solutions Alamo New Braunfels                              | Joel Hart               | joel.hart@tvc.texas.gov                  | 183 S Interstate 35        | New Braunfels | TX    | 78130-4817 | 830-629-2010 |
| Workforce Solutions Alamo Walzem                                     | Laurie.pimentel Johnson | laurie.pimentel-johnson@tvc.texas.gov    | 4615 Walzem Rd Ste 100     | San Antonio   | TX    | 78218-1668 | 210-822-7640 |
| WorkForce Solutions Borderplex                                       | Kevin Bowes             | Kevin.Bowes@TVC.Texas.gov                | 8941 Dyer Street           | El Paso       | TX    | 79904      | 915-887-2244 |
| Workforce Solutions Capital Area - North                             | Lisa Simpson            | lisa.simpson@tvc.texas.gov               | 6505 Airport Boulevard     | Austin        | TX    | 78752      | 512-454-9475 |
| Workforce Solutions Career Center - East (Texas Veterans Commission) | Tony Ramirez            | tony.ramirez@tvc.texas.gov               | 3401 Webberville Rd        | Austin        | TX    | 78702-3004 | 512-223-5409 |
| Workforce Solutions Coastal Bend - Falfurrias                        | Robert Reyna            | robert.reyna@workforcesolutionscb.org    | 120 W. Rice Street         | Falfurrias    | TX    | 78355      | 361-325-9095 |
| Workforce Solutions for South Texas                                  | Tracie Alfaro           | tracie.alfaro@southtexasworkforce.org    | 1406 Jacaman Road          | Laredo        | TX    | 78041      | 956-794-6500 |
| WorkForce Solutions of South Texas                                   | Patricia Barrera        | patricia.barrera@southtexasworkforce.org | 2389 E Saunders St         | Laredo        | TX    | 78041-5434 | 956-794-6496 |
| Workforce Solutions Rural Capital Area - Bastrop County              | Jessica Buerger         | jessica.buerger@tvc.texas.gov            | 53 Texas 150 Loop          | Bastrop       | TX    | 78602      | 512-303-3916 |
| Workforce Solutions Southeast Texas Centers                          | Levette Roosevelt       | levette.roosevelt@setworks.org           | 510 Park Street, Suite 200 | Beaumont      | TX    | 77701-2415 | 409-839-8045 |
| Workforce Solutions Southeast Texas Centers                          | Mallory Hurles          | mallory.hurles@setworks.org              | 510 Park Street, Suite 200 | Beaumont      | TX    | 77701-2415 | 409-839-8045 |
| WorkForceSolutions Alamo Hondo                                       | V Deleon                | vdeleon@wsalamo.org                      | 740 18th St                | Hondo         | TX    | 78861-1919 | 830-426-8111 |
| Worksource Cypress Station-Houston                                   | Jo Ikard                | jo.ikard@tvc.texas.gov                   | 70 FM 1960 West Ste A      | Houston       | TX    | 77090      | 281-891-2850 |
| Worksource Cypress Station-Houston                                   | Willie Cooper           | willie.cooper@tvc.texas.gov              | 70 FM 1960 West Ste A      | Houston       | TX    | 77090      | 281-891-2850 |
| Worksource Solutions - Rural Capital Area                            | Jessica Buerger         | jessica.buerger@tvc.texas.gov            | 202 S C M Allen Pkwy # 3   | San Marcos    | TX    | 78666-6327 | 512-392-1291 |
| Wounded Warrior Project - Honolulu                                   | Liane Ancajas           | Lancajas@woundedwarriorproject.org       | 1 Jarrett White Road       | Honolulu      | HI    | 96819      | 904-528-8312 |
| YWCA Beaumont                                                        | Theresa Tate            | theresatate@att.net                      | 543 Longmeadow St          | Beaumont      | TX    | 77707-1820 | 409-842-9463 |
| ZipRecruiter                                                         | n/a                     | n/a                                      | n/a                        | n/a           | n/a   | n/a        | n/a          |

# 2026 FCC Source Evaluation Report

FCC Unit: 13551 Southern Texas

| Source                                 | Applicants | Interviews | Hires |
|----------------------------------------|------------|------------|-------|
| Bing                                   | 180        | 72         | 26    |
| Built In                               | 4          | 1          | 0     |
| CareerBuilder                          | 2          | 1          | 1     |
| ChatGPT                                | 13         | 7          | 6     |
| Dice                                   | 5          | 5          | 2     |
| DuckDuckGo                             | 17         | 8          | 2     |
| Employee Referral                      | 21         | 17         | 5     |
| Everyjobforme.com                      | 1          | 0          | 0     |
| Facebook                               | 89         | 24         | 10    |
| Fit Finder                             | 32         | 9          | 3     |
| Glassdoor                              | 13         | 3          | 0     |
| Google                                 | 2413       | 867        | 409   |
| Handshake                              | 2          | 1          | 0     |
| Honestjobs.com                         | 0          | 1          | 0     |
| Ihire                                  | 1          | 0          | 0     |
| Indeed                                 | 3365       | 1572       | 639   |
| Job Fair                               | 3          | 3          | 3     |
| Jobabstracts.com                       | 4          | 4          | 1     |
| Jobcase                                | 2          | 0          | 0     |
| Jobs2Careers                           | 370        | 135        | 57    |
| Lensa                                  | 1          | 0          | 0     |
| Libguides.com                          | 5          | 1          | 0     |
| Link Up                                | 1          | 0          | 0     |
| LinkedIn                               | 490        | 101        | 48    |
| Military Spouse Employment Partnership | 1          | 0          | 0     |
| Military-Base                          | 2          | 0          | 0     |
| Monster                                | 11         | 5          | 1     |
| My Job Helper                          | 3          | 0          | 0     |
| Mynews13.com                           | 5          | 1          | 0     |
| Neuvoo                                 | 1          | 1          | 0     |
| Outdoorindustryjobs.com                | 1          | 0          | 0     |
| Recruit Rooster                        | 7          | 0          | 0     |
| RecruitMilitary                        | 7          | 3          | 1     |
| Scworks.org                            | 8          | 5          | 4     |
| Semperforward.com                      | 0          | 1          | 0     |
| Spectrum Careers                       | 8045       | 3535       | 1666  |
| Talent Network                         | 1          | 1          | 1     |
| Talently                               | 1          | 0          | 0     |
| The Muse                               | 2          | 0          | 0     |

# 2026 FCC Source Evaluation Report

FCC Unit: 13551 Southern Texas

| Source          | Applicants | Interviews | Hires |
|-----------------|------------|------------|-------|
| Upward          | 54         | 12         | 5     |
| Workintexas.com | 32         | 6          | 2     |
| Yahoo           | 30         | 17         | 5     |
| ZipRecruiter    | 383        | 153        | 71    |

## 2026 FCC Source Report

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| Requisition ID | Job Title                     | Source           | Applicants | Interviews | Hires |
|----------------|-------------------------------|------------------|------------|------------|-------|
| 2025-47751     | Residential Inbound Sales Rep | Bing             | 2          | 2          | 0     |
| 2025-47751     | Residential Inbound Sales Rep | Facebook         | 1          | 1          | 0     |
| 2025-47751     | Residential Inbound Sales Rep | Google           | 8          | 8          | 4     |
| 2025-47751     | Residential Inbound Sales Rep | Indeed           | 14         | 14         | 7     |
| 2025-47751     | Residential Inbound Sales Rep | Jobs2Careers     | 3          | 3          | 1     |
| 2025-47751     | Residential Inbound Sales Rep | Spectrum Careers | 35         | 36         | 24    |
| 2025-47751     | Residential Inbound Sales Rep | Upward           | 1          | 1          | 1     |
| 2025-48773     | Multimedia Journalist         | Google           | 7          | 0          | 0     |
| 2025-48773     | Multimedia Journalist         | Indeed           | 6          | 0          | 0     |
| 2025-48773     | Multimedia Journalist         | LinkedIn         | 14         | 0          | 0     |
| 2025-48773     | Multimedia Journalist         | Spectrum Careers | 29         | 2          | 1     |
| 2025-48955     | Residential Inbound Sales Rep | Fit Finder       | 1          | 1          | 0     |
| 2025-48955     | Residential Inbound Sales Rep | Google           | 13         | 13         | 8     |
| 2025-48955     | Residential Inbound Sales Rep | Indeed           | 16         | 16         | 8     |
| 2025-48955     | Residential Inbound Sales Rep | Jobs2Careers     | 3          | 3          | 0     |
| 2025-48955     | Residential Inbound Sales Rep | LinkedIn         | 2          | 2          | 2     |
| 2025-48955     | Residential Inbound Sales Rep | Spectrum Careers | 42         | 43         | 26    |
| 2025-49465     | HR Coordinator                | Bing             | 3          | 0          | 0     |
| 2025-49465     | HR Coordinator                | Facebook         | 1          | 0          | 0     |
| 2025-49465     | HR Coordinator                | Google           | 10         | 0          | 0     |
| 2025-49465     | HR Coordinator                | Indeed           | 26         | 1          | 0     |
| 2025-49465     | HR Coordinator                | LinkedIn         | 21         | 2          | 1     |
| 2025-49465     | HR Coordinator                | Spectrum Careers | 31         | 5          | 1     |
| 2025-50273     | Residential Inbound Sales Rep | Google           | 6          | 7          | 4     |
| 2025-50273     | Residential Inbound Sales Rep | Indeed           | 13         | 13         | 9     |
| 2025-50273     | Residential Inbound Sales Rep | Jobs2Careers     | 1          | 1          | 1     |
| 2025-50273     | Residential Inbound Sales Rep | Spectrum Careers | 24         | 26         | 12    |
| 2025-51489     | Residential Inbound Sales Rep | Bing             | 2          | 2          | 1     |
| 2025-51489     | Residential Inbound Sales Rep | Google           | 2          | 2          | 1     |
| 2025-51489     | Residential Inbound Sales Rep | Indeed           | 19         | 21         | 12    |
| 2025-51489     | Residential Inbound Sales Rep | Jobs2Careers     | 2          | 2          | 2     |
| 2025-51489     | Residential Inbound Sales Rep | LinkedIn         | 2          | 2          | 1     |
| 2025-51489     | Residential Inbound Sales Rep | Spectrum Careers | 18         | 18         | 11    |
| 2025-51499     | Residential Retention Rep     | Bing             | 1          | 1          | 1     |
| 2025-51499     | Residential Retention Rep     | Google           | 7          | 6          | 2     |
| 2025-51499     | Residential Retention Rep     | Indeed           | 23         | 16         | 8     |
| 2025-51499     | Residential Retention Rep     | Jobs2Careers     | 1          | 1          | 1     |
| 2025-51499     | Residential Retention Rep     | LinkedIn         | 1          | 1          | 0     |
| 2025-51499     | Residential Retention Rep     | Spectrum Careers | 29         | 23         | 17    |
| 2025-51499     | Residential Retention Rep     | Workintexas.com  | 1          | 1          | 0     |
| 2025-51946     | Account Executive             | Facebook         | 1          | 0          | 0     |
| 2025-51946     | Account Executive             | Glassdoor        | 1          | 0          | 0     |
| 2025-51946     | Account Executive             | Google           | 1          | 0          | 0     |
| 2025-51946     | Account Executive             | Indeed           | 7          | 1          | 0     |
| 2025-51946     | Account Executive             | Jobs2Careers     | 1          | 0          | 0     |
| 2025-51946     | Account Executive             | LinkedIn         | 3          | 0          | 0     |
| 2025-51946     | Account Executive             | Spectrum Careers | 22         | 2          | 1     |
| 2025-51946     | Account Executive             | Workintexas.com  | 1          | 0          | 0     |
| 2025-52459     | Field Technician I            | Google           | 7          | 2          | 0     |
| 2025-52459     | Field Technician I            | Indeed           | 6          | 5          | 1     |
| 2025-52459     | Field Technician I            | Jobs2Careers     | 2          | 2          | 1     |
| 2025-52459     | Field Technician I            | Spectrum Careers | 20         | 18         | 5     |
| 2025-52459     | Field Technician I            | Upward           | 1          | 0          | 0     |
| 2025-52557     | Residential Inbound Sales Rep | Bing             | 3          | 3          | 1     |

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| Requisition ID | Job Title                     | Source           | Applicants | Interviews | Hires |
|----------------|-------------------------------|------------------|------------|------------|-------|
| 2025-52557     | Residential Inbound Sales Rep | Google           | 7          | 7          | 3     |
| 2025-52557     | Residential Inbound Sales Rep | Indeed           | 7          | 5          | 4     |
| 2025-52557     | Residential Inbound Sales Rep | Jobs2Careers     | 2          | 1          | 0     |
| 2025-52557     | Residential Inbound Sales Rep | LinkedIn         | 1          | 1          | 1     |
| 2025-52557     | Residential Inbound Sales Rep | Spectrum Careers | 31         | 30         | 18    |
| 2025-52841     | Resi Connectivity Sales Spec  | Google           | 4          | 5          | 1     |
| 2025-52841     | Resi Connectivity Sales Spec  | Indeed           | 2          | 2          | 0     |
| 2025-52841     | Resi Connectivity Sales Spec  | LinkedIn         | 2          | 2          | 1     |
| 2025-52841     | Resi Connectivity Sales Spec  | Spectrum Careers | 27         | 33         | 9     |
| 2025-53230     | Rep, Resi Customer Solutions  | Bing             | 1          | 1          | 1     |
| 2025-53230     | Rep, Resi Customer Solutions  | Facebook         | 1          | 0          | 0     |
| 2025-53230     | Rep, Resi Customer Solutions  | Google           | 17         | 13         | 7     |
| 2025-53230     | Rep, Resi Customer Solutions  | Indeed           | 10         | 9          | 5     |
| 2025-53230     | Rep, Resi Customer Solutions  | Jobs2Careers     | 6          | 4          | 1     |
| 2025-53230     | Rep, Resi Customer Solutions  | LinkedIn         | 2          | 1          | 0     |
| 2025-53230     | Rep, Resi Customer Solutions  | Spectrum Careers | 43         | 33         | 22    |
| 2025-53230     | Rep, Resi Customer Solutions  | Upward           | 1          | 0          | 0     |
| 2025-53256     | Residential Inbound Sales Rep | Facebook         | 1          | 1          | 0     |
| 2025-53256     | Residential Inbound Sales Rep | Google           | 2          | 3          | 2     |
| 2025-53256     | Residential Inbound Sales Rep | Indeed           | 14         | 15         | 11    |
| 2025-53256     | Residential Inbound Sales Rep | Jobs2Careers     | 2          | 2          | 2     |
| 2025-53256     | Residential Inbound Sales Rep | LinkedIn         | 1          | 1          | 0     |
| 2025-53256     | Residential Inbound Sales Rep | Spectrum Careers | 23         | 23         | 15    |
| 2025-53289     | Sup, Construction - Aerial    | Google           | 3          | 1          | 0     |
| 2025-53289     | Sup, Construction - Aerial    | Indeed           | 4          | 0          | 0     |
| 2025-53289     | Sup, Construction - Aerial    | Jobs2Careers     | 1          | 0          | 0     |
| 2025-53289     | Sup, Construction - Aerial    | LinkedIn         | 2          | 0          | 0     |
| 2025-53289     | Sup, Construction - Aerial    | Spectrum Careers | 24         | 2          | 1     |
| 2025-53289     | Sup, Construction - Aerial    | Upward           | 3          | 0          | 0     |
| 2025-53292     | Construction Tech Aerial/UG   | Bing             | 0          | 1          | 0     |
| 2025-53292     | Construction Tech Aerial/UG   | Google           | 29         | 4          | 1     |
| 2025-53292     | Construction Tech Aerial/UG   | Indeed           | 40         | 16         | 0     |
| 2025-53292     | Construction Tech Aerial/UG   | Jobs2Careers     | 10         | 0          | 0     |
| 2025-53292     | Construction Tech Aerial/UG   | LinkedIn         | 3          | 0          | 0     |
| 2025-53292     | Construction Tech Aerial/UG   | RecruitMilitary  | 1          | 1          | 0     |
| 2025-53292     | Construction Tech Aerial/UG   | Spectrum Careers | 79         | 15         | 1     |
| 2025-53292     | Construction Tech Aerial/UG   | Upward           | 1          | 0          | 0     |
| 2025-53292     | Construction Tech Aerial/UG   | Yahoo            | 1          | 0          | 0     |
| 2025-53292     | Construction Tech Aerial/UG   | ZipRecruiter     | 1          | 0          | 0     |
| 2025-53381     | Rep, Resi Customer Solutions  | Bing             | 1          | 0          | 0     |
| 2025-53381     | Rep, Resi Customer Solutions  | Fit Finder       | 1          | 1          | 0     |
| 2025-53381     | Rep, Resi Customer Solutions  | Google           | 10         | 5          | 1     |
| 2025-53381     | Rep, Resi Customer Solutions  | Indeed           | 29         | 17         | 4     |
| 2025-53381     | Rep, Resi Customer Solutions  | Jobs2Careers     | 4          | 0          | 0     |
| 2025-53381     | Rep, Resi Customer Solutions  | LinkedIn         | 1          | 1          | 0     |
| 2025-53381     | Rep, Resi Customer Solutions  | Spectrum Careers | 67         | 38         | 21    |
| 2025-54093     | Fiber Technician I 3rd        | Google           | 2          | 0          | 0     |
| 2025-54093     | Fiber Technician I 3rd        | Indeed           | 4          | 3          | 0     |
| 2025-54093     | Fiber Technician I 3rd        | LinkedIn         | 2          | 0          | 0     |
| 2025-54093     | Fiber Technician I 3rd        | Spectrum Careers | 11         | 5          | 1     |
| 2025-54113     | Rep, Resi Customer Solutions  | Google           | 7          | 7          | 5     |
| 2025-54113     | Rep, Resi Customer Solutions  | Indeed           | 11         | 9          | 2     |
| 2025-54113     | Rep, Resi Customer Solutions  | LinkedIn         | 3          | 2          | 1     |
| 2025-54113     | Rep, Resi Customer Solutions  | Monster          | 1          | 1          | 0     |

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| Requisition ID | Job Title                    | Source           | Applicants | Interviews | Hires |
|----------------|------------------------------|------------------|------------|------------|-------|
| 2025-54113     | Rep, Resi Customer Solutions | Spectrum Careers | 35         | 24         | 10    |
| 2025-54113     | Rep, Resi Customer Solutions | Upward           | 1          | 0          | 0     |
| 2025-54145     | Resi Connectivity Sales Spec | Bing             | 1          | 0          | 0     |
| 2025-54145     | Resi Connectivity Sales Spec | Google           | 1          | 0          | 0     |
| 2025-54145     | Resi Connectivity Sales Spec | Indeed           | 3          | 0          | 0     |
| 2025-54145     | Resi Connectivity Sales Spec | Spectrum Careers | 6          | 1          | 1     |
| 2025-54145     | Resi Connectivity Sales Spec | Upward           | 1          | 0          | 0     |
| 2025-54249     | Rep, Resi Customer Solutions | Bing             | 1          | 0          | 0     |
| 2025-54249     | Rep, Resi Customer Solutions | Google           | 11         | 4          | 3     |
| 2025-54249     | Rep, Resi Customer Solutions | Indeed           | 49         | 24         | 6     |
| 2025-54249     | Rep, Resi Customer Solutions | Jobs2Careers     | 4          | 3          | 1     |
| 2025-54249     | Rep, Resi Customer Solutions | LinkedIn         | 3          | 1          | 0     |
| 2025-54249     | Rep, Resi Customer Solutions | Spectrum Careers | 77         | 44         | 15    |
| 2025-54389     | Rep, Resi Customer Solutions | Bing             | 1          | 1          | 1     |
| 2025-54389     | Rep, Resi Customer Solutions | Google           | 14         | 10         | 6     |
| 2025-54389     | Rep, Resi Customer Solutions | Indeed           | 14         | 8          | 4     |
| 2025-54389     | Rep, Resi Customer Solutions | Spectrum Careers | 60         | 40         | 24    |
| 2025-54427     | Resi Connectivity Sales Spec | Google           | 4          | 3          | 0     |
| 2025-54427     | Resi Connectivity Sales Spec | Indeed           | 34         | 26         | 7     |
| 2025-54427     | Resi Connectivity Sales Spec | LinkedIn         | 1          | 1          | 0     |
| 2025-54427     | Resi Connectivity Sales Spec | Spectrum Careers | 25         | 22         | 14    |
| 2025-54427     | Resi Connectivity Sales Spec | Upward           | 1          | 1          | 1     |
| 2025-54437     | Human Resources Generalist   | Bing             | 1          | 0          | 0     |
| 2025-54437     | Human Resources Generalist   | Google           | 5          | 0          | 0     |
| 2025-54437     | Human Resources Generalist   | Indeed           | 10         | 1          | 0     |
| 2025-54437     | Human Resources Generalist   | LinkedIn         | 31         | 1          | 0     |
| 2025-54437     | Human Resources Generalist   | Spectrum Careers | 18         | 2          | 1     |
| 2025-54437     | Human Resources Generalist   | Upward           | 1          | 0          | 0     |
| 2025-54437     | Human Resources Generalist   | Workintexas.com  | 1          | 0          | 0     |
| 2025-54688     | Acct Exec, Comm Sol          | Bing             | 3          | 0          | 0     |
| 2025-54688     | Acct Exec, Comm Sol          | Built In         | 1          | 0          | 0     |
| 2025-54688     | Acct Exec, Comm Sol          | Google           | 36         | 3          | 0     |
| 2025-54688     | Acct Exec, Comm Sol          | Indeed           | 12         | 3          | 0     |
| 2025-54688     | Acct Exec, Comm Sol          | Jobs2Careers     | 1          | 0          | 0     |
| 2025-54688     | Acct Exec, Comm Sol          | LinkedIn         | 1          | 1          | 0     |
| 2025-54688     | Acct Exec, Comm Sol          | Spectrum Careers | 76         | 5          | 1     |
| 2025-54847     | AE Direct Retail, Mobile     | Google           | 9          | 0          | 0     |
| 2025-54847     | AE Direct Retail, Mobile     | Indeed           | 8          | 2          | 0     |
| 2025-54847     | AE Direct Retail, Mobile     | Jobs2Careers     | 2          | 0          | 0     |
| 2025-54847     | AE Direct Retail, Mobile     | LinkedIn         | 5          | 0          | 0     |
| 2025-54847     | AE Direct Retail, Mobile     | Spectrum Careers | 26         | 1          | 1     |
| 2025-54847     | AE Direct Retail, Mobile     | Upward           | 1          | 0          | 0     |
| 2025-54891     | Resi Connectivity Sales Spec | Google           | 1          | 1          | 0     |
| 2025-54891     | Resi Connectivity Sales Spec | Spectrum Careers | 3          | 3          | 2     |
| 2025-54909     | Sales Activ Spec I - SMB     | Facebook         | 1          | 1          | 1     |
| 2025-54909     | Sales Activ Spec I - SMB     | Google           | 29         | 2          | 2     |
| 2025-54909     | Sales Activ Spec I - SMB     | Indeed           | 43         | 2          | 1     |
| 2025-54909     | Sales Activ Spec I - SMB     | Jobs2Careers     | 14         | 0          | 0     |
| 2025-54909     | Sales Activ Spec I - SMB     | LinkedIn         | 5          | 1          | 1     |
| 2025-54909     | Sales Activ Spec I - SMB     | Spectrum Careers | 106        | 11         | 6     |
| 2025-54958     | Outreach Activation Spec I   | Bing             | 4          | 3          | 1     |
| 2025-54958     | Outreach Activation Spec I   | Google           | 13         | 3          | 0     |
| 2025-54958     | Outreach Activation Spec I   | Indeed           | 71         | 10         | 2     |
| 2025-54958     | Outreach Activation Spec I   | Jobs2Careers     | 1          | 0          | 0     |

