

FCC Unit Address List

FCC Unit	Address	City	State	Postal
13540	101 6th St NE	Buffalo	MN	55313
	1108 E College St	Marshall	MN	56258
	1110 E School St	Owatonna	MN	55060
	1213 Gilmore Ave Suite E-02A Winona Mall	Winona	MN	55987
	1215 Third Ave	International Falls	MN	56649
	1400 Cannon Circle	Faribault	MN	55021
	15025 Glazier Ave, Suite 102	Apple Valley	MN	55124
	16900 Cedar Ave	Rosemount	MN	55068
	1724 Madison Ave	Mankato	MN	56001
	17575 Glasgow Ave	Lakeville	MN	55044
	2206 E Oakland Ave	Austin	MN	55912
	2605 Aga Dr Ste 9	Alexandria	MN	56308
	304 E. River Road	Brainerd	MN	56401
	3051 2nd Street South	St. Cloud	MN	56301
	30638 Pearl Drive Suite 1	St Joseph	MN	56374
	308 S Jefferson	Wadena	MN	56482
	3605 Hwy 52 North Bldg 002	Rochester	MN	55901
	3605 Hwy 52 North Bldg 005	Rochester	MN	55901
	3605 Hwy 52 North Bldg 333	Rochester	MN	55901
	3993 Heritage Place Nw	Rochester	MN	55901
	400 NE Lakeland	Willmar	MN	56201
	400 Sundial Dr	Waite Park	MN	56387
	414 Stanton Avenue	Fergus Falls	MN	56537
	5720 Bandell Rd Nw	Rochester	MN	55901
	640 Garfield Ave	Duluth	MN	55802
	8330 Highland Scenic Dr	Baxter	MN	56425

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. B396 - 20180928ACW

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
TIME WARNER CABLE

MSO Name:
CHARTER COMMUNICATIONS

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

City CHARLOTTE	State NC	Zip Code 28217-
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FCC Registration Number:
0024928004

Emp. Unit ID # 13540

Application Purpose

New Program Report
 Amendment to Program Report

Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located
OLMSTED, MN

D. Category of Respondent (check applicable box)

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

E. Pay Period Covered by this Report (inclusive dates) 07/01/17-06/30/18

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

SECTION II COMMUNITY INFORMATION

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

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

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

[Exhibit 2]

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

SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed		Title	GVP, LABOR AND EMPLOYEE RELATIONS
Date	9/28/2018	Name of Respondent	KEVIN SMITH
Telephone No. (include area code)	2037054832		

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

Exhibits

2018 Recruitment Initiatives

CFR § 76.75 (b) (2)

FCC Unit: 13540

4. Participation in at least two events sponsored by community groups active in cable employment issues (including conventions, career days, and workshops).

STEAM (Science, Technology, Engineering, Arts & Math) Community Event

-) November 14, 2017
-) Heinz Center- 1926 Collegeview Rd E Rochester, MN 55904
-) STEAM (Science, Technology, Engineering, Arts & Math) Event for Rochester & surrounding High Schools. To educate our youth on careers in the various industries.
-) 1790 students from Rochester and surrounding communities participated in the STEAM Event, which is an event to educate our youth on careers in the various industries. The students were engaged, polite and asked great questions.
-) Charter Representation: Recruiter

MaxAbility Event

-) August 16, 2017
-) Wood Lake Meeting Center- 210 Wood Lake Drive Rochester, MN 55904
-) MaxAbility is a community organization that has been established to evaluate business practices to maximize the abilities of our disabled candidates in traditional and non-traditional roles. This organization was established in 2015, Spectrum has a positive and well established relationship with the organization.
-) This event allowed a current employee to give the community a testimonial about experience as a Customer Relations Coordinator for Spectrum (was placed at Spectrum through a partnership) but also educate others on the important of partnerships for all candidates and the value to the employee and Spectrum.
-) Charter Representation: Recruiter

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

Leading a Respectful Workplace

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

**2018 FCC Unit Outreach Source List
13540 Minnesota
Olmsted County**

Agency Name	City	State	Zip Code	Recipient Email	Phone #
Minnesota WorkForce Center - Albert Lea	Albert Lea	MN	56007	albertlea.wfc@state.mn.us;null;barry.platt@state.mn.us;Barry Platt, scott.metcalf@state.mn.us;Scott Metcalf	507-369-1488
Minnesota WorkForce Center - Alexandria	Alexandria	MN	56308	alexandria.wfc@state.mn.us;null;ladeen.schillinger@state.mn.us;Ladeen Schillinger	320-762-7800
Mt. Olive Networking Group - Mt Olive Lutheran Church	Anoka	MN	55407	networkteamcommunication@gmail.com;Gary Willrecht	612-827-5919
Minnesota WorkForce Center - Austin	Austin	MN	55912	austin.wfc@state.mn.us;null;barry.platt@state.mn.us;Barry Platt, scott.metcalf@state.mn.us;Scott Metcalf	507-433-0555
Minnesota WorkForce Center - Anoka County	Blaine	MN	55434	anokacounty.wfc@state.mn.us;null;raymond.douha@state.mn.us;Ray Douha, tim.labeau@state.mn.us;Tim Labeau	763-783-4800
Minnesota WorkForce Center - Hennepin South	Bloomington	MN	55437	grant.heino@state.mn.us;Grant Heino, hennepinsouth.wfc@state.mn.us;null;john.koppin@state.mn.us;John Koppin, tom.reese@state.mn.us;Tom Reese	952-346-4000
Minnesota WorkForce Center - Brainerd	Brainerd	MN	56401	brainerd.wfc@state.mn.us;null;john.weisenberger@state.mn.us;John Weisenberger, ladeen.schillinger@state.mn.us;Ladeen Schillinger	218-828-2450
Faith Based Job Search - Living Word Christian Center	Brooklyn Park	MN	55428	info@faithbasedjobsearch.com;null	763-315-7000
Minnesota WorkForce Center - Brooklyn Park	Brooklyn Park	MN	55428	david.wold@state.mn.us;David Wold, erik.aamoth@state.mn.us;null;hennepinnorth.wfc@state.mn.us;null	763-279-4400
Minnesota WorkForce Center - Burnsville	Burnsville	MN	55337	jeffrey.dexter@state.mn.us;Jeffrey Dexter	952-895-7600
Westwood Job Transition - Westwood Community Church	Chanhassen	MN	55331	matthewpbeck@yahoo.com;Matt Beck	952-457-8866
Minnesota WorkForce Center - Cloquet	Cloquet	MN	55720	ben.vanderscheuren@state.mn.us;Ben Vanderscheuren, cloquet.wfc@state.mn.us;null;rhonda.rutford@state.mn.us;Rhonda Rutford	218-878-4414
Surviving Unemployment Life Challenges - The Church of Epiphany	Coon Rapids	MN	55433	N/A	763-755-1020
Minnesota WorkForce Center - Washington County Cottage Grove	Cottage Grove	MN	55016	cottagegrove.wfc@state.mn.us;null;jeffrey.dexter@state.mn.us;Jeff Dexter, lee.okerstrom@state.mn.us;Lee Okerstrom	651-430-4162
Minnesota WorkForce Center - Duluth	Duluth	MN	55802	timothy.trumbull@state.mn.us;Timothy Trumbull	218-723-4730
Lifeworks Services, Inc.	Eagan	MN	55121	N/A	612-220-4162
Eastern Lutheran Church Job Transitions Group - Eastern Lutheran Church	Eagan	MN	55122	catherine@arbez.com;Catherine Breet	N/A
Crossroads Career Network - Grace Church of Eden Prairie	Eden Prairie	MN	55347	david.sparkman@uhc.com;Dave Sparkman	N/A
Back Together Careers Class - Eden Prairie Assembly	Eden Prairie	MN	55346	ron@conroyconsult.com;Ron Conroy	952-934-2327
Job Search Support Group - St. Stephen's Episcopal Church	Edina	MN	55424	N/A	N/A
Legal Professionals In Transition - Edina Lunds Store	Edina	MN	55424	N/A	N/A
Minnesota WorkForce Center - Faribault	Faribault	MN	55021	faribault.wfc@state.mn.us;null	507-333-2047
Department of Employment and Economic Development	Faribault	MN	55021	susan.wold@state.mn.us;Susan Wold	N/A
Minnesota WorkForce Center - Fergus Falls	Fergus Falls	MN	56537	fergusfalls.wfc@state.mn.us;null;john.weisenberger@state.mn.us;John Weisenberger	218-739-7560
Minnesota WorkForce Center - Washington County Forest Lake	Forest Lake	MN	55025	forestlake.wfc@state.mn.us;null;lee.okerstrom@state.mn.us;Lee Okerstrom	651-275-7265
Forest Lake Networking Job Seekers Club - Forest Lake Work ForceCenter	Forest Lake	MN	55025	N/A	651-275-7247
Networking for All - Beverly's Golden Valley	Golden Valley	MN	55432	jeffurbanek@yahoo.com;Jeff Urbanek	763-540-9446
Starbucks Networking Group - Hwy 55 & Winnetka Strip Mall	Golden Valley	MN	55432	v.haddad@yahoo.com;Youssef Haddad	612-791-5544
Minnesota WorkForce Center - Hutchinson	Hutchinson	MN	55350	michael.eisenstadt@state.mn.us;Michael Eisenstadt	320-587-4740
Minnesota WorkForce Center - Mankato	Mankato	MN	56001	barry.platt@state.mn.us;Barry Platt	507-389-6723
Department of Employment and Economic Development	Mankato	MN	56001	evie.wold@state.mn.us;Evie Wold	N/A
Minnesota WorkForce Center - Marshall	Marshall	MN	56258	marshall.wfc@state.mn.us;null;rebecca.kaas@state.mn.us;Rebecca Kaas	507-537-6236
The Minneapolis Job Support Workshop - The Minneapolis Job Support Workshop	Minneapolis	MN	55439	N/A	952-857-2242
Urban Institute for Service and Learning	Minneapolis	MN	55411	antonio@publicallies.org;Antonio Cardona	612-302-3400
Hired Job Link	Minneapolis	MN	55409	lorelai.anderson@hired.org;Lori Anderson	612-287-1381
Avvo	Minneapolis	MN	55406	marje.blevins@avvornn.org;Marje Blevins	612-752-8000
Minnesota WorkForce Center - Minneapolis North	Minneapolis	MN	55411	adesewa.adesij@state.mn.us;Adesewa Adesij, mark.mann@state.mn.us;Mark Mann, minneapolisnorth.wfc@state.mn.us;null	612-520-3500
Minnesota WorkForce Center - Minneapolis South	Minneapolis	MN	55407	grant.heino@state.mn.us;Grant Heino, minneapolisouth.wfc@state.mn.us;null	612-821-4000
Minneapolis American Indian Center	Minneapolis	MN	55404	tcx@maicnet.org;Theresa Cox	612-879-1710
VivusNet Corporation	Minneapolis	MN	55410	adavis@vivusnet.com;Anthony Davis	203-554-5426
Basilica Employment Ministry	Minneapolis	MN	55403	grove@mary.org;Janet Grove	612-317-3508
East Side Neighborhood Services	Minneapolis	MN	55413	sheglund@esns.org;Sonya Heglund	612-787-4051
Employment Transitions - Westminster Presbyterian Church	Minneapolis	MN	55403	krh321@gmail.com;Ken Huskins	N/A
Lutheran Social Service	Minneapolis	MN	55108	N/A	612-879-5286
Minnesota Legal Professionals - The Loop	Minneapolis	MN	55401	N/A	N/A
Centro	Minneapolis	MN	55404	infocenter@centromn.org;Roxana Linares	612-874-1412
Summit Academy OIG	Minneapolis	MN	55405	clomon@saic.org;Felicja Clomon	612-337-0150
Pillsbury United Communities	Minneapolis	MN	55407	dubea@puc-mn.org;Chanda Baker	612-302-3436
Multicultural Center for Academic Excellence (formerly African American Learning Resource Center)	Minneapolis	MN	55455	mcae@umn.edu;Ariyn Weieneth	612-624-6386
American Indian Center	Minneapolis	MN	55404	donc@aiic.org;null;tcx@maicnet.org;Theresa Cox	612-341-3358
CAPI Organization for Refugees Job Club	Minneapolis	MN	55406	lisa.harris@capusa.org;Lisa Harris	612-721-0122
Blind Inc Org	Minneapolis	MN	55404	jdavis@blindinc.org;Dick Davis, scott.dacon@3@gmail.com;Scott Dacon	612-872-0100
Café Networking Group - Jewish Family Children's services	Minnetonka	MN	55305	borenewell@fcsmpols.org;Brooke Greenwell	952-417-2111
Opportunity Partners	Minnetonka	MN	55343	pfredendall@opportunities.org;Paul Fredendall	952-930-4242
Face2Face Job Search Networking for Professionals - Bet Shalom Congregation	Minnetonka	MN	55305	joanne@thejobsearchqueen.com;Joanne Meehl	N/A
Job Transition and Support Group - JVS	Minnetonka	MN	55305	N/A	952-417-2108
Minnesota WorkForce Center - Monticello	Monticello	MN	55362	dwornos@cmjts.org;null;lee.okerstrom@state.mn.us;Lee Okerstrom, michael.eisenstadt@state.mn.us;Michael Eisenstadt, monticello.wfc@state.mn.us;null	763-271-3700
Minnesota WorkForce Center - New Ulm	New Ulm	MN	56073	barry.platt@state.mn.us;Barry Platt, katherine.mcnaire@state.mn.us;Katie McNaire, newulm.wfc@state.mn.us;null	507-354-3138
North Hennepin Community Job Support - North Hennepin Community	North Brooklyn Park	MN	55445	mugarod@nhcc.edu;Mala Ugarod, rkrohn@nhcc.edu;Rich Krohn	763-493-0901
Minnesota WorkForce Center - Ramsey County - North St. Paul	North St. Paul	MN	55109	nenq.lee@state.mn.us;Nenq Lee, northsaintpaul.wfc@state.mn.us;null	651-779-5666
North Metro Job Networking Group	Oak Grove	MN	55011	N/A	763-753-2011
Minnesota WorkForce Center - Owatonna	Owatonna	MN	56060	barry.platt@state.mn.us;Barry Platt, owatonna.wfc@state.mn.us;null;scott.metcalf@state.mn.us;Scott Metcalf	507-446-1470
HSW (Hennepin Southwest) Networkers - St. Richards's Church	Richfield	MN	55423	ganders35@yahoo.com;null	N/A
Minnesota WorkForce Center - Shakopee	Shakopee	MN	55379	jeffrey.dexter@state.mn.us;Jeffrey Dexter, isinell@co.scott.mn.us;Jean Sinell	952-445-7087
SOAR for Jobs - St. Odilia Catholic Community	Shoreview	MN	55126	N/A	N/A
Vet Success	St. Paul	MN	55111	candy.kriska@va.gov;Candy Kriska	612-970-5452
CLUES - St. Paul	St. Paul	MN	55106	N/A	651-357-4200
St. Paul Career Center	St. Paul	MN	55111	lee.okerstrom@state.mn.us;Lee Oker Kelly.gerads@state.mn.us;Kelly Gerads, lee.okerstrom@state.mn.us;Lee Okerstrom, michael.eisenstadt@state.mn.us;Michael Eisenstadt, saintcloud.wfc@state.mn.us;null	N/A
Minnesota WorkForce Center - St. Cloud	St. Cloud	MN	56303	Eisenstadt, saintcloud.wfc@state.mn.us;null	320-308-5320
Women In Transition - Lennox Community Center	St. Louis Park	MN	55426	wit@resource-mn.org;Debbie Lawrence	612-752-8444
7 Degrees Creativ	St. Louis Park	MN	55416	7degreescreativ@gmail.com;null	952-334-5700
Bet Shalom affiliated with Beth Jacob in St. Paul	St. Paul	MN	55305	N/A	N/A
Minnesota WorkForce Center - Ramsey County - St. Paul	St. Paul	MN	55104	jeffrey.dexter@state.mn.us;Jeff Dexter, lee.okerstrom@state.mn.us;Lee Okerstrom, saintpaul.wfc@state.mn.us;null	651-642-0363
Minnesota Department of Employment and Economic Development	St. Paul	MN	55101	marv.heiple@state.mn.us;Mary Heiple	N/A
Jobs in Transition - Quality Career Services	St. Paul	MN	55114	directorqcs@qualitycareerservices.org;null	651-647-9322
The Big Net Job Seekers -St. John The Evangelist	St. Paul	MN	55104	N/A	651-228-1172
St. Paul Career Center	St. Paul	MN	55101	Shane.M.Delaney@state.mn.us;Shane Delaney	651-259-7114
Minnesota WorkForce Center - Wadena	Wadena	MN	56482	darlah@rmcp.com;null;ladeen.schillinger@state.mn.us;Ladeen Schillinger, wadena.wfc@state.mn.us;null	218-631-7660
New Day Career Connections Job Search Support Group - Wayzata Community Church	Wayzata	MN	55391	c.smith@nextstone.net;Christine Smith	952-473-8877
Networking Job Club - Dakota County Northern Service Center	West Saint Paul	MN	55118	N/A	952-895-7663
Minnesota WorkForce Center - West St. Paul	West St. Paul	MN	55118	amber.higgins@co.dakota.mn.us;Amber Higgins, mark.nesgoda@state.mn.us;Mark Nesgoda	651-554-5955
Minnesota WorkForce Center - Wilmar	Wilmar	MN	56201	michael.eisenstadt@state.mn.us;Michael Eisenstadt, ron.kellen@state.mn.us;Ron Kellen, willmar.wfc@state.mn.us;null	320-231-5174
Minnesota WorkForce Center - Winona	Winona	MN	55987	scott.metcalf@state.mn.us;Scott Metcalf, winona.wfc@state.mn.us;null	507-453-2920
Minnesota WorkForce Center - Washington County Woodbury	Woodbury	MN	55125	lee.okerstrom@state.mn.us;Lee Okerstrom, woodbury.wfc@state.mn.us;null	651-275-8650