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| Requisition ID | Job Title                     | Source           | Applicants | Interviews | Hires |
|----------------|-------------------------------|------------------|------------|------------|-------|
| 2025-54958     | Outreach Activation Spec I    | Spectrum Careers | 62         | 13         | 7     |
| 2025-55084     | Resi Connectivity Sales Spec  | Bing             | 1          | 0          | 0     |
| 2025-55084     | Resi Connectivity Sales Spec  | Facebook         | 1          | 0          | 0     |
| 2025-55084     | Resi Connectivity Sales Spec  | Google           | 4          | 0          | 0     |
| 2025-55084     | Resi Connectivity Sales Spec  | Indeed           | 17         | 0          | 0     |
| 2025-55084     | Resi Connectivity Sales Spec  | Jobs2Careers     | 2          | 0          | 0     |
| 2025-55084     | Resi Connectivity Sales Spec  | LinkedIn         | 1          | 0          | 0     |
| 2025-55084     | Resi Connectivity Sales Spec  | Spectrum Careers | 18         | 3          | 3     |
| 2025-55084     | Resi Connectivity Sales Spec  | Upward           | 3          | 0          | 0     |
| 2025-55090     | Residential Inbound Sales Rep | Facebook         | 7          | 7          | 5     |
| 2025-55090     | Residential Inbound Sales Rep | Fit Finder       | 0          | 1          | 0     |
| 2025-55090     | Residential Inbound Sales Rep | Google           | 2          | 2          | 1     |
| 2025-55090     | Residential Inbound Sales Rep | Indeed           | 9          | 8          | 4     |
| 2025-55090     | Residential Inbound Sales Rep | Jobs2Careers     | 3          | 3          | 3     |
| 2025-55090     | Residential Inbound Sales Rep | Spectrum Careers | 28         | 27         | 17    |
| 2025-55090     | Residential Inbound Sales Rep | ZipRecruiter     | 1          | 1          | 0     |
| 2025-55093     | Outreach Activation Spec I    | Facebook         | 4          | 0          | 0     |
| 2025-55093     | Outreach Activation Spec I    | Fit Finder       | 1          | 0          | 0     |
| 2025-55093     | Outreach Activation Spec I    | Google           | 28         | 3          | 2     |
| 2025-55093     | Outreach Activation Spec I    | Indeed           | 34         | 1          | 0     |
| 2025-55093     | Outreach Activation Spec I    | Jobs2Careers     | 4          | 0          | 0     |
| 2025-55093     | Outreach Activation Spec I    | LinkedIn         | 5          | 0          | 0     |
| 2025-55093     | Outreach Activation Spec I    | Spectrum Careers | 93         | 17         | 7     |
| 2025-55315     | Store Specialist              | Google           | 1          | 1          | 1     |
| 2025-55315     | Store Specialist              | Indeed           | 2          | 0          | 0     |
| 2025-55315     | Store Specialist              | Spectrum Careers | 6          | 1          | 1     |
| 2025-55344     | Rep, Resi Customer Solutions  | Bing             | 1          | 1          | 1     |
| 2025-55344     | Rep, Resi Customer Solutions  | Fit Finder       | 1          | 1          | 1     |
| 2025-55344     | Rep, Resi Customer Solutions  | Google           | 8          | 4          | 1     |
| 2025-55344     | Rep, Resi Customer Solutions  | Indeed           | 14         | 4          | 3     |
| 2025-55344     | Rep, Resi Customer Solutions  | Jobs2Careers     | 1          | 1          | 1     |
| 2025-55344     | Rep, Resi Customer Solutions  | LinkedIn         | 1          | 0          | 0     |
| 2025-55344     | Rep, Resi Customer Solutions  | Spectrum Careers | 48         | 25         | 14    |
| 2025-55344     | Rep, Resi Customer Solutions  | Upward           | 2          | 0          | 0     |
| 2025-55433     | Rep, Resi Customer Solutions  | Facebook         | 2          | 0          | 0     |
| 2025-55433     | Rep, Resi Customer Solutions  | Google           | 16         | 9          | 2     |
| 2025-55433     | Rep, Resi Customer Solutions  | Indeed           | 26         | 13         | 5     |
| 2025-55433     | Rep, Resi Customer Solutions  | Jobs2Careers     | 6          | 3          | 0     |
| 2025-55433     | Rep, Resi Customer Solutions  | Spectrum Careers | 67         | 31         | 10    |
| 2025-55439     | Rep, Resi Customer Solutions  | Google           | 3          | 2          | 0     |
| 2025-55439     | Rep, Resi Customer Solutions  | Indeed           | 17         | 9          | 2     |
| 2025-55439     | Rep, Resi Customer Solutions  | Spectrum Careers | 29         | 16         | 7     |
| 2025-55602     | Resi Connectivity Sales Spec  | Google           | 2          | 3          | 1     |
| 2025-55602     | Resi Connectivity Sales Spec  | Indeed           | 5          | 3          | 3     |
| 2025-55602     | Resi Connectivity Sales Spec  | Spectrum Careers | 10         | 5          | 2     |
| 2025-55690     | Rep 1, Cust Svc Billing       | Bing             | 1          | 0          | 0     |
| 2025-55690     | Rep 1, Cust Svc Billing       | Facebook         | 2          | 1          | 0     |
| 2025-55690     | Rep 1, Cust Svc Billing       | Glassdoor        | 1          | 0          | 0     |
| 2025-55690     | Rep 1, Cust Svc Billing       | Google           | 47         | 2          | 1     |
| 2025-55690     | Rep 1, Cust Svc Billing       | Indeed           | 36         | 1          | 1     |
| 2025-55690     | Rep 1, Cust Svc Billing       | Jobs2Careers     | 2          | 0          | 0     |
| 2025-55690     | Rep 1, Cust Svc Billing       | LinkedIn         | 1          | 0          | 0     |
| 2025-55690     | Rep 1, Cust Svc Billing       | Spectrum Careers | 187        | 20         | 15    |
| 2025-55691     | Rep 1, Mobile Billing         | Bing             | 1          | 0          | 0     |

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| Requisition ID | Job Title                    | Source           | Applicants | Interviews | Hires |
|----------------|------------------------------|------------------|------------|------------|-------|
| 2025-55691     | Rep 1, Mobile Billing        | Facebook         | 1          | 0          | 0     |
| 2025-55691     | Rep 1, Mobile Billing        | Glassdoor        | 1          | 0          | 0     |
| 2025-55691     | Rep 1, Mobile Billing        | Google           | 31         | 1          | 1     |
| 2025-55691     | Rep 1, Mobile Billing        | Indeed           | 81         | 3          | 3     |
| 2025-55691     | Rep 1, Mobile Billing        | Jobs2Careers     | 6          | 2          | 2     |
| 2025-55691     | Rep 1, Mobile Billing        | LinkedIn         | 1          | 0          | 0     |
| 2025-55691     | Rep 1, Mobile Billing        | Spectrum Careers | 177        | 14         | 12    |
| 2025-55702     | HDD Locator/Driller          | Spectrum Careers | 1          | 1          | 1     |
| 2025-55703     | Field Technician I           | Facebook         | 1          | 1          | 0     |
| 2025-55703     | Field Technician I           | Google           | 6          | 6          | 5     |
| 2025-55703     | Field Technician I           | Indeed           | 5          | 5          | 1     |
| 2025-55703     | Field Technician I           | Jobs2Careers     | 3          | 3          | 1     |
| 2025-55703     | Field Technician I           | LinkedIn         | 1          | 1          | 0     |
| 2025-55703     | Field Technician I           | Spectrum Careers | 30         | 25         | 8     |
| 2025-55708     | Fiber Technician I           | Bing             | 1          | 1          | 1     |
| 2025-55708     | Fiber Technician I           | Spectrum Careers | 5          | 3          | 1     |
| 2025-55937     | Store Specialist             | Bing             | 1          | 0          | 0     |
| 2025-55937     | Store Specialist             | Facebook         | 1          | 0          | 0     |
| 2025-55937     | Store Specialist             | Google           | 3          | 0          | 0     |
| 2025-55937     | Store Specialist             | Indeed           | 1          | 0          | 0     |
| 2025-55937     | Store Specialist             | Spectrum Careers | 13         | 3          | 2     |
| 2025-56075     | Store Specialist             | Bing             | 2          | 1          | 0     |
| 2025-56075     | Store Specialist             | Google           | 8          | 1          | 0     |
| 2025-56075     | Store Specialist             | Indeed           | 4          | 1          | 1     |
| 2025-56075     | Store Specialist             | Spectrum Careers | 9          | 3          | 0     |
| 2025-56075     | Store Specialist             | ZipRecruiter     | 1          | 0          | 0     |
| 2025-56174     | Human Resources Generalist   | Bing             | 2          | 0          | 0     |
| 2025-56174     | Human Resources Generalist   | Google           | 16         | 1          | 0     |
| 2025-56174     | Human Resources Generalist   | Indeed           | 9          | 2          | 1     |
| 2025-56174     | Human Resources Generalist   | LinkedIn         | 6          | 2          | 0     |
| 2025-56174     | Human Resources Generalist   | Spectrum Careers | 49         | 2          | 1     |
| 2025-56267     | Outreach Activation Spec I   | Bing             | 1          | 0          | 0     |
| 2025-56267     | Outreach Activation Spec I   | Facebook         | 6          | 0          | 0     |
| 2025-56267     | Outreach Activation Spec I   | Fit Finder       | 2          | 0          | 0     |
| 2025-56267     | Outreach Activation Spec I   | Google           | 45         | 0          | 0     |
| 2025-56267     | Outreach Activation Spec I   | Indeed           | 33         | 3          | 3     |
| 2025-56267     | Outreach Activation Spec I   | Jobs2Careers     | 5          | 0          | 0     |
| 2025-56267     | Outreach Activation Spec I   | LinkedIn         | 2          | 0          | 0     |
| 2025-56267     | Outreach Activation Spec I   | Monster          | 1          | 0          | 0     |
| 2025-56267     | Outreach Activation Spec I   | Spectrum Careers | 104        | 9          | 5     |
| 2025-56290     | Rep, Resi Customer Solutions | Google           | 4          | 3          | 1     |
| 2025-56290     | Rep, Resi Customer Solutions | Indeed           | 19         | 16         | 6     |
| 2025-56290     | Rep, Resi Customer Solutions | Spectrum Careers | 16         | 13         | 10    |
| 2025-56438     | HR Coordinator               | Bing             | 7          | 0          | 0     |
| 2025-56438     | HR Coordinator               | DuckDuckGo       | 1          | 0          | 0     |
| 2025-56438     | HR Coordinator               | Facebook         | 1          | 0          | 0     |
| 2025-56438     | HR Coordinator               | Fit Finder       | 4          | 0          | 0     |
| 2025-56438     | HR Coordinator               | Google           | 62         | 1          | 0     |
| 2025-56438     | HR Coordinator               | Indeed           | 64         | 0          | 0     |
| 2025-56438     | HR Coordinator               | Jobs2Careers     | 1          | 0          | 0     |
| 2025-56438     | HR Coordinator               | LinkedIn         | 78         | 1          | 1     |
| 2025-56438     | HR Coordinator               | Spectrum Careers | 124        | 0          | 0     |
| 2025-56438     | HR Coordinator               | Upward           | 1          | 0          | 0     |
| 2025-56438     | HR Coordinator               | Workintexas.com  | 2          | 0          | 0     |

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| Requisition ID | Job Title                     | Source           | Applicants | Interviews | Hires |
|----------------|-------------------------------|------------------|------------|------------|-------|
| 2025-56438     | HR Coordinator                | ZipRecruiter     | 4          | 0          | 0     |
| 2025-56500     | Rep, Resi Customer Solutions  | Bing             | 4          | 1          | 0     |
| 2025-56500     | Rep, Resi Customer Solutions  | Facebook         | 4          | 2          | 1     |
| 2025-56500     | Rep, Resi Customer Solutions  | Fit Finder       | 1          | 0          | 0     |
| 2025-56500     | Rep, Resi Customer Solutions  | Google           | 24         | 8          | 4     |
| 2025-56500     | Rep, Resi Customer Solutions  | Indeed           | 19         | 10         | 2     |
| 2025-56500     | Rep, Resi Customer Solutions  | Jobs2Careers     | 11         | 4          | 0     |
| 2025-56500     | Rep, Resi Customer Solutions  | Spectrum Careers | 79         | 31         | 12    |
| 2025-56500     | Rep, Resi Customer Solutions  | Upward           | 1          | 0          | 0     |
| 2025-56545     | Account Executive             | Bing             | 3          | 0          | 0     |
| 2025-56545     | Account Executive             | Fit Finder       | 1          | 0          | 0     |
| 2025-56545     | Account Executive             | Google           | 16         | 0          | 0     |
| 2025-56545     | Account Executive             | Indeed           | 14         | 1          | 1     |
| 2025-56545     | Account Executive             | LinkedIn         | 22         | 1          | 0     |
| 2025-56545     | Account Executive             | Spectrum Careers | 49         | 1          | 0     |
| 2025-56545     | Account Executive             | ZipRecruiter     | 1          | 0          | 0     |
| 2025-56595     | Rep, Resi Customer Solutions  | Bing             | 1          | 1          | 0     |
| 2025-56595     | Rep, Resi Customer Solutions  | Google           | 9          | 5          | 1     |
| 2025-56595     | Rep, Resi Customer Solutions  | Indeed           | 16         | 6          | 2     |
| 2025-56595     | Rep, Resi Customer Solutions  | Jobs2Careers     | 3          | 1          | 1     |
| 2025-56595     | Rep, Resi Customer Solutions  | Spectrum Careers | 36         | 12         | 8     |
| 2025-56775     | Resi Connectivity Sales Spec  | Google           | 3          | 3          | 2     |
| 2025-56775     | Resi Connectivity Sales Spec  | Indeed           | 8          | 10         | 3     |
| 2025-56775     | Resi Connectivity Sales Spec  | Jobs2Careers     | 1          | 1          | 0     |
| 2025-56775     | Resi Connectivity Sales Spec  | LinkedIn         | 0          | 1          | 0     |
| 2025-56775     | Resi Connectivity Sales Spec  | Spectrum Careers | 14         | 16         | 3     |
| 2025-56775     | Resi Connectivity Sales Spec  | Upward           | 0          | 1          | 0     |
| 2025-56775     | Resi Connectivity Sales Spec  | ZipRecruiter     | 3          | 3          | 1     |
| 2025-56776     | Rep, Resi Customer Solutions  | Google           | 6          | 4          | 1     |
| 2025-56776     | Rep, Resi Customer Solutions  | Indeed           | 14         | 8          | 2     |
| 2025-56776     | Rep, Resi Customer Solutions  | Jobs2Careers     | 2          | 2          | 1     |
| 2025-56776     | Rep, Resi Customer Solutions  | Spectrum Careers | 20         | 16         | 10    |
| 2025-56886     | Residential Inbound Sales Rep | Bing             | 1          | 1          | 0     |
| 2025-56886     | Residential Inbound Sales Rep | Google           | 5          | 4          | 3     |
| 2025-56886     | Residential Inbound Sales Rep | Indeed           | 17         | 18         | 11    |
| 2025-56886     | Residential Inbound Sales Rep | LinkedIn         | 1          | 1          | 0     |
| 2025-56886     | Residential Inbound Sales Rep | Spectrum Careers | 47         | 44         | 31    |
| 2025-56886     | Residential Inbound Sales Rep | ZipRecruiter     | 3          | 2          | 0     |
| 2025-57033     | Rep, Resi Customer Solutions  | Bing             | 1          | 0          | 0     |
| 2025-57033     | Rep, Resi Customer Solutions  | Facebook         | 2          | 0          | 0     |
| 2025-57033     | Rep, Resi Customer Solutions  | Google           | 13         | 6          | 2     |
| 2025-57033     | Rep, Resi Customer Solutions  | Indeed           | 19         | 6          | 3     |
| 2025-57033     | Rep, Resi Customer Solutions  | Jobs2Careers     | 6          | 1          | 0     |
| 2025-57033     | Rep, Resi Customer Solutions  | Spectrum Careers | 51         | 20         | 4     |
| 2025-57033     | Rep, Resi Customer Solutions  | ZipRecruiter     | 4          | 2          | 1     |
| 2025-57127     | Construction Tech Aerial/UG   | Facebook         | 2          | 0          | 0     |
| 2025-57127     | Construction Tech Aerial/UG   | Fit Finder       | 1          | 0          | 0     |
| 2025-57127     | Construction Tech Aerial/UG   | Google           | 17         | 1          | 1     |
| 2025-57127     | Construction Tech Aerial/UG   | Indeed           | 12         | 5          | 1     |
| 2025-57127     | Construction Tech Aerial/UG   | LinkedIn         | 2          | 0          | 0     |
| 2025-57127     | Construction Tech Aerial/UG   | Spectrum Careers | 44         | 4          | 0     |
| 2025-57127     | Construction Tech Aerial/UG   | ZipRecruiter     | 5          | 0          | 0     |
| 2025-57154     | Resi Connectivity Sales Spec  | Google           | 3          | 3          | 2     |
| 2025-57154     | Resi Connectivity Sales Spec  | Indeed           | 8          | 9          | 3     |

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| Requisition ID | Job Title                    | Source            | Applicants | Interviews | Hires |
|----------------|------------------------------|-------------------|------------|------------|-------|
| 2025-57154     | Resi Connectivity Sales Spec | Jobs2Careers      | 1          | 1          | 0     |
| 2025-57154     | Resi Connectivity Sales Spec | Spectrum Careers  | 3          | 3          | 1     |
| 2025-57154     | Resi Connectivity Sales Spec | ZipRecruiter      | 1          | 1          | 1     |
| 2025-57159     | Rep, Resi Customer Solutions | Facebook          | 1          | 0          | 0     |
| 2025-57159     | Rep, Resi Customer Solutions | Google            | 11         | 8          | 4     |
| 2025-57159     | Rep, Resi Customer Solutions | Indeed            | 16         | 8          | 5     |
| 2025-57159     | Rep, Resi Customer Solutions | Jobs2Careers      | 5          | 1          | 0     |
| 2025-57159     | Rep, Resi Customer Solutions | Spectrum Careers  | 44         | 22         | 9     |
| 2025-57159     | Rep, Resi Customer Solutions | ZipRecruiter      | 1          | 1          | 0     |
| 2025-57235     | Credit Svcs Prof - Recovery  | Bing              | 10         | 0          | 0     |
| 2025-57235     | Credit Svcs Prof - Recovery  | ChatGPT           | 1          | 0          | 0     |
| 2025-57235     | Credit Svcs Prof - Recovery  | DuckDuckGo        | 1          | 0          | 0     |
| 2025-57235     | Credit Svcs Prof - Recovery  | Facebook          | 8          | 1          | 1     |
| 2025-57235     | Credit Svcs Prof - Recovery  | Fit Finder        | 3          | 0          | 0     |
| 2025-57235     | Credit Svcs Prof - Recovery  | Google            | 167        | 5          | 3     |
| 2025-57235     | Credit Svcs Prof - Recovery  | Indeed            | 74         | 4          | 1     |
| 2025-57235     | Credit Svcs Prof - Recovery  | Jobcase           | 1          | 0          | 0     |
| 2025-57235     | Credit Svcs Prof - Recovery  | Jobs2Careers      | 10         | 0          | 0     |
| 2025-57235     | Credit Svcs Prof - Recovery  | LinkedIn          | 27         | 2          | 2     |
| 2025-57235     | Credit Svcs Prof - Recovery  | Recruit Rooster   | 1          | 0          | 0     |
| 2025-57235     | Credit Svcs Prof - Recovery  | RecruitMilitary   | 1          | 0          | 0     |
| 2025-57235     | Credit Svcs Prof - Recovery  | Spectrum Careers  | 260        | 11         | 5     |
| 2025-57235     | Credit Svcs Prof - Recovery  | The Muse          | 1          | 0          | 0     |
| 2025-57235     | Credit Svcs Prof - Recovery  | Workintexas.com   | 7          | 0          | 0     |
| 2025-57235     | Credit Svcs Prof - Recovery  | Yahoo             | 1          | 0          | 0     |
| 2025-57235     | Credit Svcs Prof - Recovery  | ZipRecruiter      | 13         | 1          | 0     |
| 2025-57285     | Warehouse Technician         | Google            | 3          | 0          | 0     |
| 2025-57285     | Warehouse Technician         | Indeed            | 17         | 3          | 1     |
| 2025-57285     | Warehouse Technician         | LinkedIn          | 1          | 0          | 0     |
| 2025-57285     | Warehouse Technician         | Spectrum Careers  | 21         | 0          | 0     |
| 2025-57285     | Warehouse Technician         | Workintexas.com   | 1          | 0          | 0     |
| 2025-57285     | Warehouse Technician         | ZipRecruiter      | 1          | 1          | 0     |
| 2025-57297     | Rep, Resi Customer Solutions | Google            | 4          | 2          | 1     |
| 2025-57297     | Rep, Resi Customer Solutions | Indeed            | 19         | 10         | 6     |
| 2025-57297     | Rep, Resi Customer Solutions | Jobs2Careers      | 1          | 1          | 1     |
| 2025-57297     | Rep, Resi Customer Solutions | Spectrum Careers  | 13         | 7          | 2     |
| 2025-57430     | Acct Exec, Comm Sol          | Bing              | 2          | 0          | 0     |
| 2025-57430     | Acct Exec, Comm Sol          | Google            | 13         | 1          | 0     |
| 2025-57430     | Acct Exec, Comm Sol          | Indeed            | 5          | 2          | 0     |
| 2025-57430     | Acct Exec, Comm Sol          | Jobs2Careers      | 2          | 0          | 0     |
| 2025-57430     | Acct Exec, Comm Sol          | LinkedIn          | 4          | 3          | 0     |
| 2025-57430     | Acct Exec, Comm Sol          | Spectrum Careers  | 29         | 4          | 1     |
| 2025-57430     | Acct Exec, Comm Sol          | Upward            | 1          | 0          | 0     |
| 2025-57430     | Acct Exec, Comm Sol          | Yahoo             | 1          | 0          | 0     |
| 2025-57454     | Resi Connectivity Sales Spec | Indeed            | 1          | 0          | 0     |
| 2025-57454     | Resi Connectivity Sales Spec | Jobs2Careers      | 2          | 0          | 0     |
| 2025-57454     | Resi Connectivity Sales Spec | Spectrum Careers  | 7          | 3          | 3     |
| 2025-57585     | Sup, Resi Connectivity Sales | Google            | 9          | 1          | 1     |
| 2025-57585     | Sup, Resi Connectivity Sales | Indeed            | 3          | 2          | 0     |
| 2025-57585     | Sup, Resi Connectivity Sales | LinkedIn          | 4          | 0          | 0     |
| 2025-57585     | Sup, Resi Connectivity Sales | Spectrum Careers  | 25         | 11         | 2     |
| 2025-57756     | Rep, Resi Customer Solutions | Employee Referral | 2          | 2          | 1     |
| 2025-57756     | Rep, Resi Customer Solutions | Google            | 8          | 5          | 3     |
| 2025-57756     | Rep, Resi Customer Solutions | Indeed            | 14         | 9          | 5     |