FCC Source Evaluation Report

FCC Unit: 13540 Minnesota

County/State: Olmsted, MN

Vacancies filled from: 07/01/2017-06/30/2018

Source Description	# Applicants	# Interviews	# Hires
Careers: Website - TW Careers	2210	261	32
Community Event- STEAM (Science, Technology, Engineering, Arts & Math)			
Community Event - Rochester & Surrounding Communities	0	0	0
DirectSourcing:Direct Sourcing	21	21	14
Diversity: Job Fair - Diversity	3	3	2
EMPLFRST:Website - Employees First	3	3	3
FormerEmployee:Former Employee	19	19	14
Internal: Internal	49	49	38
Internet: Internet	1	1	1
Job Fair- Albert Lea - Community Career Event	0	0	0
Job Fair- Albert Lea - Workforce Center - Career Event	0	0	0
Job Fair- Albert Lea - Workforce Center Career Event	0	0	0
Job Fair- Austin - Community Career Event - Bellisio	0	0	0
Job Fair- Austin - Workforce Center Career Event	0	0	0
Job Fair- Austin Workforce Center - Career Event, Austin, MN	0	0	0
Job Fair- Caledonia - Workforce Center - Career Event	0	0	0
Job Fair- Career Event - Albert Lea Workforce Center	0	0	0
Job Fair- Career Event - Austin Workforce Center	0	0	0
Job Fair- Career Event - Workforce Center - Albert Lea, MN	0	0	0
Job Fair- Career Event - Workforce Center - Austin, MN	0	0	0
Job Fair- Career Event - Workforce Center - Owatonna	0	0	0
Job Fair- Career Event - Workforce Center - Owatonna, MN	0	0	0
Job Fair- Career Event - Workforce Center - Winona, MN	0	0	0
Job Fair- Career Event: Rochester Workforce Center	0	0	0
Job Fair- Career Event-Albert Lea Workforce Center	0	0	0
Job Fair- Career Event-Austin Workforce Center	0	0	0
Job Fair- Career Event-Caledonia Workforce Center	0	0	0
Job Fair- Career Event-Disabled American Veterans Job Fair	0	0	0
Job Fair- Career Event-Fall Career Fair (RCTC/Post-Bulletin)	0	0	0
Job Fair- Career Event-Owatonna Workforce Center	0	0	0
Job Fair- Career Event-Red Wing Workforce Center	0	0	0
Job Fair- Career Event-Rochester Retail & Customer Service Job Fair	0	0	0
Job Fair- Career Event-Rochester Workforce Center	0	0	0
Job Fair- Career Event-Rosemount, MN	0	0	0
Job Fair- Career Event-Saint Mary's University of Minnesota Career Event	0	0	0
Job Fair- Career Event-Winona Workforce Center	0	0	0
Job Fair- Community Career Event - JobsHQ - Austin, MN	0	0	0
Job Fair- Community Career Event - Treasure Island Casino, Red Wing, MN	0	0	0
Job Fair- Dakota County Tech College - Career Event	0	0	0
Job Fair- Facebook Posting for Career Events at Bandel Road	0	0	0
Job Fair- Faribault - Workforce Center - Career Event	0	0	0
Job Fair- Faribo West Mall Career Fair	0	0	0
Job Fair- Jobs HQ Digital Job Fair	0	0	0

Job Fair- JobsHQ Career Event - Mankato	0	0	0
Job Fair- JobsHQ Virtual Job Fair	0	0	0
Job Fair- MaxAbility - Career Connection	0	0	0
Job Fair- MaxAbility Reverse Job Fair	0	0	0
Job Fair- Northfield Community Job Fair - Sponsored by Charter Communications & Post Consumer Brands	0	0	0
Job Fair- Outreach Letter to Alliance of Chicanos, Hispanics & Latin Americans	0	0	0
Job Fair- Outreach Letter to Rochester International Youth Organization	0	0	0
Job Fair- Owatonna - Workforce Center - Career Event	0	0	0
Job Fair- Owatonna - Workforce Center Career Event	0	0	0
Job Fair- Owatonna Community Career Event	0	0	0
Job Fair- Pine Island High School Career Event	0	0	0
Job Fair- Red Wing - Workforce Center - Career Event	0	0	0
Job Fair- Red Wing - Workforce Center Career Event	0	0	0
Job Fair- Red Wing Workforce Center - Career Event	0	0	0
Job Fair- Rochester - RCTC Post Bulletin - Community Career Event	0	0	0
Job Fair- Rochester Retail & Customer Service Job Fair	0	0	0
Job Fair- Townsquare Media-Online Career Event	0	0	0
Job Fair- Tuesdays at Bandel: On-Site Career Event	0	0	0
Job Fair- Tuesday's at Bandel: On-Site Career Event	0	0	0
Job Fair- Tuesdays at Bandel: On-Site Career Event	0	0	0
Job Fair- Tuesday's at Bandel-Onsite Career Event	0	0	0
Job Fair- Tuesday's Bandel Rd - On-Site Career Event	0	0	0
Job Fair- Tuesday's on Bandel Rd - Career Event	0	0	0
Job Fair- Tuesday's on Bandel Rd - On-Site Career Event	0	0	0
Job Fair- Tuesday's on Bandel Rd NW - On-Site Career Event	0	0	0
Job Fair- Tuesday's on Bandel Rd NW, Rochester, MN 55901	0	0	0
Job Fair- Tuesday's on Bandel Rd- On-Site Career Event	0	0	0
Job Fair- Tuesday's on Bandel Rd. - On-Site Career Event	0	0	0
Job Fair- Tuesday's on Bandel Road-Onsite Career Event	0	0	0
Job Fair- Ultimate Happy Hour - MN State College Southeast & Red Wing Chamber	0	0	0
Job Fair- Virtual Job Fair-by JobsHq	0	0	0
Job Fair- WF Center Career Event - Austin, MN	0	0	0
Job Fair- WF Center Career Event - Faribault, MN	0	0	0
Job Fair- WF Center Career Event - Owatonna, MN	0	0	0
Job Fair- WF Center Career Event - Winona, MN	0	0	0
Job Fair- Winona - Workforce Center Career Event	0	0	0
Job Fair- Winona Community Career Event	0	0	0
Job Fair- Winona Workforce Center - Career Event	0	0	0
Job Fair- Winona Workforce Center Community Career Event	0	0	0
Job Fair- Winona Workforce Center Featured Spotlight Employer-Spectrum	0	0	0
Job Fair- Workforce Center - Career Event - Winona	0	0	0
Job Fair- Workforce Center - Career Event, Owatonna, MN 55060	0	0	0
Job Fair- Workforce Center - Career Event, Winona, MN	0	0	0
Job Fair- Workforce Center Career Event - Winona, MN	0	0	0
JOB_BOARD:Internet - Job Boards	49	49	38
Newspaper- Austin Daily Herald Ad	0	0	0
Newspaper- JobsHQ Newspaper Ads	0	0	0
ORGPRO:Organization - Professional	1	1	1
Other- Craigslist Posting	0	0	0