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| Requisition ID | Job Title                    | Source                    | Applicants | Interviews | Hires |
|----------------|------------------------------|---------------------------|------------|------------|-------|
| 2025-57756     | Rep, Resi Customer Solutions | Jobs2Careers              | 1          | 1          | 1     |
| 2025-57756     | Rep, Resi Customer Solutions | Spectrum Careers          | 21         | 15         | 9     |
| 2025-57756     | Rep, Resi Customer Solutions | ZipRecruiter              | 2          | 0          | 0     |
| 2025-57782     | Rep, Resi Customer Solutions | ChatGPT                   | 1          | 0          | 0     |
| 2025-57782     | Rep, Resi Customer Solutions | DuckDuckGo                | 1          | 0          | 0     |
| 2025-57782     | Rep, Resi Customer Solutions | Facebook                  | 2          | 0          | 0     |
| 2025-57782     | Rep, Resi Customer Solutions | Fit Finder                | 1          | 1          | 0     |
| 2025-57782     | Rep, Resi Customer Solutions | Google                    | 18         | 6          | 2     |
| 2025-57782     | Rep, Resi Customer Solutions | Indeed                    | 23         | 12         | 3     |
| 2025-57782     | Rep, Resi Customer Solutions | Jobs2Careers              | 10         | 3          | 0     |
| 2025-57782     | Rep, Resi Customer Solutions | LinkedIn                  | 1          | 1          | 1     |
| 2025-57782     | Rep, Resi Customer Solutions | Military Spouse Employmen | 1          | 0          | 0     |
| 2025-57782     | Rep, Resi Customer Solutions | Military-Base             | 1          | 0          | 0     |
| 2025-57782     | Rep, Resi Customer Solutions | RecruitMilitary           | 1          | 0          | 0     |
| 2025-57782     | Rep, Resi Customer Solutions | Spectrum Careers          | 78         | 14         | 4     |
| 2025-57782     | Rep, Resi Customer Solutions | ZipRecruiter              | 4          | 0          | 0     |
| 2025-57783     | Sup, Resi Connectivity Sales | Indeed                    | 3          | 0          | 0     |
| 2025-57783     | Sup, Resi Connectivity Sales | Spectrum Careers          | 2          | 0          | 0     |
| 2025-57783     | Sup, Resi Connectivity Sales | ZipRecruiter              | 2          | 1          | 1     |
| 2025-57815     | Resi Connectivity Sales Spec | Google                    | 6          | 2          | 1     |
| 2025-57815     | Resi Connectivity Sales Spec | Indeed                    | 13         | 2          | 0     |
| 2025-57815     | Resi Connectivity Sales Spec | Jobs2Careers              | 2          | 1          | 1     |
| 2025-57815     | Resi Connectivity Sales Spec | Spectrum Careers          | 9          | 5          | 2     |
| 2025-57815     | Resi Connectivity Sales Spec | Upward                    | 1          | 0          | 0     |
| 2025-57815     | Resi Connectivity Sales Spec | ZipRecruiter              | 6          | 2          | 2     |
| 2025-57864     | Resi Connectivity Sales Spec | Facebook                  | 1          | 0          | 0     |
| 2025-57864     | Resi Connectivity Sales Spec | Google                    | 1          | 0          | 0     |
| 2025-57864     | Resi Connectivity Sales Spec | Indeed                    | 11         | 0          | 0     |
| 2025-57864     | Resi Connectivity Sales Spec | Jobs2Careers              | 3          | 0          | 0     |
| 2025-57864     | Resi Connectivity Sales Spec | Spectrum Careers          | 27         | 6          | 4     |
| 2025-57864     | Resi Connectivity Sales Spec | Upward                    | 2          | 0          | 0     |
| 2025-57864     | Resi Connectivity Sales Spec | Yahoo                     | 1          | 1          | 0     |
| 2025-57864     | Resi Connectivity Sales Spec | ZipRecruiter              | 3          | 0          | 0     |
| 2025-57971     | Store Specialist             | Indeed                    | 3          | 1          | 0     |
| 2025-57971     | Store Specialist             | Spectrum Careers          | 11         | 1          | 1     |
| 2025-58065     | Store Specialist             | Google                    | 1          | 0          | 0     |
| 2025-58065     | Store Specialist             | Indeed                    | 1          | 0          | 0     |
| 2025-58065     | Store Specialist             | Military-Base             | 1          | 0          | 0     |
| 2025-58065     | Store Specialist             | Spectrum Careers          | 9          | 2          | 1     |
| 2025-58065     | Store Specialist             | ZipRecruiter              | 0          | 1          | 0     |
| 2025-58142     | Rep, Resi Customer Solutions | Bing                      | 1          | 0          | 0     |
| 2025-58142     | Rep, Resi Customer Solutions | Glassdoor                 | 1          | 1          | 0     |
| 2025-58142     | Rep, Resi Customer Solutions | Google                    | 8          | 3          | 2     |
| 2025-58142     | Rep, Resi Customer Solutions | Indeed                    | 10         | 5          | 3     |
| 2025-58142     | Rep, Resi Customer Solutions | Jobs2Careers              | 3          | 0          | 0     |
| 2025-58142     | Rep, Resi Customer Solutions | Spectrum Careers          | 46         | 19         | 13    |
| 2025-58142     | Rep, Resi Customer Solutions | Yahoo                     | 1          | 0          | 0     |
| 2025-58465     | Rep, Resi Customer Solutions | Google                    | 4          | 4          | 3     |
| 2025-58465     | Rep, Resi Customer Solutions | Indeed                    | 8          | 3          | 1     |
| 2025-58465     | Rep, Resi Customer Solutions | Jobs2Careers              | 2          | 1          | 1     |
| 2025-58465     | Rep, Resi Customer Solutions | Spectrum Careers          | 18         | 12         | 8     |
| 2025-58465     | Rep, Resi Customer Solutions | Workintexas.com           | 1          | 1          | 1     |
| 2025-58478     | Rep, Resi Customer Solutions | DuckDuckGo                | 1          | 1          | 0     |
| 2025-58478     | Rep, Resi Customer Solutions | Fit Finder                | 1          | 1          | 1     |

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| Requisition ID | Job Title                    | Source           | Applicants | Interviews | Hires |
|----------------|------------------------------|------------------|------------|------------|-------|
| 2025-58478     | Rep, Resi Customer Solutions | Google           | 7          | 5          | 1     |
| 2025-58478     | Rep, Resi Customer Solutions | Indeed           | 23         | 13         | 2     |
| 2025-58478     | Rep, Resi Customer Solutions | Jobs2Careers     | 2          | 1          | 0     |
| 2025-58478     | Rep, Resi Customer Solutions | LinkedIn         | 3          | 2          | 0     |
| 2025-58478     | Rep, Resi Customer Solutions | Spectrum Careers | 59         | 31         | 9     |
| 2025-58478     | Rep, Resi Customer Solutions | ZipRecruiter     | 2          | 1          | 0     |
| 2025-58532     | Store Specialist             | Google           | 2          | 1          | 0     |
| 2025-58532     | Store Specialist             | Indeed           | 4          | 1          | 0     |
| 2025-58532     | Store Specialist             | Spectrum Careers | 4          | 2          | 1     |
| 2025-58532     | Store Specialist             | ZipRecruiter     | 4          | 3          | 1     |
| 2025-58552     | Store Specialist             | Google           | 1          | 0          | 0     |
| 2025-58552     | Store Specialist             | Indeed           | 3          | 0          | 0     |
| 2025-58552     | Store Specialist             | Spectrum Careers | 2          | 2          | 1     |
| 2025-58552     | Store Specialist             | ZipRecruiter     | 1          | 0          | 0     |
| 2025-58771     | Fiber Technician I 3rd       | Google           | 6          | 3          | 1     |
| 2025-58771     | Fiber Technician I 3rd       | Indeed           | 5          | 2          | 0     |
| 2025-58771     | Fiber Technician I 3rd       | Jobs2Careers     | 1          | 0          | 0     |
| 2025-58771     | Fiber Technician I 3rd       | LinkedIn         | 1          | 0          | 0     |
| 2025-58771     | Fiber Technician I 3rd       | Spectrum Careers | 18         | 7          | 2     |
| 2025-58771     | Fiber Technician I 3rd       | ZipRecruiter     | 1          | 0          | 0     |
| 2025-58812     | Resi Connectivity Sales Spec | Google           | 4          | 1          | 0     |
| 2025-58812     | Resi Connectivity Sales Spec | Indeed           | 24         | 12         | 1     |
| 2025-58812     | Resi Connectivity Sales Spec | Jobs2Careers     | 13         | 7          | 2     |
| 2025-58812     | Resi Connectivity Sales Spec | Spectrum Careers | 14         | 5          | 0     |
| 2025-58812     | Resi Connectivity Sales Spec | ZipRecruiter     | 3          | 1          | 0     |
| 2025-58817     | Rep, Resi Customer Solutions | Bing             | 2          | 1          | 0     |
| 2025-58817     | Rep, Resi Customer Solutions | Facebook         | 1          | 0          | 0     |
| 2025-58817     | Rep, Resi Customer Solutions | Google           | 12         | 5          | 3     |
| 2025-58817     | Rep, Resi Customer Solutions | Indeed           | 18         | 8          | 2     |
| 2025-58817     | Rep, Resi Customer Solutions | Jobs2Careers     | 1          | 1          | 0     |
| 2025-58817     | Rep, Resi Customer Solutions | Spectrum Careers | 56         | 34         | 17    |
| 2025-58817     | Rep, Resi Customer Solutions | Workintexas.com  | 1          | 1          | 0     |
| 2025-58817     | Rep, Resi Customer Solutions | Yahoo            | 1          | 1          | 0     |
| 2025-58817     | Rep, Resi Customer Solutions | ZipRecruiter     | 2          | 2          | 2     |
| 2025-58909     | Outreach Activation Spec I   | Bing             | 5          | 0          | 0     |
| 2025-58909     | Outreach Activation Spec I   | Google           | 46         | 6          | 5     |
| 2025-58909     | Outreach Activation Spec I   | Indeed           | 52         | 6          | 4     |
| 2025-58909     | Outreach Activation Spec I   | Jobcase          | 1          | 0          | 0     |
| 2025-58909     | Outreach Activation Spec I   | Jobs2Careers     | 8          | 1          | 0     |
| 2025-58909     | Outreach Activation Spec I   | LinkedIn         | 7          | 2          | 1     |
| 2025-58909     | Outreach Activation Spec I   | Spectrum Careers | 87         | 10         | 3     |
| 2025-58909     | Outreach Activation Spec I   | Yahoo            | 1          | 1          | 0     |
| 2025-58909     | Outreach Activation Spec I   | ZipRecruiter     | 10         | 1          | 1     |
| 2025-59006     | Resi Connectivity Sales Spec | Google           | 2          | 2          | 1     |
| 2025-59006     | Resi Connectivity Sales Spec | Indeed           | 3          | 3          | 1     |
| 2025-59006     | Resi Connectivity Sales Spec | Spectrum Careers | 4          | 4          | 2     |
| 2025-59097     | Human Resources Generalist   | Bing             | 3          | 0          | 0     |
| 2025-59097     | Human Resources Generalist   | Fit Finder       | 1          | 0          | 0     |
| 2025-59097     | Human Resources Generalist   | Google           | 13         | 4          | 0     |
| 2025-59097     | Human Resources Generalist   | Indeed           | 14         | 3          | 0     |
| 2025-59097     | Human Resources Generalist   | LinkedIn         | 14         | 1          | 1     |
| 2025-59097     | Human Resources Generalist   | Recruit Rooster  | 1          | 0          | 0     |
| 2025-59097     | Human Resources Generalist   | Spectrum Careers | 28         | 4          | 0     |
| 2025-59097     | Human Resources Generalist   | ZipRecruiter     | 6          | 1          | 1     |

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| Requisition ID | Job Title                    | Source           | Applicants | Interviews | Hires |
|----------------|------------------------------|------------------|------------|------------|-------|
| 2025-59259     | Rep, Resi Customer Solutions | Bing             | 1          | 0          | 0     |
| 2025-59259     | Rep, Resi Customer Solutions | Facebook         | 1          | 1          | 0     |
| 2025-59259     | Rep, Resi Customer Solutions | Google           | 5          | 2          | 0     |
| 2025-59259     | Rep, Resi Customer Solutions | Indeed           | 13         | 5          | 2     |
| 2025-59259     | Rep, Resi Customer Solutions | Jobs2Careers     | 10         | 2          | 1     |
| 2025-59259     | Rep, Resi Customer Solutions | LinkedIn         | 1          | 1          | 0     |
| 2025-59259     | Rep, Resi Customer Solutions | Spectrum Careers | 57         | 18         | 4     |
| 2025-59290     | Rep, Resi Customer Solutions | Google           | 3          | 2          | 1     |
| 2025-59290     | Rep, Resi Customer Solutions | Indeed           | 14         | 9          | 7     |
| 2025-59290     | Rep, Resi Customer Solutions | Spectrum Careers | 18         | 15         | 8     |
| 2025-59327     | Warehouse Technician         | Indeed           | 1          | 1          | 0     |
| 2025-59327     | Warehouse Technician         | Monster          | 1          | 1          | 0     |
| 2025-59327     | Warehouse Technician         | Spectrum Careers | 5          | 3          | 1     |
| 2025-59488     | Store Specialist             | Google           | 6          | 2          | 1     |
| 2025-59488     | Store Specialist             | Indeed           | 1          | 0          | 0     |
| 2025-59488     | Store Specialist             | Spectrum Careers | 12         | 1          | 0     |
| 2025-59492     | Store Specialist             | Google           | 3          | 0          | 0     |
| 2025-59492     | Store Specialist             | Indeed           | 1          | 0          | 0     |
| 2025-59492     | Store Specialist             | Spectrum Careers | 12         | 1          | 1     |
| 2025-59633     | Rep 1, Mobile Repair         | Bing             | 1          | 0          | 0     |
| 2025-59633     | Rep 1, Mobile Repair         | Facebook         | 1          | 0          | 0     |
| 2025-59633     | Rep 1, Mobile Repair         | Google           | 14         | 3          | 2     |
| 2025-59633     | Rep 1, Mobile Repair         | Indeed           | 18         | 2          | 2     |
| 2025-59633     | Rep 1, Mobile Repair         | Jobs2Careers     | 2          | 1          | 0     |
| 2025-59633     | Rep 1, Mobile Repair         | LinkedIn         | 2          | 1          | 1     |
| 2025-59633     | Rep 1, Mobile Repair         | Spectrum Careers | 90         | 16         | 14    |
| 2025-59633     | Rep 1, Mobile Repair         | Upward           | 1          | 0          | 0     |
| 2025-59633     | Rep 1, Mobile Repair         | ZipRecruiter     | 7          | 0          | 0     |
| 2025-59697     | Multi-Tenant Sales Rep 1     | Bing             | 1          | 0          | 0     |
| 2025-59697     | Multi-Tenant Sales Rep 1     | Google           | 7          | 1          | 0     |
| 2025-59697     | Multi-Tenant Sales Rep 1     | Indeed           | 20         | 0          | 0     |
| 2025-59697     | Multi-Tenant Sales Rep 1     | Spectrum Careers | 30         | 2          | 1     |
| 2025-59697     | Multi-Tenant Sales Rep 1     | ZipRecruiter     | 2          | 0          | 0     |
| 2025-59805     | Resi Connectivity Sales Spec | Facebook         | 1          | 0          | 0     |
| 2025-59805     | Resi Connectivity Sales Spec | Google           | 5          | 0          | 0     |
| 2025-59805     | Resi Connectivity Sales Spec | Indeed           | 19         | 0          | 0     |
| 2025-59805     | Resi Connectivity Sales Spec | Jobs2Careers     | 8          | 0          | 0     |
| 2025-59805     | Resi Connectivity Sales Spec | Spectrum Careers | 25         | 4          | 3     |
| 2025-59805     | Resi Connectivity Sales Spec | ZipRecruiter     | 3          | 0          | 0     |
| 2025-59855     | Rep, Resi Customer Solutions | Google           | 3          | 3          | 1     |
| 2025-59855     | Rep, Resi Customer Solutions | Indeed           | 10         | 9          | 5     |
| 2025-59855     | Rep, Resi Customer Solutions | Spectrum Careers | 7          | 4          | 1     |
| 2025-59922     | Rep, Resi Customer Solutions | Google           | 15         | 6          | 3     |
| 2025-59922     | Rep, Resi Customer Solutions | Indeed           | 14         | 6          | 3     |
| 2025-59922     | Rep, Resi Customer Solutions | Jobs2Careers     | 6          | 0          | 0     |
| 2025-59922     | Rep, Resi Customer Solutions | LinkedIn         | 2          | 2          | 0     |
| 2025-59922     | Rep, Resi Customer Solutions | Monster          | 1          | 1          | 1     |
| 2025-59922     | Rep, Resi Customer Solutions | Spectrum Careers | 49         | 16         | 9     |
| 2025-59922     | Rep, Resi Customer Solutions | ZipRecruiter     | 2          | 1          | 0     |
| 2025-59949     | Rep, Resi Customer Solutions | Bing             | 1          | 1          | 1     |
| 2025-59949     | Rep, Resi Customer Solutions | Google           | 11         | 5          | 2     |
| 2025-59949     | Rep, Resi Customer Solutions | Indeed           | 18         | 12         | 6     |
| 2025-59949     | Rep, Resi Customer Solutions | Jobs2Careers     | 5          | 2          | 0     |
| 2025-59949     | Rep, Resi Customer Solutions | LinkedIn         | 2          | 2          | 2     |

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| Requisition ID | Job Title                     | Source            | Applicants | Interviews | Hires |
|----------------|-------------------------------|-------------------|------------|------------|-------|
| 2025-59949     | Rep, Resi Customer Solutions  | Spectrum Careers  | 42         | 25         | 8     |
| 2025-59949     | Rep, Resi Customer Solutions  | ZipRecruiter      | 3          | 3          | 2     |
| 2025-60023     | Resi Connectivity Sales Spec  | Indeed            | 1          | 0          | 0     |
| 2025-60023     | Resi Connectivity Sales Spec  | Jobs2Careers      | 1          | 0          | 0     |
| 2025-60023     | Resi Connectivity Sales Spec  | Spectrum Careers  | 6          | 3          | 1     |
| 2025-60101     | Rep 1, Mobile Billing         | Google            | 1          | 1          | 1     |
| 2025-60101     | Rep 1, Mobile Billing         | Indeed            | 9          | 6          | 5     |
| 2025-60101     | Rep 1, Mobile Billing         | Jobs2Careers      | 1          | 0          | 0     |
| 2025-60101     | Rep 1, Mobile Billing         | Spectrum Careers  | 16         | 8          | 6     |
| 2025-60101     | Rep 1, Mobile Billing         | ZipRecruiter      | 1          | 1          | 1     |
| 2025-60177     | Resi Connectivity Sales Spec  | Google            | 2          | 3          | 0     |
| 2025-60177     | Resi Connectivity Sales Spec  | Honestjobs.com    | 0          | 1          | 0     |
| 2025-60177     | Resi Connectivity Sales Spec  | Indeed            | 14         | 22         | 5     |
| 2025-60177     | Resi Connectivity Sales Spec  | Jobs2Careers      | 1          | 1          | 0     |
| 2025-60177     | Resi Connectivity Sales Spec  | LinkedIn          | 1          | 1          | 0     |
| 2025-60177     | Resi Connectivity Sales Spec  | Spectrum Careers  | 15         | 19         | 6     |
| 2025-60177     | Resi Connectivity Sales Spec  | Yahoo             | 0          | 1          | 0     |
| 2025-60177     | Resi Connectivity Sales Spec  | ZipRecruiter      | 3          | 4          | 1     |
| 2025-60319     | HDD Locator/Driller           | Facebook          | 1          | 0          | 0     |
| 2025-60319     | HDD Locator/Driller           | Google            | 5          | 0          | 0     |
| 2025-60319     | HDD Locator/Driller           | Indeed            | 4          | 2          | 1     |
| 2025-60319     | HDD Locator/Driller           | LinkedIn          | 1          | 0          | 0     |
| 2025-60319     | HDD Locator/Driller           | Spectrum Careers  | 13         | 0          | 0     |
| 2025-60319     | HDD Locator/Driller           | ZipRecruiter      | 3          | 0          | 0     |
| 2025-60320     | Residential Inbound Sales Rep | Fit Finder        | 1          | 1          | 1     |
| 2025-60320     | Residential Inbound Sales Rep | Google            | 2          | 1          | 1     |
| 2025-60320     | Residential Inbound Sales Rep | Indeed            | 12         | 12         | 5     |
| 2025-60320     | Residential Inbound Sales Rep | Jobs2Careers      | 1          | 1          | 1     |
| 2025-60320     | Residential Inbound Sales Rep | LinkedIn          | 1          | 1          | 1     |
| 2025-60320     | Residential Inbound Sales Rep | Spectrum Careers  | 25         | 24         | 11    |
| 2025-60465     | Store Specialist              | Bing              | 1          | 1          | 0     |
| 2025-60465     | Store Specialist              | DuckDuckGo        | 1          | 1          | 0     |
| 2025-60465     | Store Specialist              | Google            | 11         | 3          | 1     |
| 2025-60465     | Store Specialist              | Indeed            | 8          | 2          | 0     |
| 2025-60465     | Store Specialist              | Jobs2Careers      | 1          | 1          | 0     |
| 2025-60465     | Store Specialist              | Spectrum Careers  | 28         | 10         | 1     |
| 2025-60465     | Store Specialist              | ZipRecruiter      | 2          | 1          | 0     |
| 2025-60562     | Rep, Resi Customer Solutions  | Facebook          | 1          | 0          | 0     |
| 2025-60562     | Rep, Resi Customer Solutions  | Google            | 3          | 3          | 1     |
| 2025-60562     | Rep, Resi Customer Solutions  | Indeed            | 10         | 8          | 3     |
| 2025-60562     | Rep, Resi Customer Solutions  | Jobs2Careers      | 1          | 1          | 1     |
| 2025-60562     | Rep, Resi Customer Solutions  | Spectrum Careers  | 23         | 18         | 6     |
| 2025-60562     | Rep, Resi Customer Solutions  | ZipRecruiter      | 1          | 1          | 0     |
| 2025-60658     | Warehouse Technician          | Bing              | 1          | 0          | 0     |
| 2025-60658     | Warehouse Technician          | Google            | 3          | 0          | 0     |
| 2025-60658     | Warehouse Technician          | Indeed            | 5          | 4          | 0     |
| 2025-60658     | Warehouse Technician          | Spectrum Careers  | 21         | 2          | 1     |
| 2025-60692     | Residential Inbound Sales Rep | Google            | 2          | 2          | 0     |
| 2025-60692     | Residential Inbound Sales Rep | LinkedIn          | 1          | 1          | 0     |
| 2025-60692     | Residential Inbound Sales Rep | Semperforward.com | 0          | 1          | 0     |
| 2025-60692     | Residential Inbound Sales Rep | Spectrum Careers  | 12         | 12         | 7     |
| 2025-60788     | Rep, Resi Customer Solutions  | Bing              | 1          | 1          | 0     |
| 2025-60788     | Rep, Resi Customer Solutions  | Google            | 23         | 8          | 2     |
| 2025-60788     | Rep, Resi Customer Solutions  | Indeed            | 15         | 4          | 1     |

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| Requisition ID | Job Title                    | Source           | Applicants | Interviews | Hires |
|----------------|------------------------------|------------------|------------|------------|-------|
| 2025-60788     | Rep, Resi Customer Solutions | Jobs2Careers     | 8          | 0          | 0     |
| 2025-60788     | Rep, Resi Customer Solutions | LinkedIn         | 1          | 0          | 0     |
| 2025-60788     | Rep, Resi Customer Solutions | Spectrum Careers | 54         | 20         | 9     |
| 2025-60788     | Rep, Resi Customer Solutions | ZipRecruiter     | 2          | 1          | 1     |
| 2025-61009     | Rep, Resi Customer Solutions | Google           | 4          | 3          | 1     |
| 2025-61009     | Rep, Resi Customer Solutions | Indeed           | 8          | 6          | 1     |
| 2025-61009     | Rep, Resi Customer Solutions | Jobs2Careers     | 1          | 1          | 0     |
| 2025-61009     | Rep, Resi Customer Solutions | LinkedIn         | 1          | 0          | 0     |
| 2025-61009     | Rep, Resi Customer Solutions | Spectrum Careers | 22         | 19         | 8     |
| 2025-61009     | Rep, Resi Customer Solutions | ZipRecruiter     | 2          | 2          | 2     |
| 2025-61047     | Acct Exec, Comm Sol          | Google           | 1          | 1          | 0     |
| 2025-61047     | Acct Exec, Comm Sol          | LinkedIn         | 2          | 1          | 1     |
| 2025-61047     | Acct Exec, Comm Sol          | Spectrum Careers | 4          | 0          | 0     |
| 2025-61130     | Rep, Resi Customer Solutions | Bing             | 2          | 1          | 1     |
| 2025-61130     | Rep, Resi Customer Solutions | Google           | 4          | 3          | 2     |
| 2025-61130     | Rep, Resi Customer Solutions | Indeed           | 17         | 10         | 4     |
| 2025-61130     | Rep, Resi Customer Solutions | Jobs2Careers     | 1          | 1          | 0     |
| 2025-61130     | Rep, Resi Customer Solutions | Spectrum Careers | 54         | 27         | 13    |
| 2025-61130     | Rep, Resi Customer Solutions | ZipRecruiter     | 2          | 1          | 1     |
| 2025-61313     | Sr Account Exec, Comm Sol    | Spectrum Careers | 1          | 1          | 1     |
| 2025-61354     | Mgr, Sales Business Accounts | Google           | 4          | 1          | 0     |
| 2025-61354     | Mgr, Sales Business Accounts | Indeed           | 2          | 0          | 0     |
| 2025-61354     | Mgr, Sales Business Accounts | LinkedIn         | 8          | 1          | 1     |
| 2025-61354     | Mgr, Sales Business Accounts | Spectrum Careers | 16         | 4          | 0     |
| 2025-61354     | Mgr, Sales Business Accounts | Yahoo            | 1          | 0          | 0     |
| 2025-61423     | Account Executive            | Bing             | 1          | 0          | 0     |
| 2025-61423     | Account Executive            | Google           | 8          | 1          | 0     |
| 2025-61423     | Account Executive            | Indeed           | 8          | 0          | 0     |
| 2025-61423     | Account Executive            | LinkedIn         | 4          | 0          | 0     |
| 2025-61423     | Account Executive            | Spectrum Careers | 20         | 4          | 1     |
| 2025-61423     | Account Executive            | Yahoo            | 1          | 0          | 0     |
| 2025-61423     | Account Executive            | ZipRecruiter     | 1          | 0          | 0     |
| 2025-61547     | Resi Connectivity Sales Spec | Google           | 1          | 1          | 0     |
| 2025-61547     | Resi Connectivity Sales Spec | Indeed           | 17         | 18         | 4     |
| 2025-61547     | Resi Connectivity Sales Spec | Jobs2Careers     | 1          | 0          | 0     |
| 2025-61547     | Resi Connectivity Sales Spec | Spectrum Careers | 5          | 5          | 3     |
| 2025-61569     | Rep, Resi Customer Solutions | Fit Finder       | 1          | 0          | 0     |
| 2025-61569     | Rep, Resi Customer Solutions | Google           | 16         | 7          | 4     |
| 2025-61569     | Rep, Resi Customer Solutions | Indeed           | 22         | 8          | 4     |
| 2025-61569     | Rep, Resi Customer Solutions | Jobs2Careers     | 1          | 0          | 0     |
| 2025-61569     | Rep, Resi Customer Solutions | LinkedIn         | 2          | 1          | 0     |
| 2025-61569     | Rep, Resi Customer Solutions | Spectrum Careers | 87         | 29         | 16    |
| 2025-61569     | Rep, Resi Customer Solutions | Workintexas.com  | 1          | 0          | 0     |
| 2025-61569     | Rep, Resi Customer Solutions | Yahoo            | 1          | 1          | 0     |
| 2025-61569     | Rep, Resi Customer Solutions | ZipRecruiter     | 3          | 1          | 1     |
| 2025-61711     | Store Specialist             | Bing             | 1          | 1          | 0     |
| 2025-61711     | Store Specialist             | Google           | 2          | 2          | 2     |
| 2025-61711     | Store Specialist             | Indeed           | 2          | 0          | 0     |
| 2025-61711     | Store Specialist             | Spectrum Careers | 13         | 6          | 0     |
| 2025-61908     | Rep, Resi Customer Solutions | Bing             | 2          | 1          | 0     |
| 2025-61908     | Rep, Resi Customer Solutions | Facebook         | 1          | 1          | 0     |
| 2025-61908     | Rep, Resi Customer Solutions | Google           | 6          | 6          | 3     |
| 2025-61908     | Rep, Resi Customer Solutions | Indeed           | 25         | 12         | 3     |
| 2025-61908     | Rep, Resi Customer Solutions | Jobs2Careers     | 2          | 2          | 2     |

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| Requisition ID | Job Title                      | Source           | Applicants | Interviews | Hires |
|----------------|--------------------------------|------------------|------------|------------|-------|
| 2025-61908     | Rep, Resi Customer Solutions   | Spectrum Careers | 50         | 23         | 10    |
| 2025-61908     | Rep, Resi Customer Solutions   | ZipRecruiter     | 1          | 0          | 0     |
| 2025-61913     | Credit Svcs Prof - Recovery    | Bing             | 7          | 0          | 0     |
| 2025-61913     | Credit Svcs Prof - Recovery    | DuckDuckGo       | 1          | 0          | 0     |
| 2025-61913     | Credit Svcs Prof - Recovery    | Facebook         | 5          | 0          | 0     |
| 2025-61913     | Credit Svcs Prof - Recovery    | Google           | 59         | 2          | 2     |
| 2025-61913     | Credit Svcs Prof - Recovery    | Handshake        | 1          | 0          | 0     |
| 2025-61913     | Credit Svcs Prof - Recovery    | Indeed           | 33         | 1          | 1     |
| 2025-61913     | Credit Svcs Prof - Recovery    | Jobs2Careers     | 2          | 1          | 1     |
| 2025-61913     | Credit Svcs Prof - Recovery    | LinkedIn         | 6          | 0          | 0     |
| 2025-61913     | Credit Svcs Prof - Recovery    | Monster          | 1          | 0          | 0     |
| 2025-61913     | Credit Svcs Prof - Recovery    | Recruit Rooster  | 1          | 0          | 0     |
| 2025-61913     | Credit Svcs Prof - Recovery    | Spectrum Careers | 110        | 13         | 7     |
| 2025-61913     | Credit Svcs Prof - Recovery    | The Muse         | 1          | 0          | 0     |
| 2025-61913     | Credit Svcs Prof - Recovery    | Workintexas.com  | 3          | 0          | 0     |
| 2025-61913     | Credit Svcs Prof - Recovery    | Yahoo            | 1          | 0          | 0     |
| 2025-61913     | Credit Svcs Prof - Recovery    | ZipRecruiter     | 5          | 0          | 0     |
| 2025-61953     | Rep, Resi Customer Solutions   | Facebook         | 1          | 0          | 0     |
| 2025-61953     | Rep, Resi Customer Solutions   | Fit Finder       | 1          | 0          | 0     |
| 2025-61953     | Rep, Resi Customer Solutions   | Google           | 4          | 3          | 1     |
| 2025-61953     | Rep, Resi Customer Solutions   | Indeed           | 9          | 9          | 5     |
| 2025-61953     | Rep, Resi Customer Solutions   | Spectrum Careers | 21         | 16         | 6     |
| 2025-61953     | Rep, Resi Customer Solutions   | ZipRecruiter     | 1          | 1          | 1     |
| 2025-62191     | Store Specialist               | Google           | 2          | 0          | 0     |
| 2025-62191     | Store Specialist               | Indeed           | 2          | 0          | 0     |
| 2025-62191     | Store Specialist               | Jobs2Careers     | 1          | 0          | 0     |
| 2025-62191     | Store Specialist               | Spectrum Careers | 6          | 2          | 2     |
| 2025-62366     | Rep, Resi Customer Solutions   | Bing             | 3          | 2          | 2     |
| 2025-62366     | Rep, Resi Customer Solutions   | Google           | 16         | 6          | 3     |
| 2025-62366     | Rep, Resi Customer Solutions   | Indeed           | 18         | 3          | 2     |
| 2025-62366     | Rep, Resi Customer Solutions   | Jobs2Careers     | 4          | 1          | 0     |
| 2025-62366     | Rep, Resi Customer Solutions   | LinkedIn         | 2          | 1          | 0     |
| 2025-62366     | Rep, Resi Customer Solutions   | Spectrum Careers | 67         | 27         | 10    |
| 2025-62366     | Rep, Resi Customer Solutions   | Upward           | 1          | 0          | 0     |
| 2025-62366     | Rep, Resi Customer Solutions   | ZipRecruiter     | 9          | 3          | 1     |
| 2025-62379     | Resi Connectivity Sales Spec   | Facebook         | 2          | 0          | 0     |
| 2025-62379     | Resi Connectivity Sales Spec   | Google           | 6          | 0          | 0     |
| 2025-62379     | Resi Connectivity Sales Spec   | Indeed           | 16         | 0          | 0     |
| 2025-62379     | Resi Connectivity Sales Spec   | Jobs2Careers     | 4          | 0          | 0     |
| 2025-62379     | Resi Connectivity Sales Spec   | Spectrum Careers | 26         | 3          | 3     |
| 2025-62379     | Resi Connectivity Sales Spec   | Talently         | 1          | 0          | 0     |
| 2025-62379     | Resi Connectivity Sales Spec   | Upward           | 1          | 0          | 0     |
| 2025-62379     | Resi Connectivity Sales Spec   | ZipRecruiter     | 4          | 0          | 0     |
| 2025-62447     | EAM-Enterprise Account Manager | Google           | 7          | 0          | 0     |
| 2025-62447     | EAM-Enterprise Account Manager | Indeed           | 2          | 0          | 0     |
| 2025-62447     | EAM-Enterprise Account Manager | LinkedIn         | 6          | 1          | 0     |
| 2025-62447     | EAM-Enterprise Account Manager | Spectrum Careers | 12         | 1          | 1     |
| 2025-62447     | EAM-Enterprise Account Manager | ZipRecruiter     | 1          | 0          | 0     |
| 2025-62513     | Rep, Resi Customer Solutions   | Bing             | 1          | 1          | 1     |
| 2025-62513     | Rep, Resi Customer Solutions   | Facebook         | 1          | 0          | 0     |
| 2025-62513     | Rep, Resi Customer Solutions   | Google           | 4          | 2          | 1     |
| 2025-62513     | Rep, Resi Customer Solutions   | Indeed           | 17         | 15         | 8     |
| 2025-62513     | Rep, Resi Customer Solutions   | Spectrum Careers | 54         | 35         | 15    |
| 2025-62513     | Rep, Resi Customer Solutions   | ZipRecruiter     | 2          | 0          | 0     |

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| Requisition ID | Job Title                    | Source            | Applicants | Interviews | Hires |
|----------------|------------------------------|-------------------|------------|------------|-------|
| 2025-62519     | Rep 1, Cust Svc Video Repair | Facebook          | 1          | 0          | 0     |
| 2025-62519     | Rep 1, Cust Svc Video Repair | Google            | 11         | 4          | 3     |
| 2025-62519     | Rep 1, Cust Svc Video Repair | Indeed            | 8          | 4          | 4     |
| 2025-62519     | Rep 1, Cust Svc Video Repair | Jobs2Careers      | 2          | 0          | 0     |
| 2025-62519     | Rep 1, Cust Svc Video Repair | Spectrum Careers  | 30         | 14         | 9     |
| 2025-62519     | Rep 1, Cust Svc Video Repair | Upward            | 1          | 0          | 0     |
| 2025-62519     | Rep 1, Cust Svc Video Repair | ZipRecruiter      | 3          | 2          | 1     |
| 2025-62709     | Rep, Resi Customer Solutions | Bing              | 3          | 2          | 1     |
| 2025-62709     | Rep, Resi Customer Solutions | Google            | 15         | 10         | 4     |
| 2025-62709     | Rep, Resi Customer Solutions | Indeed            | 26         | 22         | 13    |
| 2025-62709     | Rep, Resi Customer Solutions | LinkedIn          | 2          | 1          | 1     |
| 2025-62709     | Rep, Resi Customer Solutions | Spectrum Careers  | 71         | 46         | 24    |
| 2025-62709     | Rep, Resi Customer Solutions | ZipRecruiter      | 3          | 2          | 2     |
| 2025-62765     | Field Technician I           | Google            | 10         | 6          | 1     |
| 2025-62765     | Field Technician I           | Indeed            | 5          | 2          | 1     |
| 2025-62765     | Field Technician I           | LinkedIn          | 1          | 0          | 0     |
| 2025-62765     | Field Technician I           | Spectrum Careers  | 26         | 14         | 2     |
| 2025-62765     | Field Technician I           | ZipRecruiter      | 1          | 0          | 0     |
| 2025-62771     | Field Technician I           | Bing              | 1          | 0          | 0     |
| 2025-62771     | Field Technician I           | Everyjobforme.com | 1          | 0          | 0     |
| 2025-62771     | Field Technician I           | Google            | 6          | 1          | 0     |
| 2025-62771     | Field Technician I           | Indeed            | 32         | 0          | 0     |
| 2025-62771     | Field Technician I           | Spectrum Careers  | 23         | 2          | 1     |
| 2025-62771     | Field Technician I           | ZipRecruiter      | 5          | 2          | 2     |
| 2025-62775     | Field Technician I           | Google            | 13         | 11         | 3     |
| 2025-62775     | Field Technician I           | Indeed            | 8          | 6          | 0     |
| 2025-62775     | Field Technician I           | LinkedIn          | 1          | 1          | 0     |
| 2025-62775     | Field Technician I           | Recruit Rooster   | 1          | 0          | 0     |
| 2025-62775     | Field Technician I           | Spectrum Careers  | 33         | 30         | 13    |
| 2025-62775     | Field Technician I           | ZipRecruiter      | 3          | 3          | 0     |
| 2025-62785     | Field Technician I           | Google            | 8          | 5          | 1     |
| 2025-62785     | Field Technician I           | Indeed            | 8          | 5          | 2     |
| 2025-62785     | Field Technician I           | LinkedIn          | 1          | 1          | 0     |
| 2025-62785     | Field Technician I           | Spectrum Careers  | 11         | 8          | 4     |
| 2025-62787     | Field Technician I           | Bing              | 1          | 0          | 0     |
| 2025-62787     | Field Technician I           | DuckDuckGo        | 2          | 0          | 0     |
| 2025-62787     | Field Technician I           | Google            | 27         | 13         | 1     |
| 2025-62787     | Field Technician I           | Indeed            | 6          | 6          | 1     |
| 2025-62787     | Field Technician I           | Jobs2Careers      | 1          | 1          | 0     |
| 2025-62787     | Field Technician I           | LinkedIn          | 1          | 1          | 1     |
| 2025-62787     | Field Technician I           | Spectrum Careers  | 44         | 27         | 7     |
| 2025-62787     | Field Technician I           | ZipRecruiter      | 1          | 1          | 0     |
| 2025-62788     | Field Technician I           | Facebook          | 2          | 0          | 0     |
| 2025-62788     | Field Technician I           | Google            | 10         | 3          | 1     |
| 2025-62788     | Field Technician I           | Indeed            | 23         | 2          | 2     |
| 2025-62788     | Field Technician I           | Jobs2Careers      | 1          | 0          | 0     |
| 2025-62788     | Field Technician I           | LinkedIn          | 2          | 0          | 0     |
| 2025-62788     | Field Technician I           | Spectrum Careers  | 31         | 1          | 0     |
| 2025-62788     | Field Technician I           | ZipRecruiter      | 1          | 0          | 0     |
| 2025-62802     | Resi Connectivity Sales Spec | Google            | 4          | 5          | 1     |
| 2025-62802     | Resi Connectivity Sales Spec | Indeed            | 7          | 8          | 3     |
| 2025-62802     | Resi Connectivity Sales Spec | Jobs2Careers      | 1          | 2          | 0     |
| 2025-62802     | Resi Connectivity Sales Spec | Spectrum Careers  | 15         | 15         | 8     |
| 2025-62802     | Resi Connectivity Sales Spec | Upward            | 1          | 1          | 0     |