Other- Craigslist Ad	0	0	0
Other- Craigslist Posting	0	0	0
Other- Digital Billboard at Graham Park	0	0	0
Other- Digital Billboard at Graham Park	0	0	0
Other- Email to Internal Employees	0	0	0
Other- Facebook Event Posting	0	0	0
Other- Facebook Posting	0	0	0
Other- Facebook Posting for On-Site Career Event in Rochester MN	0	0	0
Other- Google Display Banners	0	0	0
Other- Internal Email to Bandel Road Call Center Employees	0	0	0
Other- Internal Email to Spectrum Employees	0	0	0
Other- JobsHq Geofencing	0	0	0
Other- JobsHQ Posting	0	0	0
Other- KNXR Radio Ad	0	0	0
Other- KNXR Radio Ads	0	0	0
Other- KROC Radio Ads	0	0	0
Other- Minnesotaworks.net	0	0	0
Other- Minnesotaworks.net Posting	0	0	0
Other- Minnesotaworks.net Posting	0	0	0
Other- Nexxt Text	0	0	0
Other- On-line Indeed Event	0	0	0
Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
Other- Outreach Email to Rochester Community & Technical College	0	0	0
Other- Outreach Email to Rochester Community and Technical College	0	0	0
Other- Outreach Email to Rochester Technical & Community College	0	0	0
Other- Outreach Email to Rochester Technical & Technical College	0	0	0
Other- Outreach Email to Rochester Technical and Community College	0	0	0
Other- Outreach Email to Rochester Workforce Center	0	0	0
Other- Outreach Items	0	0	0
Other- Outreach Letter to Alliance of Chicanos, Hispanics & Latin Americans	0	0	0
Other- Outreach Letter to Alliance of Chicanos, Hispanics and Latin Americans	0	0	0
Other- Outreach Letter to Rochester International Youth Organization	0	0	0
Other- Outreach Letter to Rochester Women's Shelter	0	0	0
Other- Outreach Letter to Women's Shelter	0	0	0
Other- Outreach Letters	0	0	0
Other- Radio Ad-KNXR Radio	0	0	0
Other- Radio Ads-KNXR Radio	0	0	0
Other- Rep 1, Cust Svc Video Repair Craigslist Ad	0	0	0
Other- US Military Pipeline Posting	0	0	0
Other- USMilitaryPipeline Posting	0	0	0
Other- USMilitarypipeline.com	0	0	0
Other- USMilitaryPipeline.com Posting	0	0	0
OTHER: Other	151	151	109
Profession: Job Fair - Profession	2	2	2
Professional: Referral - Professional	24	24	18
Radio: Ad - Radio	3	3	2
REFTWC:Referral - Time Warner Cable	14	14	9
Research: Research	2	2	1
Television: Ad - Television	1	1	0

Website - Internal Opportunities	357	194	84
Grand Total	2910	798	368

FCC Sourcing Report

FCC Unit: 13540 Minnesota

County/State: Olmsted, MN

Vacancies filled from: 07/01/2017-06/30/2018

Requisition #	Job Title	Source Description	# Applicants	# Interviews	# Hires
203062BR	Field Technician I Nonexempt	Careers: Website - TW Careers	32	11	0
		JOB_BOARD:Internet - Job Boards	2	2	1
203174BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	0	0
203176BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	5	1	1
203284BR	Resolution Specialist Nonexempt	Careers: Website - TW Careers	2	2	0
		Website - Internal Opportunities	13	11	1
203349BR	EAE-Enterprise Account Exec Exempt	Careers: Website - TW Careers	10	0	0
		Website - Internal Opportunities	3	0	0
203426BR	SAM - Strategic AM Gov/Ed Exempt	Careers: Website - TW Careers	5	2	0
		Website - Internal Opportunities	2	2	1
203430BR	Customer Support Lead - Comm Nonexempt	Careers: Website - TW Careers	2	2	0
		Website - Internal Opportunities	8	7	1
203896BR	Mgr, Cust Service Operations Exempt	Careers: Website - TW Careers	2	0	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	7	4	0
203929BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	10	1	0
		Website - Internal Opportunities	1	0	0
204200BR	Sr Mgr, Gov Affairs Exempt	Careers: Website - TW Careers	57	4	1
		Website - Internal Opportunities	1	0	0
204276BR	Cust Rel Coord - Comm Billing Nonexempt	Careers: Website - TW Careers	71	3	0
		DirectSourcing:Direct Sourcing	1	1	1
		FormerEmployee:Former Employee	1	1	0
		JOB_BOARD:Internet - Job Boards	2	2	1
		Professional: Referral - Professional	6	6	2
		Research: Research	2	2	1
		Website - Internal Opportunities	4	2	1
204481BR	Field Technician I Nonexempt	Careers: Website - TW Careers	6	2	0
		FormerEmployee:Former Employee	1	1	1
204537BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	2	1	0
		DirectSourcing:Direct Sourcing	1	1	0
204553BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	66	8	2
		FormerEmployee:Former Employee	5	5	5
		Internal: Internal	1	1	1
		OTHER: Other	14	14	11
204888BR	Field Technician I Nonexempt	Careers: Website - TW Careers	8	1	0
		JOB_BOARD:Internet - Job Boards	3	3	1
		Website - Internal Opportunities	1	0	0
204894BR	Field Technician I Nonexempt	Careers: Website - TW Careers	17	3	0
		Internal: Internal	1	1	1
204983BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	1	0	0
		OTHER: Other	1	1	1
205033BR	Field Technician I Nonexempt	Careers: Website - TW Careers	5	0	0
		JOB_BOARD:Internet - Job Boards	1	1	1

205187BR	Account Executive Exempt	Careers: Website - TW Careers	36	2	1
205351BR	Business Retention Rep Nonexempt	Careers: Website - TW Careers	16	2	0
		Website - Internal Opportunities	8	8	2
205379BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	6	0	0
		FormerEmployee:Former Employee	1	1	1
		Website - Internal Opportunities	1	0	0
205413BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	7	0	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	1	0	0
205536BR	Business Sales Representative Nonexempt	Careers: Website - TW Careers	22	1	0
		Profession: Job Fair - Profession	1	1	1
		Professional: Referral - Professional	3	3	3
		Website - Internal Opportunities	1	0	0
205783BR	Store Associate Nonexempt	Careers: Website - TW Careers	17	2	0
		DirectSourcing:Direct Sourcing	1	1	1
		REFTWC:Referral - Time Warner Cable	1	1	0
		Website - Internal Opportunities	1	0	0
205805BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	87	9	1
		FormerEmployee:Former Employee	2	2	1
		OTHER: Other	26	26	15
205845BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	0	0
205861BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	7	3	2
		REFTWC:Referral - Time Warner Cable	1	1	1
205864BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	2	1	0
		DirectSourcing:Direct Sourcing	1	1	0
205870BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	5	2	0
		Diversity: Job Fair - Diversity	1	1	1
205879BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	2	1	0
206151BR	Field Technician I Nonexempt	Careers: Website - TW Careers	18	3	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	1	1	1
206323BR	EAM-Enterprise Account Manager Exempt	Careers: Website - TW Careers	20	0	0
		OTHER: Other	2	2	1
		Website - Internal Opportunities	2	0	0
206425BR	Field Technician I Nonexempt	Careers: Website - TW Careers	7	2	0
		JOB_BOARD:Internet - Job Boards	1	1	1
206490BR	Field Technician I Nonexempt	Careers: Website - TW Careers	14	0	0
		JOB_BOARD:Internet - Job Boards	4	4	4
206738BR	Sales Support Coordinator III Nonexempt	Website - Internal Opportunities	11	2	2
206865BR	Field Technician I Nonexempt	Careers: Website - TW Careers	20	2	0
206898BR	Field Technician I Nonexempt	Careers: Website - TW Careers	10	3	0
		OTHER: Other	1	1	1
206932BR	Carrier Account Manager II Exempt	Careers: Website - TW Careers	47	4	1
		Website - Internal Opportunities	21	3	1
206944BR	Field Technician V Nonexempt	Careers: Website - TW Careers	9	0	0
		Website - Internal Opportunities	1	0	0
206972BR	Construction Coordinator I Nonexempt	Careers: Website - TW Careers	6	0	0
		Website - Internal Opportunities	2	1	1
206980BR	Construction Coordinator I Nonexempt	Careers: Website - TW Careers	3	0	0