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| Requisition ID | Job Title                     | Source           | Applicants | Interviews | Hires |
|----------------|-------------------------------|------------------|------------|------------|-------|
| 2025-62802     | Resi Connectivity Sales Spec  | ZipRecruiter     | 2          | 2          | 0     |
| 2025-62823     | Resi Connectivity Sales Spec  | Google           | 4          | 2          | 1     |
| 2025-62823     | Resi Connectivity Sales Spec  | Indeed           | 6          | 2          | 0     |
| 2025-62823     | Resi Connectivity Sales Spec  | Spectrum Careers | 8          | 3          | 2     |
| 2025-62823     | Resi Connectivity Sales Spec  | ZipRecruiter     | 1          | 0          | 0     |
| 2025-62843     | Resi Connectivity Sales Spec  | Google           | 3          | 1          | 1     |
| 2025-62843     | Resi Connectivity Sales Spec  | Indeed           | 5          | 1          | 1     |
| 2025-62843     | Resi Connectivity Sales Spec  | Jobs2Careers     | 1          | 0          | 0     |
| 2025-62869     | Mkt Dev Spec                  | Indeed           | 3          | 0          | 0     |
| 2025-62869     | Mkt Dev Spec                  | LinkedIn         | 2          | 1          | 1     |
| 2025-62869     | Mkt Dev Spec                  | Spectrum Careers | 4          | 0          | 0     |
| 2025-62882     | Store Specialist              | Google           | 5          | 0          | 0     |
| 2025-62882     | Store Specialist              | Indeed           | 2          | 1          | 0     |
| 2025-62882     | Store Specialist              | LinkedIn         | 1          | 0          | 0     |
| 2025-62882     | Store Specialist              | Spectrum Careers | 10         | 2          | 1     |
| 2025-62882     | Store Specialist              | Upward           | 1          | 0          | 0     |
| 2025-62882     | Store Specialist              | Yahoo            | 1          | 0          | 0     |
| 2025-62965     | Residential Inbound Sales Rep | Indeed           | 4          | 4          | 3     |
| 2025-62965     | Residential Inbound Sales Rep | Spectrum Careers | 12         | 12         | 6     |
| 2025-63093     | Rep 1, Mobile Billing         | Bing             | 4          | 1          | 1     |
| 2025-63093     | Rep 1, Mobile Billing         | Facebook         | 1          | 0          | 0     |
| 2025-63093     | Rep 1, Mobile Billing         | Google           | 20         | 4          | 3     |
| 2025-63093     | Rep 1, Mobile Billing         | Indeed           | 19         | 1          | 1     |
| 2025-63093     | Rep 1, Mobile Billing         | Jobs2Careers     | 1          | 0          | 0     |
| 2025-63093     | Rep 1, Mobile Billing         | LinkedIn         | 2          | 0          | 0     |
| 2025-63093     | Rep 1, Mobile Billing         | Spectrum Careers | 86         | 18         | 10    |
| 2025-63093     | Rep 1, Mobile Billing         | Workintexas.com  | 1          | 0          | 0     |
| 2025-63093     | Rep 1, Mobile Billing         | ZipRecruiter     | 2          | 0          | 0     |
| 2025-63204     | Resi Connectivity Sales Spec  | Google           | 1          | 1          | 0     |
| 2025-63204     | Resi Connectivity Sales Spec  | Indeed           | 17         | 16         | 4     |
| 2025-63204     | Resi Connectivity Sales Spec  | Spectrum Careers | 15         | 14         | 7     |
| 2025-63204     | Resi Connectivity Sales Spec  | ZipRecruiter     | 1          | 1          | 1     |
| 2025-63234     | Account Executive             | Google           | 6          | 0          | 0     |
| 2025-63234     | Account Executive             | Indeed           | 5          | 0          | 0     |
| 2025-63234     | Account Executive             | LinkedIn         | 7          | 0          | 0     |
| 2025-63234     | Account Executive             | Spectrum Careers | 16         | 1          | 1     |
| 2025-63234     | Account Executive             | ZipRecruiter     | 1          | 0          | 0     |
| 2025-63239     | Rep, Resi Customer Solutions  | Bing             | 4          | 1          | 1     |
| 2025-63239     | Rep, Resi Customer Solutions  | Built In         | 1          | 1          | 0     |
| 2025-63239     | Rep, Resi Customer Solutions  | Google           | 17         | 5          | 5     |
| 2025-63239     | Rep, Resi Customer Solutions  | Handshake        | 1          | 1          | 0     |
| 2025-63239     | Rep, Resi Customer Solutions  | Indeed           | 22         | 14         | 7     |
| 2025-63239     | Rep, Resi Customer Solutions  | Jobs2Careers     | 2          | 1          | 0     |
| 2025-63239     | Rep, Resi Customer Solutions  | LinkedIn         | 3          | 1          | 1     |
| 2025-63239     | Rep, Resi Customer Solutions  | Monster          | 1          | 1          | 0     |
| 2025-63239     | Rep, Resi Customer Solutions  | Spectrum Careers | 67         | 30         | 14    |
| 2025-63239     | Rep, Resi Customer Solutions  | Upward           | 2          | 1          | 1     |
| 2025-63239     | Rep, Resi Customer Solutions  | Workintexas.com  | 2          | 2          | 0     |
| 2025-63239     | Rep, Resi Customer Solutions  | ZipRecruiter     | 4          | 2          | 1     |
| 2025-63616     | Sup, Resi Connectivity Sales  | Google           | 2          | 0          | 0     |
| 2025-63616     | Sup, Resi Connectivity Sales  | Indeed           | 3          | 2          | 1     |
| 2025-63616     | Sup, Resi Connectivity Sales  | LinkedIn         | 1          | 1          | 1     |
| 2025-63616     | Sup, Resi Connectivity Sales  | Spectrum Careers | 11         | 1          | 0     |
| 2025-63616     | Sup, Resi Connectivity Sales  | Upward           | 1          | 1          | 0     |

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| Requisition ID | Job Title                    | Source           | Applicants | Interviews | Hires |
|----------------|------------------------------|------------------|------------|------------|-------|
| 2025-63616     | Sup, Resi Connectivity Sales | Workintexas.com  | 1          | 0          | 0     |
| 2025-63616     | Sup, Resi Connectivity Sales | ZipRecruiter     | 1          | 0          | 0     |
| 2025-63668     | Rep, Resi Customer Solutions | Facebook         | 1          | 1          | 0     |
| 2025-63668     | Rep, Resi Customer Solutions | Google           | 3          | 3          | 2     |
| 2025-63668     | Rep, Resi Customer Solutions | Indeed           | 11         | 8          | 5     |
| 2025-63668     | Rep, Resi Customer Solutions | Spectrum Careers | 18         | 15         | 7     |
| 2025-63668     | Rep, Resi Customer Solutions | Talent Network   | 1          | 1          | 1     |
| 2025-63668     | Rep, Resi Customer Solutions | ZipRecruiter     | 4          | 3          | 2     |
| 2025-63680     | Store Specialist             | Google           | 1          | 1          | 1     |
| 2025-63751     | Field Technician I           | Facebook         | 1          | 0          | 0     |
| 2025-63751     | Field Technician I           | Google           | 4          | 2          | 0     |
| 2025-63751     | Field Technician I           | Indeed           | 2          | 3          | 1     |
| 2025-63751     | Field Technician I           | Spectrum Careers | 13         | 5          | 3     |
| 2025-63751     | Field Technician I           | ZipRecruiter     | 1          | 0          | 0     |
| 2025-63754     | Field Technician I           | Indeed           | 1          | 1          | 1     |
| 2025-63754     | Field Technician I           | LinkedIn         | 1          | 1          | 1     |
| 2025-63754     | Field Technician I           | Spectrum Careers | 2          | 2          | 0     |
| 2025-63890     | Rep, Resi Customer Solutions | Bing             | 1          | 1          | 0     |
| 2025-63890     | Rep, Resi Customer Solutions | Google           | 11         | 9          | 6     |
| 2025-63890     | Rep, Resi Customer Solutions | Indeed           | 14         | 10         | 3     |
| 2025-63890     | Rep, Resi Customer Solutions | Spectrum Careers | 54         | 43         | 15    |
| 2025-63890     | Rep, Resi Customer Solutions | Yahoo            | 1          | 1          | 0     |
| 2025-63890     | Rep, Resi Customer Solutions | ZipRecruiter     | 4          | 3          | 2     |
| 2025-63935     | Store Specialist             | Google           | 2          | 1          | 0     |
| 2025-63935     | Store Specialist             | Indeed           | 8          | 4          | 0     |
| 2025-63935     | Store Specialist             | Jobs2Careers     | 1          | 0          | 0     |
| 2025-63935     | Store Specialist             | Spectrum Careers | 16         | 5          | 2     |
| 2025-63935     | Store Specialist             | Workintexas.com  | 1          | 0          | 0     |
| 2025-63935     | Store Specialist             | ZipRecruiter     | 2          | 1          | 0     |
| 2025-63949     | Store Specialist             | Google           | 6          | 0          | 0     |
| 2025-63949     | Store Specialist             | Indeed           | 2          | 0          | 0     |
| 2025-63949     | Store Specialist             | Jobs2Careers     | 2          | 0          | 0     |
| 2025-63949     | Store Specialist             | Spectrum Careers | 12         | 2          | 2     |
| 2025-63988     | Store Specialist             | Google           | 5          | 1          | 1     |
| 2025-63988     | Store Specialist             | Indeed           | 6          | 0          | 0     |
| 2025-63988     | Store Specialist             | Spectrum Careers | 7          | 0          | 0     |
| 2025-63988     | Store Specialist             | Yahoo            | 1          | 0          | 0     |
| 2025-64308     | Store Specialist             | Indeed           | 1          | 0          | 0     |
| 2025-64308     | Store Specialist             | Spectrum Careers | 4          | 1          | 1     |
| 2025-64365     | Rep, Resi Customer Solutions | Google           | 9          | 3          | 2     |
| 2025-64365     | Rep, Resi Customer Solutions | Indeed           | 33         | 13         | 5     |
| 2025-64365     | Rep, Resi Customer Solutions | Jobs2Careers     | 6          | 2          | 1     |
| 2025-64365     | Rep, Resi Customer Solutions | LinkedIn         | 1          | 0          | 0     |
| 2025-64365     | Rep, Resi Customer Solutions | Spectrum Careers | 57         | 25         | 14    |
| 2025-64365     | Rep, Resi Customer Solutions | ZipRecruiter     | 3          | 2          | 2     |
| 2025-64366     | Store Specialist             | Google           | 1          | 1          | 0     |
| 2025-64366     | Store Specialist             | Indeed           | 1          | 1          | 1     |
| 2025-64366     | Store Specialist             | LinkedIn         | 1          | 1          | 0     |
| 2025-64366     | Store Specialist             | Spectrum Careers | 1          | 1          | 0     |
| 2025-64622     | Rep 1, Cust Svc Video Repair | Google           | 16         | 11         | 10    |
| 2025-64622     | Rep 1, Cust Svc Video Repair | Indeed           | 8          | 2          | 2     |
| 2025-64622     | Rep 1, Cust Svc Video Repair | LinkedIn         | 3          | 1          | 1     |
| 2025-64622     | Rep 1, Cust Svc Video Repair | Spectrum Careers | 36         | 16         | 15    |
| 2025-64622     | Rep 1, Cust Svc Video Repair | Upward           | 1          | 0          | 0     |

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| Requisition ID | Job Title                     | Source            | Applicants | Interviews | Hires |
|----------------|-------------------------------|-------------------|------------|------------|-------|
| 2025-64622     | Rep 1, Cust Svc Video Repair  | ZipRecruiter      | 1          | 0          | 0     |
| 2025-64885     | Rep, Resi Customer Solutions  | Facebook          | 2          | 1          | 1     |
| 2025-64885     | Rep, Resi Customer Solutions  | Google            | 11         | 6          | 4     |
| 2025-64885     | Rep, Resi Customer Solutions  | Indeed            | 46         | 32         | 10    |
| 2025-64885     | Rep, Resi Customer Solutions  | Spectrum Careers  | 44         | 37         | 27    |
| 2025-64885     | Rep, Resi Customer Solutions  | Upward            | 1          | 0          | 0     |
| 2025-64885     | Rep, Resi Customer Solutions  | Yahoo             | 1          | 1          | 0     |
| 2025-64885     | Rep, Resi Customer Solutions  | ZipRecruiter      | 2          | 1          | 1     |
| 2025-64888     | Credit Srvcs Prof - Recovery  | Bing              | 2          | 0          | 0     |
| 2025-64888     | Credit Srvcs Prof - Recovery  | CareerBuilder     | 1          | 0          | 0     |
| 2025-64888     | Credit Srvcs Prof - Recovery  | Employee Referral | 1          | 0          | 0     |
| 2025-64888     | Credit Srvcs Prof - Recovery  | Fit Finder        | 2          | 0          | 0     |
| 2025-64888     | Credit Srvcs Prof - Recovery  | Glassdoor         | 1          | 0          | 0     |
| 2025-64888     | Credit Srvcs Prof - Recovery  | Google            | 66         | 7          | 5     |
| 2025-64888     | Credit Srvcs Prof - Recovery  | Indeed            | 36         | 4          | 2     |
| 2025-64888     | Credit Srvcs Prof - Recovery  | Jobs2Careers      | 2          | 0          | 0     |
| 2025-64888     | Credit Srvcs Prof - Recovery  | LinkedIn          | 9          | 0          | 0     |
| 2025-64888     | Credit Srvcs Prof - Recovery  | Spectrum Careers  | 104        | 10         | 8     |
| 2025-64888     | Credit Srvcs Prof - Recovery  | Workintexas.com   | 2          | 0          | 0     |
| 2025-64888     | Credit Srvcs Prof - Recovery  | ZipRecruiter      | 4          | 1          | 1     |
| 2025-65064     | Residential Inbound Sales Rep | Google            | 9          | 9          | 4     |
| 2025-65064     | Residential Inbound Sales Rep | Indeed            | 8          | 8          | 5     |
| 2025-65064     | Residential Inbound Sales Rep | Jobs2Careers      | 2          | 2          | 0     |
| 2025-65064     | Residential Inbound Sales Rep | LinkedIn          | 2          | 2          | 1     |
| 2025-65064     | Residential Inbound Sales Rep | Spectrum Careers  | 51         | 53         | 24    |
| 2025-65064     | Residential Inbound Sales Rep | Yahoo             | 1          | 1          | 1     |
| 2025-65064     | Residential Inbound Sales Rep | ZipRecruiter      | 4          | 4          | 2     |
| 2025-65071     | Store Specialist              | Spectrum Careers  | 4          | 1          | 1     |
| 2025-65079     | Store Specialist              | Bing              | 1          | 0          | 0     |
| 2025-65079     | Store Specialist              | Google            | 3          | 0          | 0     |
| 2025-65079     | Store Specialist              | Indeed            | 1          | 0          | 0     |
| 2025-65079     | Store Specialist              | Spectrum Careers  | 5          | 1          | 1     |
| 2025-65090     | Store Specialist              | Jobs2Careers      | 1          | 0          | 0     |
| 2025-65090     | Store Specialist              | LinkedIn          | 1          | 0          | 0     |
| 2025-65090     | Store Specialist              | Spectrum Careers  | 9          | 2          | 1     |
| 2025-65090     | Store Specialist              | ZipRecruiter      | 1          | 0          | 0     |
| 2025-65093     | Store Specialist              | Google            | 2          | 2          | 1     |
| 2025-65093     | Store Specialist              | Spectrum Careers  | 4          | 4          | 0     |
| 2025-65093     | Store Specialist              | ZipRecruiter      | 2          | 1          | 0     |
| 2025-65103     | Store Specialist              | Google            | 1          | 0          | 0     |
| 2025-65103     | Store Specialist              | Indeed            | 5          | 2          | 1     |
| 2025-65103     | Store Specialist              | Spectrum Careers  | 1          | 0          | 0     |
| 2025-65195     | Rep, Resi Customer Solutions  | Google            | 4          | 2          | 1     |
| 2025-65195     | Rep, Resi Customer Solutions  | Indeed            | 5          | 2          | 1     |
| 2025-65195     | Rep, Resi Customer Solutions  | Spectrum Careers  | 13         | 9          | 5     |
| 2025-65195     | Rep, Resi Customer Solutions  | ZipRecruiter      | 1          | 1          | 1     |
| 2025-65278     | Sup, Underground Construction | DuckDuckGo        | 1          | 0          | 0     |
| 2025-65278     | Sup, Underground Construction | Google            | 1          | 0          | 0     |
| 2025-65278     | Sup, Underground Construction | Indeed            | 4          | 1          | 0     |
| 2025-65278     | Sup, Underground Construction | LinkedIn          | 2          | 0          | 0     |
| 2025-65278     | Sup, Underground Construction | Spectrum Careers  | 8          | 3          | 1     |
| 2025-65525     | Rep, Resi Customer Solutions  | Bing              | 1          | 0          | 0     |
| 2025-65525     | Rep, Resi Customer Solutions  | Built In          | 1          | 0          | 0     |
| 2025-65525     | Rep, Resi Customer Solutions  | Google            | 16         | 5          | 2     |

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| Requisition ID | Job Title                     | Source           | Applicants | Interviews | Hires |
|----------------|-------------------------------|------------------|------------|------------|-------|
| 2025-65525     | Rep, Resi Customer Solutions  | Indeed           | 19         | 10         | 6     |
| 2025-65525     | Rep, Resi Customer Solutions  | Spectrum Careers | 47         | 25         | 8     |
| 2025-65525     | Rep, Resi Customer Solutions  | Yahoo            | 1          | 1          | 0     |
| 2025-65525     | Rep, Resi Customer Solutions  | ZipRecruiter     | 2          | 0          | 0     |
| 2025-65549     | Account Executive             | Google           | 8          | 0          | 0     |
| 2025-65549     | Account Executive             | Indeed           | 7          | 0          | 0     |
| 2025-65549     | Account Executive             | LinkedIn         | 2          | 0          | 0     |
| 2025-65549     | Account Executive             | My Job Helper    | 1          | 0          | 0     |
| 2025-65549     | Account Executive             | Spectrum Careers | 7          | 2          | 1     |
| 2025-65549     | Account Executive             | ZipRecruiter     | 3          | 0          | 0     |
| 2025-65574     | Mgr, ISP                      | Google           | 3          | 0          | 0     |
| 2025-65574     | Mgr, ISP                      | Indeed           | 5          | 0          | 0     |
| 2025-65574     | Mgr, ISP                      | LinkedIn         | 4          | 0          | 0     |
| 2025-65574     | Mgr, ISP                      | RecruitMilitary  | 1          | 0          | 0     |
| 2025-65574     | Mgr, ISP                      | Spectrum Careers | 8          | 3          | 0     |
| 2025-65574     | Mgr, ISP                      | Yahoo            | 1          | 1          | 1     |
| 2025-65637     | Resi Connectivity Sales Spec  | Google           | 2          | 2          | 1     |
| 2025-65637     | Resi Connectivity Sales Spec  | Indeed           | 15         | 14         | 4     |
| 2025-65637     | Resi Connectivity Sales Spec  | Spectrum Careers | 8          | 8          | 4     |
| 2025-65665     | Rep, Resi Customer Solutions  | Bing             | 2          | 2          | 2     |
| 2025-65665     | Rep, Resi Customer Solutions  | Facebook         | 3          | 2          | 0     |
| 2025-65665     | Rep, Resi Customer Solutions  | Google           | 11         | 7          | 5     |
| 2025-65665     | Rep, Resi Customer Solutions  | Indeed           | 10         | 8          | 2     |
| 2025-65665     | Rep, Resi Customer Solutions  | Spectrum Careers | 25         | 17         | 12    |
| 2025-65665     | Rep, Resi Customer Solutions  | ZipRecruiter     | 2          | 2          | 1     |
| 2025-65673     | Rep 1, Mobile Billing         | Google           | 7          | 5          | 3     |
| 2025-65673     | Rep 1, Mobile Billing         | Indeed           | 4          | 4          | 2     |
| 2025-65673     | Rep 1, Mobile Billing         | Spectrum Careers | 18         | 12         | 8     |
| 2025-65673     | Rep 1, Mobile Billing         | ZipRecruiter     | 2          | 0          | 0     |
| 2025-65675     | Residential Inbound Sales Rep | Google           | 4          | 3          | 2     |
| 2025-65675     | Residential Inbound Sales Rep | Indeed           | 6          | 5          | 1     |
| 2025-65675     | Residential Inbound Sales Rep | Jobs2Careers     | 2          | 2          | 2     |
| 2025-65675     | Residential Inbound Sales Rep | Spectrum Careers | 21         | 18         | 9     |
| 2025-65675     | Residential Inbound Sales Rep | ZipRecruiter     | 1          | 0          | 0     |
| 2025-65733     | Rep, Resi Customer Solutions  | Google           | 7          | 8          | 5     |
| 2025-65733     | Rep, Resi Customer Solutions  | Indeed           | 16         | 14         | 7     |
| 2025-65733     | Rep, Resi Customer Solutions  | Spectrum Careers | 37         | 35         | 16    |
| 2025-65733     | Rep, Resi Customer Solutions  | ZipRecruiter     | 1          | 1          | 1     |
| 2025-65781     | Account Executive             | Google           | 2          | 0          | 0     |
| 2025-65781     | Account Executive             | LinkedIn         | 1          | 0          | 0     |
| 2025-65781     | Account Executive             | Spectrum Careers | 10         | 1          | 1     |
| 2025-65811     | Account Executive             | Google           | 14         | 1          | 1     |
| 2025-65811     | Account Executive             | Indeed           | 3          | 0          | 0     |
| 2025-65811     | Account Executive             | LinkedIn         | 8          | 0          | 0     |
| 2025-65811     | Account Executive             | RecruitMilitary  | 1          | 0          | 0     |
| 2025-65811     | Account Executive             | Spectrum Careers | 23         | 2          | 2     |
| 2025-65811     | Account Executive             | ZipRecruiter     | 1          | 0          | 0     |
| 2025-65869     | Resi Connectivity Sales Spec  | Bing             | 1          | 1          | 0     |
| 2025-65869     | Resi Connectivity Sales Spec  | Google           | 3          | 4          | 1     |
| 2025-65869     | Resi Connectivity Sales Spec  | Indeed           | 3          | 3          | 1     |
| 2025-65869     | Resi Connectivity Sales Spec  | Jobs2Careers     | 2          | 3          | 1     |
| 2025-65869     | Resi Connectivity Sales Spec  | Spectrum Careers | 6          | 7          | 2     |
| 2025-66016     | Sales Activ Spec I - SMB      | Bing             | 1          | 0          | 0     |
| 2025-66016     | Sales Activ Spec I - SMB      | Facebook         | 1          | 0          | 0     |

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| Requisition ID | Job Title                     | Source           | Applicants | Interviews | Hires |
|----------------|-------------------------------|------------------|------------|------------|-------|
| 2025-66016     | Sales Activ Spec I - SMB      | Fit Finder       | 1          | 0          | 0     |
| 2025-66016     | Sales Activ Spec I - SMB      | Google           | 18         | 2          | 2     |
| 2025-66016     | Sales Activ Spec I - SMB      | Indeed           | 44         | 7          | 4     |
| 2025-66016     | Sales Activ Spec I - SMB      | LinkedIn         | 6          | 2          | 2     |
| 2025-66016     | Sales Activ Spec I - SMB      | Spectrum Careers | 50         | 8          | 3     |
| 2025-66016     | Sales Activ Spec I - SMB      | Workintexas.com  | 1          | 0          | 0     |
| 2025-66016     | Sales Activ Spec I - SMB      | ZipRecruiter     | 2          | 0          | 0     |
| 2025-66310     | Rep, Resi Customer Solutions  | Bing             | 1          | 1          | 0     |
| 2025-66310     | Rep, Resi Customer Solutions  | Google           | 10         | 7          | 5     |
| 2025-66310     | Rep, Resi Customer Solutions  | Indeed           | 8          | 4          | 1     |
| 2025-66310     | Rep, Resi Customer Solutions  | RecruitMilitary  | 1          | 1          | 1     |
| 2025-66310     | Rep, Resi Customer Solutions  | Spectrum Careers | 51         | 39         | 13    |
| 2025-66310     | Rep, Resi Customer Solutions  | ZipRecruiter     | 3          | 2          | 0     |
| 2025-66352     | Rep 1, Mobile Repair          | Bing             | 3          | 1          | 0     |
| 2025-66352     | Rep 1, Mobile Repair          | Facebook         | 3          | 0          | 0     |
| 2025-66352     | Rep 1, Mobile Repair          | Google           | 31         | 9          | 7     |
| 2025-66352     | Rep 1, Mobile Repair          | Indeed           | 27         | 3          | 3     |
| 2025-66352     | Rep 1, Mobile Repair          | LinkedIn         | 1          | 1          | 1     |
| 2025-66352     | Rep 1, Mobile Repair          | Monster          | 1          | 0          | 0     |
| 2025-66352     | Rep 1, Mobile Repair          | Spectrum Careers | 105        | 23         | 19    |
| 2025-66352     | Rep 1, Mobile Repair          | Upward           | 1          | 0          | 0     |
| 2025-66352     | Rep 1, Mobile Repair          | ZipRecruiter     | 3          | 0          | 0     |
| 2025-66453     | Resi Connectivity Sales Spec  | Bing             | 1          | 1          | 0     |
| 2025-66453     | Resi Connectivity Sales Spec  | Indeed           | 1          | 1          | 0     |
| 2025-66453     | Resi Connectivity Sales Spec  | Spectrum Careers | 2          | 2          | 1     |
| 2025-66474     | Store Specialist              | Facebook         | 1          | 0          | 0     |
| 2025-66474     | Store Specialist              | Google           | 5          | 2          | 0     |
| 2025-66474     | Store Specialist              | Indeed           | 12         | 3          | 1     |
| 2025-66474     | Store Specialist              | Spectrum Careers | 16         | 3          | 1     |
| 2025-66474     | Store Specialist              | ZipRecruiter     | 1          | 0          | 0     |
| 2025-66475     | Store Specialist              | Bing             | 0          | 1          | 0     |
| 2025-66475     | Store Specialist              | Google           | 3          | 1          | 0     |
| 2025-66475     | Store Specialist              | Indeed           | 3          | 1          | 1     |
| 2025-66475     | Store Specialist              | Jobs2Careers     | 2          | 0          | 0     |
| 2025-66475     | Store Specialist              | Spectrum Careers | 8          | 4          | 2     |
| 2025-66475     | Store Specialist              | ZipRecruiter     | 1          | 0          | 0     |
| 2025-66476     | Store Specialist              | Google           | 2          | 3          | 1     |
| 2025-66476     | Store Specialist              | Indeed           | 3          | 2          | 1     |
| 2025-66476     | Store Specialist              | Jobs2Careers     | 3          | 0          | 0     |
| 2025-66476     | Store Specialist              | Spectrum Careers | 9          | 6          | 2     |
| 2025-66476     | Store Specialist              | ZipRecruiter     | 1          | 0          | 0     |
| 2025-66480     | Store Specialist              | Indeed           | 1          | 0          | 0     |
| 2025-66480     | Store Specialist              | Jobs2Careers     | 1          | 0          | 0     |
| 2025-66480     | Store Specialist              | Spectrum Careers | 8          | 5          | 1     |
| 2025-66521     | Rep, Resi Customer Solutions  | Google           | 8          | 7          | 4     |
| 2025-66521     | Rep, Resi Customer Solutions  | Indeed           | 12         | 8          | 4     |
| 2025-66521     | Rep, Resi Customer Solutions  | Spectrum Careers | 27         | 22         | 11    |
| 2025-66521     | Rep, Resi Customer Solutions  | Upward           | 1          | 1          | 1     |
| 2025-66589     | Residential Inbound Sales Rep | Google           | 4          | 5          | 3     |
| 2025-66589     | Residential Inbound Sales Rep | Indeed           | 5          | 7          | 3     |
| 2025-66589     | Residential Inbound Sales Rep | Jobs2Careers     | 1          | 1          | 0     |
| 2025-66589     | Residential Inbound Sales Rep | LinkedIn         | 1          | 1          | 1     |
| 2025-66589     | Residential Inbound Sales Rep | Spectrum Careers | 18         | 18         | 12    |
| 2025-66589     | Residential Inbound Sales Rep | Yahoo            | 1          | 1          | 1     |

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| Requisition ID | Job Title                    | Source            | Applicants | Interviews | Hires |
|----------------|------------------------------|-------------------|------------|------------|-------|
| 2025-66637     | Mkt Dev Spec                 | Google            | 1          | 1          | 1     |
| 2025-66637     | Mkt Dev Spec                 | Indeed            | 1          | 1          | 0     |
| 2025-66637     | Mkt Dev Spec                 | Spectrum Careers  | 2          | 2          | 2     |
| 2025-66670     | Rep, Resi Customer Solutions | ChatGPT           | 1          | 1          | 1     |
| 2025-66670     | Rep, Resi Customer Solutions | Employee Referral | 1          | 1          | 0     |
| 2025-66670     | Rep, Resi Customer Solutions | Google            | 3          | 3          | 1     |
| 2025-66670     | Rep, Resi Customer Solutions | Indeed            | 24         | 23         | 10    |
| 2025-66670     | Rep, Resi Customer Solutions | Spectrum Careers  | 45         | 38         | 18    |
| 2025-66674     | Credit Services Specialist   | Bing              | 1          | 0          | 0     |
| 2025-66674     | Credit Services Specialist   | Google            | 22         | 1          | 1     |
| 2025-66674     | Credit Services Specialist   | Indeed            | 14         | 0          | 0     |
| 2025-66674     | Credit Services Specialist   | Jobs2Careers      | 3          | 0          | 0     |
| 2025-66674     | Credit Services Specialist   | Link Up           | 1          | 0          | 0     |
| 2025-66674     | Credit Services Specialist   | LinkedIn          | 1          | 0          | 0     |
| 2025-66674     | Credit Services Specialist   | Spectrum Careers  | 44         | 3          | 0     |
| 2025-66674     | Credit Services Specialist   | Workintexas.com   | 3          | 0          | 0     |
| 2025-66674     | Credit Services Specialist   | ZipRecruiter      | 2          | 0          | 0     |
| 2025-66714     | Resi Connectivity Sales Spec | Google            | 1          | 2          | 1     |
| 2025-66714     | Resi Connectivity Sales Spec | Indeed            | 3          | 1          | 0     |
| 2025-66714     | Resi Connectivity Sales Spec | Spectrum Careers  | 5          | 2          | 0     |
| 2025-66714     | Resi Connectivity Sales Spec | Upward            | 1          | 0          | 0     |
| 2025-66714     | Resi Connectivity Sales Spec | ZipRecruiter      | 1          | 0          | 0     |
| 2025-66721     | Rep 1, Cust Svc Video Repair | Bing              | 2          | 0          | 0     |
| 2025-66721     | Rep 1, Cust Svc Video Repair | Google            | 8          | 3          | 1     |
| 2025-66721     | Rep 1, Cust Svc Video Repair | Indeed            | 5          | 1          | 1     |
| 2025-66721     | Rep 1, Cust Svc Video Repair | LinkedIn          | 2          | 0          | 0     |
| 2025-66721     | Rep 1, Cust Svc Video Repair | Spectrum Careers  | 41         | 19         | 14    |
| 2025-66721     | Rep 1, Cust Svc Video Repair | ZipRecruiter      | 3          | 2          | 2     |
| 2025-66758     | Rep 1, Cust Svc Video Repair | Bing              | 1          | 1          | 1     |
| 2025-66758     | Rep 1, Cust Svc Video Repair | ChatGPT           | 1          | 1          | 1     |
| 2025-66758     | Rep 1, Cust Svc Video Repair | Google            | 16         | 9          | 6     |
| 2025-66758     | Rep 1, Cust Svc Video Repair | Indeed            | 4          | 3          | 3     |
| 2025-66758     | Rep 1, Cust Svc Video Repair | Jobs2Careers      | 1          | 1          | 1     |
| 2025-66758     | Rep 1, Cust Svc Video Repair | LinkedIn          | 1          | 1          | 1     |
| 2025-66758     | Rep 1, Cust Svc Video Repair | Spectrum Careers  | 23         | 11         | 6     |
| 2025-66758     | Rep 1, Cust Svc Video Repair | Upward            | 1          | 0          | 0     |
| 2025-66758     | Rep 1, Cust Svc Video Repair | ZipRecruiter      | 1          | 0          | 0     |
| 2025-67019     | Field Technician I           | Facebook          | 1          | 1          | 0     |
| 2025-67019     | Field Technician I           | Google            | 3          | 3          | 1     |
| 2025-67019     | Field Technician I           | Indeed            | 2          | 2          | 0     |
| 2025-67019     | Field Technician I           | Jobs2Careers      | 1          | 1          | 0     |
| 2025-67019     | Field Technician I           | Spectrum Careers  | 4          | 5          | 0     |
| 2025-67019     | Field Technician I           | ZipRecruiter      | 1          | 1          | 0     |
| 2025-67027     | Field Technician I           | Indeed            | 3          | 2          | 1     |
| 2025-67027     | Field Technician I           | Spectrum Careers  | 5          | 2          | 0     |
| 2025-67027     | Field Technician I           | ZipRecruiter      | 1          | 1          | 0     |
| 2025-67047     | Resi Connectivity Sales Spec | Google            | 3          | 3          | 1     |
| 2025-67047     | Resi Connectivity Sales Spec | Indeed            | 10         | 12         | 3     |
| 2025-67047     | Resi Connectivity Sales Spec | Jobs2Careers      | 1          | 1          | 1     |
| 2025-67047     | Resi Connectivity Sales Spec | Spectrum Careers  | 9          | 9          | 6     |
| 2025-67113     | Rep, Resi Customer Solutions | Bing              | 1          | 1          | 0     |
| 2025-67113     | Rep, Resi Customer Solutions | Fit Finder        | 1          | 0          | 0     |
| 2025-67113     | Rep, Resi Customer Solutions | Google            | 13         | 10         | 7     |
| 2025-67113     | Rep, Resi Customer Solutions | Indeed            | 13         | 8          | 3     |

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| Requisition ID | Job Title                    | Source           | Applicants | Interviews | Hires |
|----------------|------------------------------|------------------|------------|------------|-------|
| 2025-67113     | Rep, Resi Customer Solutions | LinkedIn         | 1          | 1          | 0     |
| 2025-67113     | Rep, Resi Customer Solutions | Spectrum Careers | 39         | 24         | 12    |
| 2025-67113     | Rep, Resi Customer Solutions | Upward           | 1          | 0          | 0     |
| 2025-67113     | Rep, Resi Customer Solutions | ZipRecruiter     | 2          | 1          | 0     |
| 2025-67140     | Store Specialist             | Google           | 1          | 0          | 0     |
| 2025-67140     | Store Specialist             | Jobs2Careers     | 1          | 0          | 0     |
| 2025-67140     | Store Specialist             | Spectrum Careers | 4          | 2          | 1     |
| 2025-67182     | Field Technician I           | Bing             | 1          | 1          | 0     |
| 2025-67182     | Field Technician I           | DuckDuckGo       | 2          | 1          | 0     |
| 2025-67182     | Field Technician I           | Facebook         | 1          | 1          | 0     |
| 2025-67182     | Field Technician I           | Google           | 16         | 17         | 1     |
| 2025-67182     | Field Technician I           | Indeed           | 6          | 4          | 1     |
| 2025-67182     | Field Technician I           | Jobs2Careers     | 6          | 4          | 2     |
| 2025-67182     | Field Technician I           | LinkedIn         | 2          | 1          | 0     |
| 2025-67182     | Field Technician I           | Spectrum Careers | 42         | 32         | 5     |
| 2025-67182     | Field Technician I           | Yahoo            | 1          | 1          | 0     |
| 2025-67182     | Field Technician I           | ZipRecruiter     | 6          | 4          | 2     |
| 2025-67217     | Fiber Technician I 3rd       | Glassdoor        | 1          | 0          | 0     |
| 2025-67217     | Fiber Technician I 3rd       | Google           | 4          | 1          | 1     |
| 2025-67217     | Fiber Technician I 3rd       | Jobs2Careers     | 2          | 0          | 0     |
| 2025-67217     | Fiber Technician I 3rd       | LinkedIn         | 2          | 0          | 0     |
| 2025-67217     | Fiber Technician I 3rd       | Spectrum Careers | 15         | 6          | 0     |
| 2025-67217     | Fiber Technician I 3rd       | ZipRecruiter     | 2          | 1          | 0     |
| 2025-67270     | HDD Locator/Driller          | Bing             | 1          | 0          | 0     |
| 2025-67270     | HDD Locator/Driller          | DuckDuckGo       | 1          | 1          | 0     |
| 2025-67270     | HDD Locator/Driller          | Glassdoor        | 1          | 0          | 0     |
| 2025-67270     | HDD Locator/Driller          | Google           | 8          | 1          | 1     |
| 2025-67270     | HDD Locator/Driller          | Indeed           | 3          | 0          | 0     |
| 2025-67270     | HDD Locator/Driller          | Jobs2Careers     | 3          | 0          | 0     |
| 2025-67270     | HDD Locator/Driller          | LinkedIn         | 1          | 0          | 0     |
| 2025-67270     | HDD Locator/Driller          | Monster          | 1          | 0          | 0     |
| 2025-67270     | HDD Locator/Driller          | Spectrum Careers | 27         | 4          | 0     |
| 2025-67270     | HDD Locator/Driller          | ZipRecruiter     | 7          | 0          | 0     |
| 2025-67292     | Rep, Resi Customer Solutions | Bing             | 1          | 0          | 0     |
| 2025-67292     | Rep, Resi Customer Solutions | Google           | 4          | 5          | 2     |
| 2025-67292     | Rep, Resi Customer Solutions | Indeed           | 14         | 12         | 2     |
| 2025-67292     | Rep, Resi Customer Solutions | Spectrum Careers | 25         | 24         | 4     |
| 2025-67292     | Rep, Resi Customer Solutions | ZipRecruiter     | 1          | 1          | 1     |
| 2025-67664     | Resi Connectivity Sales Spec | Indeed           | 13         | 18         | 7     |
| 2025-67664     | Resi Connectivity Sales Spec | Spectrum Careers | 10         | 11         | 2     |
| 2025-67664     | Resi Connectivity Sales Spec | ZipRecruiter     | 3          | 3          | 3     |
| 2026-67694     | Credit Svcs Prof - Recovery  | Bing             | 5          | 1          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery  | ChatGPT          | 2          | 0          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery  | DuckDuckGo       | 1          | 0          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery  | Facebook         | 2          | 0          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery  | Fit Finder       | 1          | 0          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery  | Glassdoor        | 2          | 0          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery  | Google           | 65         | 2          | 1     |
| 2026-67694     | Credit Svcs Prof - Recovery  | Indeed           | 23         | 2          | 1     |
| 2026-67694     | Credit Svcs Prof - Recovery  | Jobs2Careers     | 3          | 0          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery  | LinkedIn         | 13         | 0          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery  | Monster          | 1          | 0          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery  | My Job Helper    | 1          | 0          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery  | Spectrum Careers | 104        | 4          | 3     |

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| Requisition ID | Job Title                     | Source           | Applicants | Interviews | Hires |
|----------------|-------------------------------|------------------|------------|------------|-------|
| 2026-67694     | Credit Svcs Prof - Recovery   | Upward           | 1          | 0          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery   | Workintexas.com  | 1          | 0          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery   | Yahoo            | 1          | 0          | 0     |
| 2026-67694     | Credit Svcs Prof - Recovery   | ZipRecruiter     | 3          | 0          | 0     |
| 2026-67725     | Account Executive             | Glassdoor        | 1          | 0          | 0     |
| 2026-67725     | Account Executive             | Google           | 1          | 0          | 0     |
| 2026-67725     | Account Executive             | Indeed           | 4          | 1          | 0     |
| 2026-67725     | Account Executive             | Jobs2Careers     | 1          | 0          | 0     |
| 2026-67725     | Account Executive             | Spectrum Careers | 10         | 2          | 1     |
| 2026-67725     | Account Executive             | ZipRecruiter     | 1          | 0          | 0     |
| 2026-67729     | Account Executive             | Google           | 2          | 0          | 0     |
| 2026-67729     | Account Executive             | Indeed           | 1          | 0          | 0     |
| 2026-67729     | Account Executive             | Spectrum Careers | 8          | 1          | 1     |
| 2026-67729     | Account Executive             | ZipRecruiter     | 1          | 0          | 0     |
| 2026-67741     | Rep, Resi Customer Solutions  | Bing             | 1          | 1          | 1     |
| 2026-67741     | Rep, Resi Customer Solutions  | Google           | 13         | 8          | 6     |
| 2026-67741     | Rep, Resi Customer Solutions  | Indeed           | 12         | 5          | 3     |
| 2026-67741     | Rep, Resi Customer Solutions  | Jobs2Careers     | 1          | 0          | 0     |
| 2026-67741     | Rep, Resi Customer Solutions  | Spectrum Careers | 57         | 40         | 18    |
| 2026-67741     | Rep, Resi Customer Solutions  | ZipRecruiter     | 1          | 1          | 0     |
| 2026-67770     | Rep, Resi Customer Solutions  | Google           | 7          | 5          | 4     |
| 2026-67770     | Rep, Resi Customer Solutions  | Indeed           | 31         | 25         | 14    |
| 2026-67770     | Rep, Resi Customer Solutions  | Spectrum Careers | 33         | 29         | 21    |
| 2026-67770     | Rep, Resi Customer Solutions  | ZipRecruiter     | 2          | 2          | 1     |
| 2026-67816     | Resi Connectivity Sales Spec  | Indeed           | 3          | 4          | 1     |
| 2026-67816     | Resi Connectivity Sales Spec  | Spectrum Careers | 4          | 3          | 1     |
| 2026-67816     | Resi Connectivity Sales Spec  | ZipRecruiter     | 1          | 1          | 0     |
| 2026-67912     | Store Specialist              | Google           | 1          | 0          | 0     |
| 2026-67912     | Store Specialist              | Indeed           | 6          | 1          | 1     |
| 2026-67912     | Store Specialist              | Spectrum Careers | 6          | 1          | 1     |
| 2026-67912     | Store Specialist              | Yahoo            | 1          | 0          | 0     |
| 2026-67922     | Store Specialist              | Jobs2Careers     | 1          | 0          | 0     |
| 2026-67922     | Store Specialist              | Spectrum Careers | 2          | 1          | 1     |
| 2026-67951     | Resi Connectivity Sales Spec  | Google           | 3          | 2          | 2     |
| 2026-67951     | Resi Connectivity Sales Spec  | Indeed           | 5          | 4          | 1     |
| 2026-67951     | Resi Connectivity Sales Spec  | LinkedIn         | 1          | 0          | 0     |
| 2026-67951     | Resi Connectivity Sales Spec  | Spectrum Careers | 5          | 3          | 1     |
| 2026-68049     | Rep, Resi Customer Solutions  | Bing             | 2          | 1          | 1     |
| 2026-68049     | Rep, Resi Customer Solutions  | Google           | 18         | 17         | 12    |
| 2026-68049     | Rep, Resi Customer Solutions  | Indeed           | 8          | 6          | 2     |
| 2026-68049     | Rep, Resi Customer Solutions  | Jobs2Careers     | 1          | 1          | 0     |
| 2026-68049     | Rep, Resi Customer Solutions  | Spectrum Careers | 31         | 31         | 14    |
| 2026-68049     | Rep, Resi Customer Solutions  | Yahoo            | 1          | 1          | 0     |
| 2026-68049     | Rep, Resi Customer Solutions  | ZipRecruiter     | 1          | 1          | 0     |
| 2026-68174     | Account Executive             | Bing             | 3          | 0          | 0     |
| 2026-68174     | Account Executive             | Google           | 10         | 1          | 1     |
| 2026-68174     | Account Executive             | Indeed           | 9          | 0          | 0     |
| 2026-68174     | Account Executive             | Libguides.com    | 5          | 1          | 0     |
| 2026-68174     | Account Executive             | LinkedIn         | 5          | 0          | 0     |
| 2026-68174     | Account Executive             | Spectrum Careers | 17         | 2          | 0     |
| 2026-68174     | Account Executive             | Upward           | 1          | 0          | 0     |
| 2026-68186     | Residential Inbound Sales Rep | Google           | 5          | 5          | 2     |
| 2026-68186     | Residential Inbound Sales Rep | Indeed           | 8          | 8          | 3     |
| 2026-68186     | Residential Inbound Sales Rep | Jobs2Careers     | 1          | 1          | 0     |