		Internal: Internal	1	1	1
		Website - Internal Opportunities	1	0	0
206987BR	Construction Coordinator III Nonexempt	Careers: Website - TW Careers	2	0	0
		Website - Internal Opportunities	2	1	1
206988BR	Construction Coordinator III Nonexempt	Careers: Website - TW Careers	3	0	0
		Website - Internal Opportunities	6	1	1
207149BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	8	1	0
207322BR	RSC Rep I Nonexempt	Careers: Website - TW Careers	26	1	0
		Website - Internal Opportunities	5	2	1
207374BR	Account Executive Exempt	Careers: Website - TW Careers	5	1	0
		DirectSourcing:Direct Sourcing	1	1	1
207399BR	Fulfillment Support Tech Nonexempt	Careers: Website - TW Careers	2	0	0
		JOB_BOARD:Internet - Job Boards	2	2	1
207509BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	93	6	2
		FormerEmployee:Former Employee	1	1	1
		Internal: Internal	1	1	1
		JOB_BOARD:Internet - Job Boards	1	1	1
		OTHER: Other	10	10	9
		Website - Internal Opportunities	1	1	1
207812BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	2	0	0
		Website - Internal Opportunities	2	1	1
207946BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	5	2	2
207950BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	3	2	1
208313BR	Sup, Sales Operations Exempt	Careers: Website - TW Careers	9	0	0
		Website - Internal Opportunities	7	1	1
208380BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	3	1	0
208382BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	2	0
		DirectSourcing:Direct Sourcing	1	1	1
208392BR	Account Executive Exempt	Careers: Website - TW Careers	20	1	0
		Website - Internal Opportunities	2	0	0
208564BR	Store Associate Nonexempt	Careers: Website - TW Careers	37	5	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	2	0	0
208612BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	5	0	0
208817BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	3	0	0
		REFTWC:Referral - Time Warner Cable	2	2	1
208849BR	Sup, Field Operations Exempt	Careers: Website - TW Careers	4	1	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	9	7	0
208859BR	Field Technician I Nonexempt	Careers: Website - TW Careers	12	2	0
		JOB_BOARD:Internet - Job Boards	2	2	2
208937BR	Construction Coordinator I Nonexempt	Careers: Website - TW Careers	1	0	0
		Website - Internal Opportunities	5	5	1
209016BR	Field Technician I Nonexempt	Careers: Website - TW Careers	5	1	0
		JOB_BOARD:Internet - Job Boards	1	1	1
209018BR	Field Technician I Nonexempt	Careers: Website - TW Careers	31	5	1
209019BR	Field Technician I Nonexempt	Careers: Website - TW Careers	11	3	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		REFTWC:Referral - Time Warner Cable	1	1	0

209081BR	Rep 1, Cust Svc SB Billing Nonexempt	Careers: Website - TW Careers	66	8	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Professional: Referral - Professional	8	8	8
		Radio: Ad - Radio	1	1	1
		Website - Internal Opportunities	3	2	2
209342BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	67	5	1
		FormerEmployee:Former Employee	1	1	0
		OTHER: Other	21	21	13
209755BR	Lead Video Repair Nonexempt	Website - Internal Opportunities	15	10	2
209855BR	Warehouse Technician Nonexempt	Careers: Website - TW Careers	19	4	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		Website - Internal Opportunities	1	1	0
209874BR	Sales Support Coordinator III Nonexempt	Website - Internal Opportunities	11	1	1
209920BR	Fulfillment Support Tech Nonexempt	Careers: Website - TW Careers	5	1	0
		JOB_BOARD:Internet - Job Boards	1	1	1
210208BR	Account Executive Exempt	Careers: Website - TW Careers	11	2	1
210231BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	3	0	0
		FormerEmployee:Former Employee	1	1	1
210232BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	1	1
210251BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	7	1	0
		REFTWC:Referral - Time Warner Cable	1	1	0
210263BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	5	2	1
210265BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	6	0	0
210493BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	13	1	0
210578BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	116	13	3
		FormerEmployee:Former Employee	2	2	1
		Internal: Internal	4	4	3
		OTHER: Other	30	30	21
		Radio: Ad - Radio	2	2	1
210599BR	Warehouse Technician Nonexempt	Careers: Website - TW Careers	28	6	0
		JOB_BOARD:Internet - Job Boards	2	2	1
		Website - Internal Opportunities	2	1	0
210642BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	5	2	0
		Website - Internal Opportunities	1	1	0
210645BR	Field Technician I Nonexempt	Careers: Website - TW Careers	5	0	0
		JOB_BOARD:Internet - Job Boards	4	4	2
210869BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	5	3	0
		DirectSourcing:Direct Sourcing	1	1	0
211467BR	Assoc ISP Ops Engineer Exempt	Careers: Website - TW Careers	13	1	0
		Website - Internal Opportunities	5	2	1
211991BR	Field Technician I Nonexempt	Careers: Website - TW Careers	14	0	0
		JOB_BOARD:Internet - Job Boards	2	2	2
		REFTWC:Referral - Time Warner Cable	1	1	1
211992BR	Field Technician I Nonexempt	Careers: Website - TW Careers	47	9	0
		JOB_BOARD:Internet - Job Boards	3	3	3
		Website - Internal Opportunities	2	2	1
211993BR	Field Technician I Nonexempt	Careers: Website - TW Careers	17	4	0
		JOB_BOARD:Internet - Job Boards	1	1	1
		REFTWC:Referral - Time Warner Cable	1	1	1

211995BR	Field Technician V Nonexempt	Careers: Website - TW Careers	13	1	0
		Website - Internal Opportunities	1	1	1
212201BR	Operations Support Manager Exempt	Website - Internal Opportunities	3	1	1
212440BR	Mgr, Day of Job Exempt	Website - Internal Opportunities	6	4	1
212478BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	5	1	0
212499BR	DOJ Rep I Nonexempt	Website - Internal Opportunities	75	51	40
212576BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	2	2	0
		DirectSourcing:Direct Sourcing	2	2	1
212579BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	1	1	1
212582BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	6	2	1
		DirectSourcing:Direct Sourcing	5	5	3
212583BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	3	1	0
212585BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	67	6	0
		FormerEmployee:Former Employee	1	1	1
		Internal: Internal	8	8	7
		OTHER: Other	18	18	13
		Television: Ad - Television	1	1	0
212752BR	Sup, Day of Job Exempt	Website - Internal Opportunities	25	10	3
212954BR	Field Technician I Nonexempt	Careers: Website - TW Careers	8	0	0
		JOB_BOARD:Internet - Job Boards	4	4	3
		REFTWC:Referral - Time Warner Cable	1	1	0
213010BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	26	2	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	3	1	1
213082BR	Field Technician I Nonexempt	Careers: Website - TW Careers	16	3	0
		JOB_BOARD:Internet - Job Boards	2	2	0
213086BR	Store Associate Nonexempt	Careers: Website - TW Careers	8	3	0
		JOB_BOARD:Internet - Job Boards	1	1	1
213131BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	0	0
		DirectSourcing:Direct Sourcing	2	2	1
		Diversity: Job Fair - Diversity	1	1	0
213163BR	Business Sales Representative Nonexempt	Careers: Website - TW Careers	30	3	0
		FormerEmployee:Former Employee	1	1	0
		Professional: Referral - Professional	1	1	1
		Website - Internal Opportunities	1	0	0
213701BR	Fulfillment Support Tech Nonexempt	Careers: Website - TW Careers	7	0	0
		Website - Internal Opportunities	2	1	0
213913BR	Field Technician I Nonexempt	Careers: Website - TW Careers	10	0	0
		REFTWC:Referral - Time Warner Cable	1	1	1
214096BR	Lead Video Repair Nonexempt	Website - Internal Opportunities	6	5	1
214221BR	Field Technician VI Nonexempt	Careers: Website - TW Careers	5	1	0
		Website - Internal Opportunities	1	0	0
214222BR	Field Technician I Nonexempt	Careers: Website - TW Careers	12	2	0
		JOB_BOARD:Internet - Job Boards	1	1	1
214223BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	103	9	1
		FormerEmployee:Former Employee	1	1	1
		Internal: Internal	12	12	7
		OTHER: Other	16	16	13
214499BR	Fulfillment Support Tech Nonexempt	Careers: Website - TW Careers	3	0	0

		Website - Internal Opportunities	1	0	0
214640BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	6	1	1
214665BR	Sup, Construction Exempt	Careers: Website - TW Careers	2	0	0
		Website - Internal Opportunities	6	6	1
214718BR	Field Technician I Nonexempt	Careers: Website - TW Careers	3	1	0
		JOB_BOARD:Internet - Job Boards	1	1	1
214953BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	1	0	0
		EMPLFRST:Website - Employees First	1	1	1
214955BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	1	1	0
214956BR	Direct Sales Rep Exempt	EMPLFRST:Website - Employees First	1	1	1
215047BR	Store Associate Nonexempt	Careers: Website - TW Careers	14	3	0
		JOB_BOARD:Internet - Job Boards	1	1	1
215140BR	Field Technician I Nonexempt	Careers: Website - TW Careers	31	0	0
		REFTWC:Referral - Time Warner Cable	1	1	1
215182BR	Field Technician I Nonexempt	Careers: Website - TW Careers	10	2	0
		REFTWC:Referral - Time Warner Cable	1	1	1
215276BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	1	0
215284BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	9	0	0
215286BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	9	1	0
215517BR	Acct Exec, Spec Comm Sol Exempt	Careers: Website - TW Careers	1	1	1
215621BR	Sup, Direct Sales Exempt	Careers: Website - TW Careers	13	2	1
		Website - Internal Opportunities	1	0	0
215669BR	Fulfillment Support Tech Nonexempt	Careers: Website - TW Careers	5	0	0
		Website - Internal Opportunities	1	0	0
215706BR	Fulfillment Support Tech Nonexempt	Website - Internal Opportunities	1	1	1
215841BR	EAE-Enterprise Account Exec Exempt	Careers: Website - TW Careers	15	0	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	1	0	0
216282BR	Mgr, Direct Sales Exempt	Careers: Website - TW Careers	15	0	0
		Website - Internal Opportunities	1	1	1
216405BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	65	7	0
		Internal: Internal	9	9	5
		OTHER: Other	6	6	5
		Website - Internal Opportunities	1	0	0
216456BR	Construction Coordinator I Nonexempt	Careers: Website - TW Careers	1	0	0
		Website - Internal Opportunities	4	4	1
216832BR	Store Associate Nonexempt	Careers: Website - TW Careers	6	0	0
		Website - Internal Opportunities	1	1	0
217103BR	Account Executive Exempt	Careers: Website - TW Careers	4	1	1
217497BR	Sup, Direct Sales Exempt	Careers: Website - TW Careers	5	0	0
		EMPLFRST:Website - Employees First	1	1	1
217498BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	7	1	1
		DirectSourcing:Direct Sourcing	1	1	1
217618BR	Store Associate Nonexempt	Careers: Website - TW Careers	4	2	0
		REFTWC:Referral - Time Warner Cable	1	1	1
217622BR	Mgr, Sales Mid Markets Exempt	Careers: Website - TW Careers	13	2	0
		DirectSourcing:Direct Sourcing	1	1	1
		Website - Internal Opportunities	1	0	0
217646BR	Rep 1, Cust Svc SB Billing Nonexempt	Careers: Website - TW Careers	43	2	0

		FormerEmployee:Former Employee	1	1	1
		Internal: Internal	1	1	1
		Profession: Job Fair - Profession	1	1	1
		Professional: Referral - Professional	5	5	3
		Website - Internal Opportunities	4	3	0
217710BR	Rep 1, Cust Svc Video Repair Nonexempt	Careers: Website - TW Careers	100	7	0
		Internal: Internal	6	6	6
		ORGPRO:Organization - Professional	1	1	1
		OTHER: Other	6	6	6
		Professional: Referral - Professional	1	1	1
		Website - Internal Opportunities	1	0	0
217713BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	3	0	0
		Website - Internal Opportunities	1	0	0
217715BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	1	0	0
217944BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	3	0
		Diversity: Job Fair - Diversity	1	1	1
217945BR	Direct Sales Rep Exempt	REFTWC:Referral - Time Warner Cable	1	1	1
217964BR	Sr Warehouse Technician Nonexempt	Careers: Website - TW Careers	13	2	0
		Website - Internal Opportunities	2	1	1
218100BR	Community Sales Specialist Exempt	Careers: Website - TW Careers	1	0	0
218204BR	Field Technician I Nonexempt	Careers: Website - TW Careers	12	1	0
		Internet: Internet	1	1	1
218398BR	Lead Video Repair Nonexempt	Website - Internal Opportunities	20	13	1
218427BR	Field Technician V Nonexempt	Careers: Website - TW Careers	1	0	0
		Internal: Internal	1	1	1
		Website - Internal Opportunities	2	2	1
218500BR	Store Associate Nonexempt	Careers: Website - TW Careers	7	1	0
		Website - Internal Opportunities	1	1	1
218644BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	1	0
218771BR	Human Resources Generalist Exempt	Website - Internal Opportunities	5	1	1
218823BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	3	0	0
		DirectSourcing:Direct Sourcing	1	1	1
218975BR	Maintenance Technician I Nonexempt	Careers: Website - TW Careers	3	0	0
		Website - Internal Opportunities	4	3	1
219371BR	Store Associate Nonexempt	Careers: Website - TW Careers	9	2	0
		JOB_BOARD:Internet - Job Boards	1	1	1
219670BR	Sup, Construction Exempt	Careers: Website - TW Careers	1	0	0
		Website - Internal Opportunities	3	3	1
219763BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	4	2	1
219764BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	2	0	0
		JOB_BOARD:Internet - Job Boards	1	1	1
219895BR	Account Executive Exempt	Careers: Website - TW Careers	1	1	1
220113BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	2	0	0
220775BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	1	1	0
220778BR	Direct Sales Rep Exempt	Careers: Website - TW Careers	2	0	0
		Internal: Internal	1	1	1
198349BR	Sup, Cust Care Call Ctr -Resi	Job Fair- Tuesday's on Bandel Rd - On-Site Career Event	0	0	0
		Other- JobsHQ Posting	0	0	0

198569BR	Sales Support Coordinator I Nonexempt	Other- Outreach Items	0	0	0
198776BR	Cust Rel Coord - Video Repair Nonexempt	Job Fair- Career Event - Austin Workforce Center	0	0	0
		Job Fair- Career Event-Caledonia Workforce Center	0	0	0
		Job Fair- Career Event-Owatonna Workforce Center	0	0	0
		Job Fair- Career Event-Rochester Workforce Center	0	0	0
		Job Fair- Career Event-Winona Workforce Center	0	0	0
		Job Fair- Townsquare Media-Online Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Rd - On-Site Career Event	0	0	0
		Job Fair- Workforce Center - Career Event, Owatonna, MN 55060	0	0	0
		Job Fair- Workforce Center - Career Event, Winona, MN	0	0	0
		Other- Facebook Posting	0	0	0
		Other- Radio Ad-KNXR Radio	0	0	0
198947BR	Cust Rel Coord-Comm Repair Nonexempt	Other- Outreach Items	0	0	0
200524BR	Cust Rel Coord - Video Repair Nonexempt	Job Fair- Austin Workforce Center - Career Event, Austin, MN	0	0	0
		Job Fair- Career Event - Albert Lea Workforce Center	0	0	0
		Job Fair- Career Event-Caledonia Workforce Center	0	0	0
		Job Fair- Career Event-Disabled American Veterans Job Fair	0	0	0
		Job Fair- Career Event-Rochester Workforce Center	0	0	0
		Job Fair- Red Wing Workforce Center - Career Event	0	0	0
		Job Fair- Townsquare Media-Online Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Rd - On-Site Career Event	0	0	0
		Job Fair- Winona Workforce Center - Career Event	0	0	0
		Other- Craigslist Ad	0	0	0
		Other- Facebook Posting	0	0	0
		Other- JobsHq Geofencing	0	0	0
		Other- Minnesotaworks.net Posting	0	0	0
		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Alliance of Chicanos, Hispanics and Latin Americans	0	0	0
		Other- Outreach Letter to Rochester International Youth Organization	0	0	0
		Other- Outreach Letter to Women's Shelter	0	0	0
		Other- Radio Ads-KNXR Radio	0	0	0
		Other- US Military Pipeline Posting	0	0	0
200699BR	Customer Support Lead	Other- Email to Internal Employees	0	0	0
200824BR	Mgr, Human Resources	Other- Outreach Items	0	0	0
202510BR	Cust Rel Coord - Video Repair Nonexempt	Job Fair- Career Event - Workforce Center - Albert Lea, MN	0	0	0
		Job Fair- Career Event - Workforce Center - Austin, MN	0	0	0