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| Requisition ID | Job Title                     | Source           | Applicants | Interviews | Hires |
|----------------|-------------------------------|------------------|------------|------------|-------|
| 2026-68186     | Residential Inbound Sales Rep | Spectrum Careers | 8          | 9          | 1     |
| 2026-68186     | Residential Inbound Sales Rep | ZipRecruiter     | 1          | 1          | 0     |
| 2026-68240     | Vertical Acct Mgr -Healthcare | Bing             | 1          | 0          | 0     |
| 2026-68240     | Vertical Acct Mgr -Healthcare | Jobs2Careers     | 1          | 0          | 0     |
| 2026-68240     | Vertical Acct Mgr -Healthcare | LinkedIn         | 1          | 1          | 1     |
| 2026-68240     | Vertical Acct Mgr -Healthcare | Spectrum Careers | 4          | 0          | 0     |
| 2026-68400     | Community Outreach Serv Act   | Google           | 13         | 3          | 1     |
| 2026-68400     | Community Outreach Serv Act   | Indeed           | 16         | 3          | 0     |
| 2026-68400     | Community Outreach Serv Act   | Jobs2Careers     | 2          | 1          | 0     |
| 2026-68400     | Community Outreach Serv Act   | Monster          | 1          | 0          | 0     |
| 2026-68400     | Community Outreach Serv Act   | Recruit Rooster  | 1          | 0          | 0     |
| 2026-68400     | Community Outreach Serv Act   | Spectrum Careers | 61         | 23         | 8     |
| 2026-68400     | Community Outreach Serv Act   | ZipRecruiter     | 1          | 1          | 1     |
| 2026-68542     | Rep, Resi Customer Solutions  | Bing             | 1          | 1          | 0     |
| 2026-68542     | Rep, Resi Customer Solutions  | Built In         | 1          | 0          | 0     |
| 2026-68542     | Rep, Resi Customer Solutions  | ChatGPT          | 5          | 4          | 3     |
| 2026-68542     | Rep, Resi Customer Solutions  | Google           | 8          | 3          | 1     |
| 2026-68542     | Rep, Resi Customer Solutions  | Indeed           | 19         | 11         | 7     |
| 2026-68542     | Rep, Resi Customer Solutions  | Jobs2Careers     | 1          | 0          | 0     |
| 2026-68542     | Rep, Resi Customer Solutions  | Spectrum Careers | 65         | 36         | 16    |
| 2026-68542     | Rep, Resi Customer Solutions  | Upward           | 1          | 0          | 0     |
| 2026-68601     | Rep 1, Cust Svc Video Repair  | Bing             | 4          | 3          | 0     |
| 2026-68601     | Rep 1, Cust Svc Video Repair  | Google           | 18         | 7          | 3     |
| 2026-68601     | Rep 1, Cust Svc Video Repair  | Ihire            | 1          | 0          | 0     |
| 2026-68601     | Rep 1, Cust Svc Video Repair  | Indeed           | 7          | 4          | 4     |
| 2026-68601     | Rep 1, Cust Svc Video Repair  | Jobs2Careers     | 1          | 0          | 0     |
| 2026-68601     | Rep 1, Cust Svc Video Repair  | Spectrum Careers | 43         | 23         | 10    |
| 2026-68601     | Rep 1, Cust Svc Video Repair  | ZipRecruiter     | 5          | 4          | 3     |
| 2026-68639     | Residential Inbound Sales Rep | Bing             | 1          | 1          | 0     |
| 2026-68639     | Residential Inbound Sales Rep | Google           | 3          | 3          | 1     |
| 2026-68639     | Residential Inbound Sales Rep | Indeed           | 17         | 17         | 10    |
| 2026-68639     | Residential Inbound Sales Rep | Jobs2Careers     | 2          | 2          | 1     |
| 2026-68639     | Residential Inbound Sales Rep | LinkedIn         | 1          | 1          | 1     |
| 2026-68639     | Residential Inbound Sales Rep | Spectrum Careers | 41         | 40         | 24    |
| 2026-68639     | Residential Inbound Sales Rep | Upward           | 1          | 1          | 0     |
| 2026-68639     | Residential Inbound Sales Rep | ZipRecruiter     | 1          | 1          | 1     |
| 2026-68735     | Resi Connectivity Sales Spec  | Google           | 3          | 3          | 0     |
| 2026-68735     | Resi Connectivity Sales Spec  | Indeed           | 39         | 39         | 11    |
| 2026-68735     | Resi Connectivity Sales Spec  | LinkedIn         | 2          | 2          | 2     |
| 2026-68735     | Resi Connectivity Sales Spec  | Spectrum Careers | 15         | 17         | 9     |
| 2026-68775     | Store Specialist              | Google           | 1          | 0          | 0     |
| 2026-68775     | Store Specialist              | Indeed           | 1          | 0          | 0     |
| 2026-68775     | Store Specialist              | LinkedIn         | 0          | 1          | 0     |
| 2026-68775     | Store Specialist              | Spectrum Careers | 3          | 3          | 1     |
| 2026-68793     | Store Specialist              | Indeed           | 1          | 0          | 0     |
| 2026-68793     | Store Specialist              | Spectrum Careers | 6          | 2          | 1     |
| 2026-68864     | Store Specialist              | Google           | 1          | 2          | 1     |
| 2026-68864     | Store Specialist              | Indeed           | 10         | 1          | 0     |
| 2026-68864     | Store Specialist              | Jobs2Careers     | 1          | 0          | 0     |
| 2026-68864     | Store Specialist              | LinkedIn         | 1          | 0          | 0     |
| 2026-68864     | Store Specialist              | Spectrum Careers | 4          | 1          | 1     |
| 2026-68864     | Store Specialist              | ZipRecruiter     | 3          | 1          | 1     |
| 2026-68894     | Rep, Resi Customer Solutions  | Google           | 9          | 5          | 2     |
| 2026-68894     | Rep, Resi Customer Solutions  | Indeed           | 15         | 11         | 3     |

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| Requisition ID | Job Title                    | Source            | Applicants | Interviews | Hires |
|----------------|------------------------------|-------------------|------------|------------|-------|
| 2026-68894     | Rep, Resi Customer Solutions | Jobs2Careers      | 2          | 1          | 1     |
| 2026-68894     | Rep, Resi Customer Solutions | LinkedIn          | 2          | 2          | 1     |
| 2026-68894     | Rep, Resi Customer Solutions | Spectrum Careers  | 35         | 25         | 13    |
| 2026-68894     | Rep, Resi Customer Solutions | Yahoo             | 1          | 1          | 0     |
| 2026-68960     | Rep, Resi Customer Solutions | Employee Referral | 0          | 1          | 0     |
| 2026-68960     | Rep, Resi Customer Solutions | Google            | 16         | 12         | 7     |
| 2026-68960     | Rep, Resi Customer Solutions | Indeed            | 16         | 13         | 3     |
| 2026-68960     | Rep, Resi Customer Solutions | Jobabstracts.com  | 4          | 4          | 1     |
| 2026-68960     | Rep, Resi Customer Solutions | Jobs2Careers      | 1          | 1          | 0     |
| 2026-68960     | Rep, Resi Customer Solutions | LinkedIn          | 1          | 1          | 0     |
| 2026-68960     | Rep, Resi Customer Solutions | Spectrum Careers  | 54         | 47         | 21    |
| 2026-68960     | Rep, Resi Customer Solutions | ZipRecruiter      | 1          | 1          | 0     |
| 2026-69365     | Resi Connectivity Sales Spec | Bing              | 1          | 1          | 0     |
| 2026-69365     | Resi Connectivity Sales Spec | Google            | 2          | 3          | 2     |
| 2026-69365     | Resi Connectivity Sales Spec | Indeed            | 12         | 14         | 3     |
| 2026-69365     | Resi Connectivity Sales Spec | Spectrum Careers  | 8          | 11         | 5     |
| 2026-69365     | Resi Connectivity Sales Spec | ZipRecruiter      | 0          | 1          | 0     |
| 2026-69397     | Rep, Resi Customer Solutions | Bing              | 2          | 2          | 0     |
| 2026-69397     | Rep, Resi Customer Solutions | Google            | 13         | 7          | 3     |
| 2026-69397     | Rep, Resi Customer Solutions | Indeed            | 17         | 8          | 2     |
| 2026-69397     | Rep, Resi Customer Solutions | Jobs2Careers      | 1          | 1          | 1     |
| 2026-69397     | Rep, Resi Customer Solutions | LinkedIn          | 1          | 1          | 0     |
| 2026-69397     | Rep, Resi Customer Solutions | Spectrum Careers  | 44         | 25         | 7     |
| 2026-69397     | Rep, Resi Customer Solutions | Upward            | 1          | 0          | 0     |
| 2026-69397     | Rep, Resi Customer Solutions | ZipRecruiter      | 2          | 1          | 0     |
| 2026-69411     | Resi Connectivity Sales Spec | Facebook          | 1          | 1          | 1     |
| 2026-69411     | Resi Connectivity Sales Spec | Google            | 3          | 2          | 1     |
| 2026-69411     | Resi Connectivity Sales Spec | Indeed            | 6          | 6          | 2     |
| 2026-69411     | Resi Connectivity Sales Spec | Spectrum Careers  | 5          | 3          | 1     |
| 2026-69411     | Resi Connectivity Sales Spec | ZipRecruiter      | 2          | 1          | 1     |
| 2026-69420     | Resi Connectivity Sales Spec | Google            | 1          | 1          | 1     |
| 2026-69420     | Resi Connectivity Sales Spec | Indeed            | 1          | 1          | 1     |
| 2026-69420     | Resi Connectivity Sales Spec | Spectrum Careers  | 2          | 2          | 0     |
| 2026-69516     | Rep 1, Mobile Repair         | Bing              | 1          | 1          | 1     |
| 2026-69516     | Rep 1, Mobile Repair         | Google            | 5          | 5          | 3     |
| 2026-69516     | Rep 1, Mobile Repair         | Indeed            | 1          | 1          | 1     |
| 2026-69516     | Rep 1, Mobile Repair         | Spectrum Careers  | 17         | 13         | 11    |
| 2026-69566     | Mgr, Vertical Mkt Sales-Hosp | Google            | 6          | 0          | 0     |
| 2026-69566     | Mgr, Vertical Mkt Sales-Hosp | Indeed            | 5          | 0          | 0     |
| 2026-69566     | Mgr, Vertical Mkt Sales-Hosp | Jobs2Careers      | 1          | 0          | 0     |
| 2026-69566     | Mgr, Vertical Mkt Sales-Hosp | LinkedIn          | 11         | 4          | 0     |
| 2026-69566     | Mgr, Vertical Mkt Sales-Hosp | Spectrum Careers  | 19         | 5          | 1     |
| 2026-69566     | Mgr, Vertical Mkt Sales-Hosp | Yahoo             | 1          | 0          | 0     |
| 2026-69568     | Community Outreach Serv Act  | Google            | 12         | 4          | 2     |
| 2026-69568     | Community Outreach Serv Act  | Indeed            | 44         | 12         | 7     |
| 2026-69568     | Community Outreach Serv Act  | LinkedIn          | 4          | 2          | 2     |
| 2026-69568     | Community Outreach Serv Act  | Recruit Rooster   | 1          | 0          | 0     |
| 2026-69568     | Community Outreach Serv Act  | Spectrum Careers  | 36         | 14         | 2     |
| 2026-69568     | Community Outreach Serv Act  | ZipRecruiter      | 3          | 2          | 0     |
| 2026-69570     | Community Outreach Serv Act  | Google            | 5          | 2          | 2     |
| 2026-69570     | Community Outreach Serv Act  | Indeed            | 27         | 2          | 2     |
| 2026-69570     | Community Outreach Serv Act  | Spectrum Careers  | 18         | 6          | 3     |
| 2026-69570     | Community Outreach Serv Act  | ZipRecruiter      | 1          | 0          | 0     |
| 2026-69592     | Rep 1, Cust Svc Video Repair | Glassdoor         | 1          | 0          | 0     |

## 2026 FCC Source Report

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| Requisition ID | Job Title                     | Source            | Applicants | Interviews | Hires |
|----------------|-------------------------------|-------------------|------------|------------|-------|
| 2026-69592     | Rep 1, Cust Svc Video Repair  | Google            | 15         | 7          | 5     |
| 2026-69592     | Rep 1, Cust Svc Video Repair  | Indeed            | 12         | 7          | 4     |
| 2026-69592     | Rep 1, Cust Svc Video Repair  | LinkedIn          | 3          | 2          | 1     |
| 2026-69592     | Rep 1, Cust Svc Video Repair  | Spectrum Careers  | 55         | 24         | 16    |
| 2026-69592     | Rep 1, Cust Svc Video Repair  | ZipRecruiter      | 4          | 2          | 1     |
| 2026-69618     | Rep, Resi Customer Solutions  | Google            | 4          | 3          | 1     |
| 2026-69618     | Rep, Resi Customer Solutions  | Indeed            | 12         | 10         | 5     |
| 2026-69618     | Rep, Resi Customer Solutions  | Jobs2Careers      | 2          | 1          | 1     |
| 2026-69618     | Rep, Resi Customer Solutions  | Spectrum Careers  | 26         | 19         | 13    |
| 2026-69618     | Rep, Resi Customer Solutions  | ZipRecruiter      | 2          | 1          | 1     |
| 2026-69706     | Store Specialist              | Google            | 2          | 1          | 1     |
| 2026-69706     | Store Specialist              | Indeed            | 3          | 1          | 0     |
| 2026-69706     | Store Specialist              | Spectrum Careers  | 4          | 0          | 0     |
| 2026-69708     | Store Specialist              | Bing              | 1          | 1          | 0     |
| 2026-69708     | Store Specialist              | Google            | 3          | 3          | 0     |
| 2026-69708     | Store Specialist              | Indeed            | 5          | 2          | 0     |
| 2026-69708     | Store Specialist              | Spectrum Careers  | 6          | 6          | 2     |
| 2026-69708     | Store Specialist              | ZipRecruiter      | 1          | 0          | 0     |
| 2026-69723     | Multi-Tenant Sales Rep 1      | Google            | 1          | 1          | 0     |
| 2026-69723     | Multi-Tenant Sales Rep 1      | Jobs2Careers      | 2          | 1          | 0     |
| 2026-69723     | Multi-Tenant Sales Rep 1      | Spectrum Careers  | 4          | 2          | 1     |
| 2026-69723     | Multi-Tenant Sales Rep 1      | Upward            | 1          | 0          | 0     |
| 2026-69860     | Rep, Resi Customer Solutions  | Employee Referral | 4          | 4          | 0     |
| 2026-69860     | Rep, Resi Customer Solutions  | Fit Finder        | 1          | 0          | 0     |
| 2026-69860     | Rep, Resi Customer Solutions  | Google            | 10         | 8          | 2     |
| 2026-69860     | Rep, Resi Customer Solutions  | Indeed            | 19         | 14         | 7     |
| 2026-69860     | Rep, Resi Customer Solutions  | Jobs2Careers      | 1          | 1          | 1     |
| 2026-69860     | Rep, Resi Customer Solutions  | Spectrum Careers  | 33         | 29         | 14    |
| 2026-69860     | Rep, Resi Customer Solutions  | Upward            | 1          | 1          | 0     |
| 2026-69860     | Rep, Resi Customer Solutions  | ZipRecruiter      | 3          | 3          | 1     |
| 2026-69964     | HDD Locator/Driller           | Google            | 17         | 1          | 1     |
| 2026-69964     | HDD Locator/Driller           | Indeed            | 4          | 0          | 0     |
| 2026-69964     | HDD Locator/Driller           | LinkedIn          | 3          | 0          | 0     |
| 2026-69964     | HDD Locator/Driller           | Spectrum Careers  | 23         | 2          | 0     |
| 2026-69964     | HDD Locator/Driller           | Upward            | 2          | 0          | 0     |
| 2026-69964     | HDD Locator/Driller           | ZipRecruiter      | 3          | 1          | 0     |
| 2026-70038     | Residential Inbound Sales Rep | DuckDuckGo        | 1          | 1          | 1     |
| 2026-70038     | Residential Inbound Sales Rep | Google            | 9          | 9          | 4     |
| 2026-70038     | Residential Inbound Sales Rep | Indeed            | 15         | 15         | 9     |
| 2026-70038     | Residential Inbound Sales Rep | Jobs2Careers      | 1          | 1          | 1     |
| 2026-70038     | Residential Inbound Sales Rep | Spectrum Careers  | 37         | 37         | 24    |
| 2026-70038     | Residential Inbound Sales Rep | Yahoo             | 1          | 1          | 1     |
| 2026-70038     | Residential Inbound Sales Rep | ZipRecruiter      | 1          | 1          | 1     |
| 2026-70070     | Rep, Resi Customer Solutions  | Bing              | 1          | 0          | 0     |
| 2026-70070     | Rep, Resi Customer Solutions  | Employee Referral | 3          | 2          | 1     |
| 2026-70070     | Rep, Resi Customer Solutions  | Fit Finder        | 1          | 1          | 0     |
| 2026-70070     | Rep, Resi Customer Solutions  | Google            | 4          | 2          | 0     |
| 2026-70070     | Rep, Resi Customer Solutions  | Indeed            | 13         | 11         | 4     |
| 2026-70070     | Rep, Resi Customer Solutions  | Job Fair          | 2          | 2          | 2     |
| 2026-70070     | Rep, Resi Customer Solutions  | Jobs2Careers      | 1          | 1          | 1     |
| 2026-70070     | Rep, Resi Customer Solutions  | Spectrum Careers  | 26         | 25         | 10    |
| 2026-70070     | Rep, Resi Customer Solutions  | ZipRecruiter      | 1          | 1          | 1     |
| 2026-70115     | Rep, Resi Customer Solutions  | Bing              | 1          | 1          | 0     |
| 2026-70115     | Rep, Resi Customer Solutions  | Dice              | 5          | 5          | 2     |

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| Requisition ID | Job Title                     | Source            | Applicants | Interviews | Hires |
|----------------|-------------------------------|-------------------|------------|------------|-------|
| 2026-70115     | Rep, Resi Customer Solutions  | Fit Finder        | 1          | 0          | 0     |
| 2026-70115     | Rep, Resi Customer Solutions  | Google            | 12         | 8          | 4     |
| 2026-70115     | Rep, Resi Customer Solutions  | Indeed            | 33         | 26         | 8     |
| 2026-70115     | Rep, Resi Customer Solutions  | LinkedIn          | 1          | 1          | 0     |
| 2026-70115     | Rep, Resi Customer Solutions  | Spectrum Careers  | 47         | 35         | 15    |
| 2026-70115     | Rep, Resi Customer Solutions  | ZipRecruiter      | 5          | 5          | 2     |
| 2026-70364     | Account Executive             | Google            | 5          | 1          | 0     |
| 2026-70364     | Account Executive             | Indeed            | 6          | 1          | 0     |
| 2026-70364     | Account Executive             | My Job Helper     | 1          | 0          | 0     |
| 2026-70364     | Account Executive             | Spectrum Careers  | 8          | 2          | 1     |
| 2026-70364     | Account Executive             | Upward            | 1          | 0          | 0     |
| 2026-70364     | Account Executive             | Yahoo             | 1          | 0          | 0     |
| 2026-70571     | Sup, Resi Connectivity Sales  | Google            | 2          | 1          | 0     |
| 2026-70571     | Sup, Resi Connectivity Sales  | Spectrum Careers  | 11         | 6          | 1     |
| 2026-70711     | Rep 1, Mobile Billing         | Bing              | 3          | 0          | 0     |
| 2026-70711     | Rep 1, Mobile Billing         | Google            | 28         | 4          | 3     |
| 2026-70711     | Rep 1, Mobile Billing         | Indeed            | 7          | 2          | 2     |
| 2026-70711     | Rep 1, Mobile Billing         | Jobs2Careers      | 5          | 0          | 0     |
| 2026-70711     | Rep 1, Mobile Billing         | Lensa             | 1          | 0          | 0     |
| 2026-70711     | Rep 1, Mobile Billing         | Spectrum Careers  | 81         | 19         | 14    |
| 2026-70711     | Rep 1, Mobile Billing         | Upward            | 1          | 0          | 0     |
| 2026-70711     | Rep 1, Mobile Billing         | Yahoo             | 1          | 1          | 1     |
| 2026-70711     | Rep 1, Mobile Billing         | ZipRecruiter      | 9          | 0          | 0     |
| 2026-70797     | Multi-Tenant Sales Rep 1      | Google            | 1          | 0          | 0     |
| 2026-70797     | Multi-Tenant Sales Rep 1      | Jobs2Careers      | 2          | 0          | 0     |
| 2026-70797     | Multi-Tenant Sales Rep 1      | LinkedIn          | 1          | 0          | 0     |
| 2026-70797     | Multi-Tenant Sales Rep 1      | Spectrum Careers  | 5          | 2          | 1     |
| 2026-70797     | Multi-Tenant Sales Rep 1      | ZipRecruiter      | 1          | 1          | 0     |
| 2026-70851     | Residential Inbound Sales Rep | Google            | 2          | 2          | 0     |
| 2026-70851     | Residential Inbound Sales Rep | Indeed            | 4          | 4          | 1     |
| 2026-70851     | Residential Inbound Sales Rep | Jobs2Careers      | 1          | 1          | 1     |
| 2026-70851     | Residential Inbound Sales Rep | Spectrum Careers  | 13         | 11         | 6     |
| 2026-70851     | Residential Inbound Sales Rep | Workintexas.com   | 1          | 1          | 1     |
| 2026-70851     | Residential Inbound Sales Rep | Yahoo             | 1          | 1          | 0     |
| 2026-70865     | Resi Connectivity Sales Spec  | DuckDuckGo        | 1          | 1          | 0     |
| 2026-70865     | Resi Connectivity Sales Spec  | Google            | 1          | 2          | 0     |
| 2026-70865     | Resi Connectivity Sales Spec  | Indeed            | 8          | 11         | 4     |
| 2026-70865     | Resi Connectivity Sales Spec  | Job Fair          | 1          | 1          | 1     |
| 2026-70865     | Resi Connectivity Sales Spec  | Jobs2Careers      | 2          | 3          | 0     |
| 2026-70865     | Resi Connectivity Sales Spec  | LinkedIn          | 2          | 2          | 1     |
| 2026-70865     | Resi Connectivity Sales Spec  | Spectrum Careers  | 8          | 9          | 2     |
| 2026-70865     | Resi Connectivity Sales Spec  | ZipRecruiter      | 4          | 4          | 1     |
| 2026-70876     | Rep 1, Cust Svc Video Repair  | Bing              | 4          | 3          | 0     |
| 2026-70876     | Rep 1, Cust Svc Video Repair  | DuckDuckGo        | 1          | 1          | 0     |
| 2026-70876     | Rep 1, Cust Svc Video Repair  | Employee Referral | 1          | 0          | 0     |
| 2026-70876     | Rep 1, Cust Svc Video Repair  | Fit Finder        | 1          | 0          | 0     |
| 2026-70876     | Rep 1, Cust Svc Video Repair  | Google            | 29         | 12         | 5     |
| 2026-70876     | Rep 1, Cust Svc Video Repair  | Indeed            | 34         | 13         | 6     |
| 2026-70876     | Rep 1, Cust Svc Video Repair  | Jobs2Careers      | 2          | 2          | 2     |
| 2026-70876     | Rep 1, Cust Svc Video Repair  | LinkedIn          | 3          | 3          | 3     |
| 2026-70876     | Rep 1, Cust Svc Video Repair  | Monster           | 1          | 1          | 0     |
| 2026-70876     | Rep 1, Cust Svc Video Repair  | Spectrum Careers  | 59         | 40         | 24    |
| 2026-70876     | Rep 1, Cust Svc Video Repair  | ZipRecruiter      | 3          | 3          | 0     |
| 2026-70893     | Resi Connectivity Sales Spec  | Google            | 2          | 2          | 0     |