		Job Fair- Career Event - Workforce Center - Owatonna	0	0	0
		Job Fair- Career Event - Workforce Center - Winona, MN	0	0	0
		Job Fair- Career Event-Rochester Retail & Customer Service Job Fair	0	0	0
		Job Fair- Career Event-Rochester Workforce Center	0	0	0
		Job Fair- Community Career Event - JobsHQ - Austin, MN	0	0	0
		Job Fair- Jobs HQ Digital Job Fair	0	0	0
		Job Fair- JobsHQ Virtual Job Fair	0	0	0
		Job Fair- Outreach Letter to Rochester International Youth Organization	0	0	0
		Job Fair- Tuesday's on Bandel Rd - Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Rd - On-Site Career Event	0	0	0
		Job Fair- Ultimate Happy Hour - MN State College Southeast & Red Wing Chamber	0	0	0
		Newspaper- Austin Daily Herald Ad	0	0	0
		Other- Facebook Posting	0	0	0
		Other- JobsHq Geofencing	0	0	0
		Other- KNXR Radio Ad	0	0	0
		Other- Minnesotaworks.net Posting	0	0	0
		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
		Other- Outreach Email to Rochester Technical and Community College	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Alliance of Chicanos, Hispanics and Latin Americans	0	0	0
		Other- Outreach Letter to Women's Shelter	0	0	0
		Other- US Military Pipeline Posting	0	0	0
203896BR	Mgr, Cust Service Operations	Other- Email to Internal Employees	0	0	0
204276BR	Cust Rel Coord - Comm Billing Nonexempt	Other- Outreach Items	0	0	0
204553BR	Rep 1, Cust Svc Video Repair Nonexempt	Job Fair- Career Event - Workforce Center - Owatonna, MN	0	0	0
		Job Fair- Career Event - Workforce Center - Winona, MN	0	0	0
		Job Fair- Career Event-Austin Workforce Center	0	0	0
		Job Fair- Career Event-Rochester Workforce Center	0	0	0
		Job Fair- JobsHQ Virtual Job Fair	0	0	0
		Job Fair- MaxAbility - Career Connection	0	0	0
		Job Fair- Northfield Community Job Fair - Sponsored by Charter Communications & Post Consumer Brands	0	0	0
		Job Fair- Tuesday's on Bandel Rd - On-Site Career Event	0	0	0
		Other- Craigslist Ad	0	0	0
		Other- Digital Billboard at Graham Park	0	0	0
		Other- JobsHq Geofencing	0	0	0
		Other- KNXR Radio Ad	0	0	0
		Other- Minnesotaworks.net Posting	0	0	0
		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0

		Other- Outreach Email to Rochester Community and Technical College	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Alliance of Chicanos, Hispanics and Latin Americans	0	0	0
		Other- Outreach Letter to Rochester International Youth Organization	0	0	0
		Other- Outreach Letter to Women's Shelter	0	0	0
		Other- USMilitaryPipeline.com Posting	0	0	0
205805BR	Rep 1, Cust Svc Video Repair Nonexempt	Job Fair- Albert Lea - Workforce Center - Career Event	0	0	0
		Job Fair- Caledonia - Workforce Center - Career Event	0	0	0
		Job Fair- Career Event-Albert Lea Workforce Center	0	0	0
		Job Fair- Career Event-Fall Career Fair (RCTC/Post-Bulletin)	0	0	0
		Job Fair- Career Event-Red Wing Workforce Center	0	0	0
		Job Fair- Career Event-Saint Mary's University of Minnesota Career Event	0	0	0
		Job Fair- Career Event-Winona Workforce Center	0	0	0
		Job Fair- Community Career Event - Treasure Island Casino, Red Wing, MN	0	0	0
		Job Fair- Owatonna - Workforce Center - Career Event	0	0	0
		Job Fair- Red Wing - Workforce Center - Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Rd - On-Site Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Rd NW - On-Site Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Rd NW, Rochester, MN 55901	0	0	0
		Job Fair- Virtual Job Fair-by JobsHq	0	0	0
		Job Fair- Winona Workforce Center Community Career Event	0	0	0
		Newspaper- JobsHQ Newspaper Ads	0	0	0
		Other- Craigslist Posting	0	0	0
		Other- Digital Billboard at Graham Park	0	0	0
		Other- JobsHQ Posting	0	0	0
		Other- KNXR Radio Ad	0	0	0
		Other- KROC Radio Ads	0	0	0
		Other- Minnesotaworks.net Posting	0	0	0
		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
		Other- Outreach Email to Rochester Technical and Community College	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Alliance of Chicanos, Hispanics and Latin Americans	0	0	0
		Other- Outreach Letter to Rochester International Youth Organization	0	0	0
		Other- Outreach Letter to Women's Shelter	0	0	0
207509BR	Rep 1, Cust Svc Video Repair Nonexempt	Community Event- STEAM (Science, Technology, Engineering, Arts & Math) Community Event - Rochester & Surrounding Communities	0	0	0

		Job Fair- Albert Lea - Workforce Center - Career Event	0	0	0
		Job Fair- Career Event-Rochester Workforce Center	0	0	0
		Job Fair- Faribault - Workforce Center - Career Event	0	0	0
		Job Fair- Outreach Letter to Rochester International Youth Organization	0	0	0
		Job Fair- Tuesday's on Bandel Rd NW - On-Site Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Rd NW, Rochester, MN 55901	0	0	0
		Job Fair- Winona Community Career Event	0	0	0
		Other- Craigslist Ad	0	0	0
		Other- Digital Billboard at Graham Park	0	0	0
		Other- JobsHq Geofencing	0	0	0
		Other- Minnesotaworks.net Posting	0	0	0
		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
		Other- Outreach Email to Rochester Community & Technical College	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Alliance of Chicanos, Hispanics and Latin Americans	0	0	0
		Other- Outreach Letter to Women's Shelter	0	0	0
		Other- USMilitaryPipeline Posting	0	0	0
209081BR	Rep 1, Cust Svc SB Billing Nonexempt	Other- US Military Pipeline Posting	0	0	0
209342BR	Rep 1, Cust Svc Video Repair Nonexempt	Job Fair- Career Event-Rochester Workforce Center	0	0	0
		Job Fair- Tuesday's on Bandel Rd NW - On-Site Career Event	0	0	0
		Job Fair- WF Center Career Event - Austin, MN	0	0	0
		Job Fair- WF Center Career Event - Faribault, MN	0	0	0
		Job Fair- WF Center Career Event - Owatonna, MN	0	0	0
		Job Fair- WF Center Career Event - Winona, MN	0	0	0
		Other- Craigslist Ad	0	0	0
		Other- Digital Billboard at Graham Park	0	0	0
		Other- Facebook Event Posting	0	0	0
		Other- JobsHq Geofencing	0	0	0
		Other- Minnesotaworks.net Posting	0	0	0
		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
		Other- Outreach Email to Rochester Technical & Community College	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Alliance of Chicanos, Hispanics & Latin Americans	0	0	0
		Other- Outreach Letter to Rochester International Youth Organization	0	0	0
		Other- Outreach Letter to Women's Shelter	0	0	0
		Other- USMilitaryPipeline Posting	0	0	0
209755BR	Lead Video Repair	Other- Internal Email to Bandel Road Call Center Employees	0	0	0
210578BR	Rep 1, Cust Svc Video Repair Nonexempt	Job Fair- Career Event: Rochester Workforce Center	0	0	0