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| Requisition ID | Job Title                    | Source            | Applicants | Interviews | Hires |
|----------------|------------------------------|-------------------|------------|------------|-------|
| 2026-70893     | Resi Connectivity Sales Spec | Indeed            | 6          | 6          | 3     |
| 2026-70893     | Resi Connectivity Sales Spec | Spectrum Careers  | 7          | 9          | 2     |
| 2026-70893     | Resi Connectivity Sales Spec | Upward            | 1          | 1          | 0     |
| 2026-70896     | Sup, Construction - Aerial   | Google            | 3          | 1          | 0     |
| 2026-70896     | Sup, Construction - Aerial   | Indeed            | 1          | 1          | 1     |
| 2026-70896     | Sup, Construction - Aerial   | Spectrum Careers  | 5          | 1          | 0     |
| 2026-70896     | Sup, Construction - Aerial   | ZipRecruiter      | 1          | 0          | 0     |
| 2026-70925     | U-Ground Construction Tech   | Bing              | 1          | 1          | 0     |
| 2026-70925     | U-Ground Construction Tech   | Google            | 8          | 0          | 0     |
| 2026-70925     | U-Ground Construction Tech   | Indeed            | 25         | 2          | 0     |
| 2026-70925     | U-Ground Construction Tech   | Jobs2Careers      | 1          | 0          | 0     |
| 2026-70925     | U-Ground Construction Tech   | LinkedIn          | 1          | 0          | 0     |
| 2026-70925     | U-Ground Construction Tech   | Spectrum Careers  | 28         | 3          | 1     |
| 2026-70925     | U-Ground Construction Tech   | Upward            | 1          | 0          | 0     |
| 2026-70925     | U-Ground Construction Tech   | ZipRecruiter      | 12         | 0          | 0     |
| 2026-70964     | Store Specialist             | Google            | 3          | 1          | 0     |
| 2026-70964     | Store Specialist             | Indeed            | 3          | 3          | 0     |
| 2026-70964     | Store Specialist             | Spectrum Careers  | 17         | 9          | 2     |
| 2026-70964     | Store Specialist             | ZipRecruiter      | 1          | 0          | 0     |
| 2026-70969     | Store Specialist             | Indeed            | 1          | 0          | 0     |
| 2026-70969     | Store Specialist             | Spectrum Careers  | 4          | 1          | 1     |
| 2026-71098     | Resi Connectivity Sales Spec | CareerBuilder     | 1          | 1          | 1     |
| 2026-71098     | Resi Connectivity Sales Spec | Google            | 3          | 3          | 1     |
| 2026-71098     | Resi Connectivity Sales Spec | Indeed            | 8          | 9          | 4     |
| 2026-71098     | Resi Connectivity Sales Spec | RecruitMilitary   | 1          | 1          | 0     |
| 2026-71098     | Resi Connectivity Sales Spec | Spectrum Careers  | 7          | 7          | 3     |
| 2026-71216     | Store Specialist             | Google            | 4          | 0          | 0     |
| 2026-71216     | Store Specialist             | Indeed            | 2          | 0          | 0     |
| 2026-71216     | Store Specialist             | Spectrum Careers  | 10         | 3          | 1     |
| 2026-71216     | Store Specialist             | ZipRecruiter      | 1          | 0          | 0     |
| 2026-71237     | Rep, Resi Customer Solutions | Google            | 6          | 6          | 4     |
| 2026-71237     | Rep, Resi Customer Solutions | Indeed            | 13         | 11         | 5     |
| 2026-71237     | Rep, Resi Customer Solutions | Jobs2Careers      | 1          | 1          | 1     |
| 2026-71237     | Rep, Resi Customer Solutions | LinkedIn          | 1          | 0          | 0     |
| 2026-71237     | Rep, Resi Customer Solutions | Scworks.org       | 1          | 0          | 0     |
| 2026-71237     | Rep, Resi Customer Solutions | Spectrum Careers  | 17         | 11         | 2     |
| 2026-71241     | Field Technician I           | Google            | 5          | 5          | 2     |
| 2026-71241     | Field Technician I           | Indeed            | 10         | 9          | 2     |
| 2026-71241     | Field Technician I           | Jobs2Careers      | 1          | 1          | 1     |
| 2026-71241     | Field Technician I           | LinkedIn          | 3          | 3          | 2     |
| 2026-71241     | Field Technician I           | Scworks.org       | 3          | 3          | 3     |
| 2026-71241     | Field Technician I           | Spectrum Careers  | 34         | 34         | 10    |
| 2026-71310     | Sup, Resi Connectivity Sales | Glassdoor         | 1          | 1          | 0     |
| 2026-71310     | Sup, Resi Connectivity Sales | Google            | 4          | 1          | 1     |
| 2026-71310     | Sup, Resi Connectivity Sales | Spectrum Careers  | 3          | 1          | 0     |
| 2026-71313     | Store Specialist             | Jobs2Careers      | 1          | 1          | 0     |
| 2026-71313     | Store Specialist             | Spectrum Careers  | 2          | 1          | 1     |
| 2026-71344     | Rep, Resi Customer Solutions | Bing              | 1          | 1          | 0     |
| 2026-71344     | Rep, Resi Customer Solutions | Employee Referral | 5          | 4          | 2     |
| 2026-71344     | Rep, Resi Customer Solutions | Google            | 7          | 6          | 4     |
| 2026-71344     | Rep, Resi Customer Solutions | Indeed            | 19         | 11         | 2     |
| 2026-71344     | Rep, Resi Customer Solutions | Jobs2Careers      | 2          | 2          | 1     |
| 2026-71344     | Rep, Resi Customer Solutions | Scworks.org       | 4          | 2          | 1     |
| 2026-71344     | Rep, Resi Customer Solutions | Spectrum Careers  | 28         | 21         | 5     |

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| Requisition ID | Job Title                    | Source            | Applicants | Interviews | Hires |
|----------------|------------------------------|-------------------|------------|------------|-------|
| 2026-71501     | Field Technician I           | Glassdoor         | 1          | 1          | 0     |
| 2026-71501     | Field Technician I           | Google            | 4          | 1          | 0     |
| 2026-71501     | Field Technician I           | Indeed            | 5          | 4          | 2     |
| 2026-71501     | Field Technician I           | Spectrum Careers  | 15         | 10         | 2     |
| 2026-71501     | Field Technician I           | ZipRecruiter      | 5          | 1          | 0     |
| 2026-71519     | Rep, Resi Customer Solutions | Bing              | 2          | 1          | 0     |
| 2026-71519     | Rep, Resi Customer Solutions | Employee Referral | 1          | 1          | 0     |
| 2026-71519     | Rep, Resi Customer Solutions | Fit Finder        | 1          | 1          | 0     |
| 2026-71519     | Rep, Resi Customer Solutions | Google            | 11         | 11         | 3     |
| 2026-71519     | Rep, Resi Customer Solutions | Indeed            | 17         | 16         | 10    |
| 2026-71519     | Rep, Resi Customer Solutions | Jobs2Careers      | 1          | 1          | 0     |
| 2026-71519     | Rep, Resi Customer Solutions | Spectrum Careers  | 30         | 27         | 13    |
| 2026-71519     | Rep, Resi Customer Solutions | Upward            | 1          | 1          | 1     |
| 2026-71519     | Rep, Resi Customer Solutions | ZipRecruiter      | 3          | 3          | 1     |
| 2026-71527     | Field Technician I           | Google            | 8          | 7          | 3     |
| 2026-71527     | Field Technician I           | Indeed            | 3          | 3          | 2     |
| 2026-71527     | Field Technician I           | Jobs2Careers      | 1          | 1          | 0     |
| 2026-71527     | Field Technician I           | Spectrum Careers  | 15         | 11         | 2     |
| 2026-71529     | Field Technician I           | Google            | 13         | 8          | 4     |
| 2026-71529     | Field Technician I           | Indeed            | 15         | 11         | 2     |
| 2026-71529     | Field Technician I           | Jobs2Careers      | 2          | 1          | 0     |
| 2026-71529     | Field Technician I           | Neuvoo            | 1          | 1          | 0     |
| 2026-71529     | Field Technician I           | Spectrum Careers  | 24         | 18         | 3     |
| 2026-71529     | Field Technician I           | ZipRecruiter      | 10         | 1          | 0     |
| 2026-71607     | Store Specialist             | Indeed            | 2          | 1          | 1     |
| 2026-71607     | Store Specialist             | LinkedIn          | 1          | 0          | 0     |
| 2026-71607     | Store Specialist             | Spectrum Careers  | 2          | 1          | 0     |
| 2026-71662     | Store Specialist             | Indeed            | 0          | 1          | 0     |
| 2026-71662     | Store Specialist             | Spectrum Careers  | 2          | 2          | 1     |
| 2026-71670     | Small Bus Serv Activation I  | Bing              | 1          | 1          | 0     |
| 2026-71670     | Small Bus Serv Activation I  | DuckDuckGo        | 1          | 1          | 1     |
| 2026-71670     | Small Bus Serv Activation I  | Google            | 9          | 5          | 1     |
| 2026-71670     | Small Bus Serv Activation I  | Indeed            | 30         | 6          | 3     |
| 2026-71670     | Small Bus Serv Activation I  | Jobs2Careers      | 1          | 0          | 0     |
| 2026-71670     | Small Bus Serv Activation I  | LinkedIn          | 3          | 1          | 0     |
| 2026-71670     | Small Bus Serv Activation I  | Recruit Rooster   | 1          | 0          | 0     |
| 2026-71670     | Small Bus Serv Activation I  | Spectrum Careers  | 43         | 12         | 6     |
| 2026-71670     | Small Bus Serv Activation I  | ZipRecruiter      | 2          | 0          | 0     |
| 2026-71777     | Resi Connectivity Sales Spec | Indeed            | 12         | 13         | 1     |
| 2026-71777     | Resi Connectivity Sales Spec | Jobs2Careers      | 2          | 2          | 1     |
| 2026-71777     | Resi Connectivity Sales Spec | Spectrum Careers  | 1          | 3          | 1     |
| 2026-71777     | Resi Connectivity Sales Spec | ZipRecruiter      | 1          | 1          | 0     |
| 2026-71915     | Rep, Resi Customer Solutions | Google            | 1          | 1          | 1     |
| 2026-71915     | Rep, Resi Customer Solutions | Indeed            | 11         | 10         | 7     |
| 2026-71915     | Rep, Resi Customer Solutions | Jobs2Careers      | 1          | 1          | 1     |
| 2026-71915     | Rep, Resi Customer Solutions | Mynews13.com      | 2          | 1          | 0     |
| 2026-71915     | Rep, Resi Customer Solutions | Spectrum Careers  | 30         | 28         | 9     |
| 2026-71943     | Fiber Technician I           | Bing              | 1          | 1          | 0     |
| 2026-71943     | Fiber Technician I           | Google            | 7          | 0          | 0     |
| 2026-71943     | Fiber Technician I           | Indeed            | 16         | 2          | 1     |
| 2026-71943     | Fiber Technician I           | Mynews13.com      | 3          | 0          | 0     |
| 2026-71943     | Fiber Technician I           | Spectrum Careers  | 17         | 5          | 0     |
| 2026-72007     | Store Specialist             | Indeed            | 1          | 1          | 0     |
| 2026-72007     | Store Specialist             | Spectrum Careers  | 2          | 2          | 1     |

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| Requisition ID | Job Title                      | Source                  | Applicants | Interviews | Hires |
|----------------|--------------------------------|-------------------------|------------|------------|-------|
| 2026-72052     | Rep, Resi Customer Solutions   | Bing                    | 1          | 1          | 1     |
| 2026-72052     | Rep, Resi Customer Solutions   | ChatGPT                 | 1          | 0          | 0     |
| 2026-72052     | Rep, Resi Customer Solutions   | Employee Referral       | 1          | 1          | 0     |
| 2026-72052     | Rep, Resi Customer Solutions   | Google                  | 22         | 15         | 6     |
| 2026-72052     | Rep, Resi Customer Solutions   | Indeed                  | 36         | 28         | 13    |
| 2026-72052     | Rep, Resi Customer Solutions   | Jobs2Careers            | 2          | 1          | 1     |
| 2026-72052     | Rep, Resi Customer Solutions   | Spectrum Careers        | 46         | 33         | 14    |
| 2026-72052     | Rep, Resi Customer Solutions   | ZipRecruiter            | 2          | 1          | 1     |
| 2026-72155     | Recruiter II                   | Indeed                  | 2          | 1          | 0     |
| 2026-72155     | Recruiter II                   | LinkedIn                | 5          | 1          | 1     |
| 2026-72155     | Recruiter II                   | Spectrum Careers        | 6          | 0          | 0     |
| 2026-72575     | Vertical Acct Exec -Healthcare | Bing                    | 1          | 0          | 0     |
| 2026-72575     | Vertical Acct Exec -Healthcare | Google                  | 1          | 0          | 0     |
| 2026-72575     | Vertical Acct Exec -Healthcare | Jobs2Careers            | 2          | 0          | 0     |
| 2026-72575     | Vertical Acct Exec -Healthcare | LinkedIn                | 2          | 0          | 0     |
| 2026-72575     | Vertical Acct Exec -Healthcare | Spectrum Careers        | 9          | 5          | 1     |
| 2026-72575     | Vertical Acct Exec -Healthcare | ZipRecruiter            | 4          | 0          | 0     |
| 2026-72668     | Rep, Resi Customer Solutions   | Google                  | 3          | 3          | 2     |
| 2026-72668     | Rep, Resi Customer Solutions   | Indeed                  | 6          | 4          | 3     |
| 2026-72668     | Rep, Resi Customer Solutions   | Jobs2Careers            | 1          | 0          | 0     |
| 2026-72668     | Rep, Resi Customer Solutions   | Spectrum Careers        | 8          | 6          | 4     |
| 2026-72668     | Rep, Resi Customer Solutions   | ZipRecruiter            | 2          | 1          | 1     |
| 2026-72718     | Sup, Resi Connectivity Sales   | Google                  | 6          | 2          | 0     |
| 2026-72718     | Sup, Resi Connectivity Sales   | Indeed                  | 8          | 4          | 0     |
| 2026-72718     | Sup, Resi Connectivity Sales   | LinkedIn                | 3          | 2          | 0     |
| 2026-72718     | Sup, Resi Connectivity Sales   | Spectrum Careers        | 16         | 6          | 3     |
| 2026-72718     | Sup, Resi Connectivity Sales   | ZipRecruiter            | 1          | 0          | 0     |
| 2026-72847     | Account Executive              | Bing                    | 3          | 1          | 0     |
| 2026-72847     | Account Executive              | Google                  | 5          | 0          | 0     |
| 2026-72847     | Account Executive              | Indeed                  | 12         | 0          | 0     |
| 2026-72847     | Account Executive              | LinkedIn                | 5          | 0          | 0     |
| 2026-72847     | Account Executive              | Spectrum Careers        | 26         | 2          | 1     |
| 2026-72847     | Account Executive              | Yahoo                   | 1          | 0          | 0     |
| 2026-72847     | Account Executive              | ZipRecruiter            | 6          | 0          | 0     |
| 2026-72882     | Rep, Resi Customer Solutions   | Employee Referral       | 1          | 1          | 1     |
| 2026-72882     | Rep, Resi Customer Solutions   | Google                  | 14         | 5          | 3     |
| 2026-72882     | Rep, Resi Customer Solutions   | Indeed                  | 16         | 12         | 4     |
| 2026-72882     | Rep, Resi Customer Solutions   | Jobs2Careers            | 6          | 2          | 0     |
| 2026-72882     | Rep, Resi Customer Solutions   | Spectrum Careers        | 39         | 18         | 6     |
| 2026-72882     | Rep, Resi Customer Solutions   | ZipRecruiter            | 4          | 3          | 1     |
| 2026-73072     | Rep, Resi Customer Solutions   | Google                  | 11         | 10         | 7     |
| 2026-73072     | Rep, Resi Customer Solutions   | Indeed                  | 13         | 13         | 8     |
| 2026-73072     | Rep, Resi Customer Solutions   | Jobs2Careers            | 1          | 1          | 1     |
| 2026-73072     | Rep, Resi Customer Solutions   | Outdoorindustryjobs.com | 1          | 0          | 0     |
| 2026-73072     | Rep, Resi Customer Solutions   | Spectrum Careers        | 22         | 20         | 15    |
| 2026-73358     | Rep, Resi Customer Solutions   | Bing                    | 1          | 1          | 1     |
| 2026-73358     | Rep, Resi Customer Solutions   | ChatGPT                 | 1          | 1          | 1     |
| 2026-73358     | Rep, Resi Customer Solutions   | Google                  | 11         | 8          | 1     |
| 2026-73358     | Rep, Resi Customer Solutions   | Indeed                  | 15         | 11         | 5     |
| 2026-73358     | Rep, Resi Customer Solutions   | LinkedIn                | 1          | 0          | 0     |
| 2026-73358     | Rep, Resi Customer Solutions   | Spectrum Careers        | 25         | 22         | 12    |
| 2026-73358     | Rep, Resi Customer Solutions   | ZipRecruiter            | 3          | 3          | 1     |
| 2026-73704     | Resi Connectivity Sales Spec   | Google                  | 2          | 2          | 1     |
| 2026-73791     | Rep, Resi Customer Solutions   | Employee Referral       | 1          | 0          | 0     |

## 2026 FCC Source Report

FCC Unit: 13551 Southern Texas

| Requisition ID | Job Title                    | Source           | Applicants | Interviews | Hires |
|----------------|------------------------------|------------------|------------|------------|-------|
| 2026-73791     | Rep, Resi Customer Solutions | Google           | 3          | 3          | 1     |
| 2026-73791     | Rep, Resi Customer Solutions | Indeed           | 9          | 4          | 2     |
| 2026-73791     | Rep, Resi Customer Solutions | Jobs2Careers     | 3          | 3          | 1     |
| 2026-73791     | Rep, Resi Customer Solutions | Spectrum Careers | 15         | 9          | 6     |
| 2026-73791     | Rep, Resi Customer Solutions | Upward           | 1          | 1          | 0     |
| 2026-73831     | Store Specialist             | Indeed           | 1          | 0          | 0     |
| 2026-73831     | Store Specialist             | Spectrum Careers | 4          | 2          | 2     |
| 2026-73870     | Resi Connectivity Sales Spec | Google           | 1          | 1          | 1     |
| 2026-73870     | Resi Connectivity Sales Spec | Spectrum Careers | 2          | 2          | 0     |
| 2026-74107     | Rep, Resi Customer Solutions | Bing             | 2          | 2          | 2     |
| 2026-74107     | Rep, Resi Customer Solutions | Google           | 4          | 4          | 2     |
| 2026-74107     | Rep, Resi Customer Solutions | Indeed           | 14         | 13         | 9     |
| 2026-74107     | Rep, Resi Customer Solutions | Spectrum Careers | 16         | 16         | 10    |
| 2026-74107     | Rep, Resi Customer Solutions | ZipRecruiter     | 1          | 1          | 0     |
| 2026-74387     | Resi Connectivity Sales Spec | Google           | 3          | 1          | 0     |
| 2026-74387     | Resi Connectivity Sales Spec | Indeed           | 3          | 1          | 1     |
| 2026-74387     | Resi Connectivity Sales Spec | Jobs2Careers     | 3          | 0          | 0     |
| 2026-74387     | Resi Connectivity Sales Spec | Spectrum Careers | 5          | 3          | 2     |
| 2026-74387     | Resi Connectivity Sales Spec | ZipRecruiter     | 1          | 1          | 0     |
| 2026-74464     | Resi Connectivity Sales Spec | Indeed           | 1          | 1          | 0     |
| 2026-74464     | Resi Connectivity Sales Spec | Jobs2Careers     | 1          | 0          | 0     |
| 2026-74464     | Resi Connectivity Sales Spec | Spectrum Careers | 2          | 1          | 1     |
| 2026-74994     | Store Specialist             | Google           | 1          | 0          | 0     |
| 2026-74994     | Store Specialist             | Spectrum Careers | 2          | 2          | 1     |
| 2026-75065     | Store Specialist             | Spectrum Careers | 2          | 1          | 1     |