		Job Fair- Tuesdays at Bandel: On-Site Career Event	0	0	0
		Job Fair- Tuesday's at Bandel: On-Site Career Event	0	0	0
		Job Fair- Tuesdays at Bandel: On-Site Career Event	0	0	0
		Other- Digital Billboard at Graham Park	0	0	0
		Other- Facebook Posting for On-Site Career Event in Rochester MN	0	0	0
		Other- JobsHq Geofencing	0	0	0
		Other- KNXR Radio Ads	0	0	0
		Other- Minnesotaworks.net Posting	0	0	0
		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
		Other- Outreach Email to Rochester Community and Technical College	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Alliance of Chicanos, Hispanics and Latin Americans	0	0	0
		Other- Outreach Letter to Rochester International Youth Organization	0	0	0
		Other- Outreach Letter to Women's Shelter	0	0	0
		Other- Rep 1, Cust Svc Video Repair Craigslist Ad	0	0	0
		Other- US Military Pipeline Posting	0	0	0
212585BR	Rep 1, Cust Svc Video Repair Nonexempt	Job Fair- Career Event-Albert Lea Workforce Center	0	0	0
		Job Fair- Career Event-Red Wing Workforce Center	0	0	0
		Job Fair- Career Event-Rochester Workforce Center	0	0	0
		Job Fair- Career Event-Rosemount, MN	0	0	0
		Job Fair- JobsHQ Career Event - Mankato	0	0	0
		Job Fair- Pine Island High School Career Event	0	0	0
		Job Fair- Rochester Retail & Customer Service Job Fair	0	0	0
		Job Fair- Tuesday's at Bandel-Onsite Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Road-Onsite Career Event	0	0	0
		Job Fair- Workforce Center Career Event - Winona, MN	0	0	0
		Other- Craigslist Posting	0	0	0
		Other- Digital Billboard at Graham Park	0	0	0
		Other- KNXR Radio Ads	0	0	0
		Other- Minnesotaworks.net	0	0	0
		Other- Nexxt Text	0	0	0
		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
		Other- Outreach Email to Rochester Technical & Technical College	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Alliance of Chicanos, Hispanics & Latin Americans	0	0	0
		Other- Outreach Letter to Rochester International Youth Organization	0	0	0
		Other- Outreach Letter to Rochester Women's Shelter	0	0	0

		Other- USMilitarypipeline.com	0	0	0
213163BR	Business Sales Representative Nonexempt	Other- Minnesotaworks.net Posting	0	0	0
		Other- Outreach Letters	0	0	0
		Other- US Military Pipeline Posting	0	0	0
214096BR	Lead Video Repair	Other- Internal Email to Bandel Road Call Center Employees	0	0	0
214223BR	Rep 1, Cust Svc Video Repair Nonexempt	Job Fair- Albert Lea - Workforce Center Career Event	0	0	0
		Job Fair- Austin - Workforce Center Career Event	0	0	0
		Job Fair- Career Event-Rochester Workforce Center	0	0	0
		Job Fair- Dakota County Tech College - Career Event	0	0	0
		Job Fair- Facebook Posting for Career Events at Bandel Road	0	0	0
		Job Fair- Owatonna - Workforce Center Career Event	0	0	0
		Job Fair- Owatonna Community Career Event	0	0	0
		Job Fair- Red Wing - Workforce Center Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Rd - On-Site Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Rd- On-Site Career Event	0	0	0
		Job Fair- Winona - Workforce Center Career Event	0	0	0
		Job Fair- Workforce Center - Career Event - Winona	0	0	0
		Other- Craigslist Ad	0	0	0
		Other- Digital Billboard at Graham Park	0	0	0
		Other- Minnesotaworks.net Posting	0	0	0
		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
		Other- Outreach Email to Rochester Technical and Community College	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Alliance of Chicanos, Hispanics & Latin Americans	0	0	0
		Other- Outreach Letter to Rochester International Youth Organization	0	0	0
		Other- Outreach Letter to Rochester Women's Shelter	0	0	0
		Other- USMilitaryPipeline Posting	0	0	0
216405BR	Rep 1, Cust Svc Video Repair Nonexempt	Job Fair- Albert Lea - Community Career Event	0	0	0
		Job Fair- Austin - Community Career Event - Bellisio	0	0	0
		Job Fair- Career Event-Rochester Workforce Center	0	0	0
		Job Fair- Outreach Letter to Alliance of Chicanos, Hispanics & Latin Americans	0	0	0
		Job Fair- Red Wing - Workforce Center Career Event	0	0	0
		Job Fair- Rochester - RCTC Post Bulletin - Community Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Road-Onsite Career Event	0	0	0
		Other- Craigslist Ad	0	0	0
		Other- Digital Billboard at Graham Park	0	0	0
		Other- Minnesotaworks.net Posting	0	0	0

		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
		Other- Outreach Email to Rochester Technical and Community College	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Rochester International Youth Organization	0	0	0
		Other- Outreach Letter to Rochester Women's Shelter	0	0	0
		Other- USMilitaryPipeline Posting	0	0	0
217710BR	Rep 1, Cust Svc Video Repair Nonexempt	Job Fair- Career Event-Rochester Workforce Center	0	0	0
		Job Fair- Faribo West Mall Career Fair	0	0	0
		Job Fair- MaxAbility Reverse Job Fair	0	0	0
		Job Fair- Tuesday's on Bandel Rd - On-Site Career Event	0	0	0
		Job Fair- Winona - Workforce Center Career Event	0	0	0
		Other- Craigslist Ad	0	0	0
		Other- Digital Billboard at Graham Park	0	0	0
		Other- Google Display Banners	0	0	0
		Other- Minnesotaworks.net Posting	0	0	0
		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
		Other- Outreach Email to Rochester Technical and Community College	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Alliance of Chicanos, Hispanics & Latin Americans	0	0	0
		Other- Outreach Letter to Rochester International Youth Organization	0	0	0
		Other- Outreach Letter to Rochester Women's Shelter	0	0	0
		Other- USMilitaryPipeline Posting	0	0	0
218398BR	Lead Video Repair	Other- Internal Email to Spectrum Employees	0	0	0
219334BR	Rep 1, Cust Svc Video Repair	Job Fair- Career Event-Rochester Workforce Center	0	0	0
		Job Fair- Tuesday's Bandel Rd - On-Site Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Rd - On-Site Career Event	0	0	0
		Job Fair- Tuesday's on Bandel Rdn - On-Site Career Event	0	0	0
		Job Fair- Winona Workforce Center Featured Spotlight Employer-Spectrum	0	0	0
		Other- Craigslist Ad	0	0	0
		Other- Digital Billboard at Graham Park	0	0	0
		Other- Minnesotaworks.net Posting	0	0	0
		Other- On-line Indeed Event	0	0	0
		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
		Other- Outreach Email to Rochester Community and Technical College	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Alliance of Chicanos, Hispanics and Latin Americans	0	0	0
		Other- Outreach Letter to Rochester International Youth Organization	0	0	0

		Other- Outreach Letter to Rochester Women's Shelter	0	0	0
		Other- USMilitaryPipeline Posting	0	0	0
221164BR	Rep 1, Cust Svc Video Repair	Job Fair- Career Event-Rochester Workforce Center	0	0	0
		Job Fair- Tuesday's on Bandel Rd - On-Site Career Event	0	0	0
		Job Fair- Winona Workforce Center Featured Spotlight Employer-Spectrum	0	0	0
		Other- Craigslist Ad	0	0	0
		Other- Minnesotaworks.net Posting	0	0	0
		Other- Outreach Email to Intercultural Mutual Assistance Association	0	0	0
		Other- Outreach Email to Rochester Technical and Community College	0	0	0
		Other- Outreach Email to Rochester Workforce Center	0	0	0
		Other- Outreach Letter to Alliance of Chicanos, Hispanics & Latin Americans	0	0	0
		Other- Outreach Letter to Rochester International Youth Organization	0	0	0
		Other- Outreach Letter to Rochester Women's Shelter	0	0	0
		Other- USMilitaryPipeline Posting	0	0	0
Grand Total			2910	798	368