

2021 FCC Unit Structure

FCC Unit: 13523 Brooklyn-Queens

Address	City	State	Postal Zip Code
28-56 Steinway St	Astoria	NY	11103
3101 23rd Avenue	Astoria	NY	11105
23-98 Bell Blvd	Bayside	NY	11359
118 Flatbush Ave	Brooklyn	NY	11217
177 North 7th Street	Brooklyn	NY	11211
523 Fulton St	Brooklyn	NY	11217
531 86th St	Brooklyn	NY	11203
59 /91-99 Paidge Ave	Brooklyn	NY	11222
769 5th Avenue	Brooklyn	NY	11232
109-15 14th Ave	College Point	NY	11356
14-04 110th Street	College Point	NY	11356
9015 Queens Blvd	Elmhurst	NY	11373
4024 College Point Blvd	Flushing	NY	11354
4161 Kissena Blvd	Flushing	NY	11355
71-40 Austin St	Forest Hills	NY	11375
71-19 80th Street	Glendale	NY	11385
3735 82nd Street	Jackson Heights Queens	NY	11372
133-19 Atlantic Ave	Jamaica	NY	11418
164-10 Jamaica Avenue	Jamaica	NY	11432
13456 Springfield Blvd	Springfield Gardens	NY	11413
25-20 Brooklyn Queens Exwy	Woodside	NY	11377

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	OMB 3060-1033 September 2003 Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form	FOR FCC USE ONLY FOR COMMISSION USE ONLY FILE NO. -
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SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 13523

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

QUEENS, NY

D. Category of Respondent (check applicable box)

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

E. Pay Period Covered by this Report (inclusive dates) 7/1/2020-6/30/2021

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

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

SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed 	Title GVP, LABOR & EMPLOYEE RELATIONS
Date 9/23/2021	Name of Respondent KEVIN SMITH
Telephone No. (include area code) 2037054832	

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

Exhibits

2020-2021 Recruitment Initiatives

FCC Unit: 13523 Brooklyn-Queens

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

Manpower Cable Careers

- August 27, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees
- 8 Interviews

WeCare Diversity Recruiting

- February 4, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

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

Interviewing Basics

Employees at this Charter FCC unit participated in the Interviewing Basics training. Making good hiring decisions is essential to Charter's continued success. The foundation for these hiring decisions is the interview. The Interviewing Basics course will help interviewers learn the fundamentals required for behavioral interviewing – interviewing legally, professionally, effectively and fairly.

2021 FCC Outreach Sources

FCC Unit: 13523 Brooklyn-Queens

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
100 Hispanic Women-Westchester Chapter	Nereida@100HispanicWomenofWestchester.org	914-428-3710	81 Pondfield Road	Bronxville	NY	10708
Abilities Inc. at the Viscardi Center	mdolan@viscardicenter.org	212-785-7300	201 I U Willets Road	Albertson	NY	11507
Albright College	elcdc@albright.edu	610-921-7630		Reading	PA	19612
Alfred University	crandallj@alfred.edu	(607) 871-2798	1 Saxon Drive	Alfred Station	NY	14803
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928
Association of Community Employment Programs for the Homeless (ACE)	efernandez@acenewyork.org	(212) 274-0550	598 Broadway	New York	NY	10012
Austin Community College	jpcain@austinc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	TX	78752-4390
Babylon Vet Center	carol.wirth@va.gov	631-661-3930	100 West Main Street	Babylon	NY	11702
Bergen County Veterans Services	veterans@co.bergen.nj.us	(201) 336-6326	1 Bergen County Plaza	Hackensack	NJ	7601
Bill J. Priest Institute for Economic Development	eccjobs@dcccd.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111
Bloomfield Vet Center	Guy.Vanterpool@va.gov	973-748-0980	2 Broad Street	Bloomfield	NJ	7003
Bottomless Closet - New York	pwarda@bottomlessclosetnyc.org		16 East 52nd Street	New York	NY	10022
Bronx Vet Center	damian.guzman@va.gov	718-367-3500	2471 Morris Ave., Suite 1A	Bronx	NY	10468
Bronx Workforce 1 Career Center	ozias.batista@labor.ny.gov	718-960-7901	400 East Fordham Road	The Bronx	NY	10458
Bronx Workforce1 Career Center	Vanessa.Johnson-Booker@labor.ny.gov	718-960-7901	400 East Fordham Road	The Bronx	NY	10458
Brookhaven College	bhcjobs@dcccd.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906
Brooklyn Job Corps Center	Henry.Carima@jobcorps.org	(718) 623-4000	585 Dekalb Avenue	Brooklyn	NY	11205
Buffalo Downtown - Career Center	greg.corral@labor.ny.gov	716-851-2600	284 Main Street	Buffalo	NY	14202
Buffalo State College	joneska@buffalostate.edu	716-878-6210	415 Cleveland Hall	Buffalo	NY	14222
Career Gear	kimberly@careergear.org	(212) 577-6190	1230 Avenue of the Americas 18th Fl	New York	NY	10022
Catholic Charities - Archdiocese of New York - Guild for the Blind	nadine.donaldson@archny.org		1011 1st Avenue	New York	NY	10022
Center For Employment Opportunities HQ (CEO)	cwatler@ceoworks.org	(212) 422-4430	50 Broadway	New York	NY	10004
Centerstate CEO	CEO@centerstateceo.com	315-470-8000	572 South Salina Street	Syracuse	NY	13202
City College of New York	rchristian@ccny.cuny.edu	212-650-5327	Convent Ave. @138th Street	New York	NY	10031
Covenant House - New York	lpittman@covenanthouse.org	(212) 613-0300	550 10th Avenue	New York	NY	10018
Disabled American Veterans - Cpl R M Wainz #145	vito1726@aol.com	516-593-6310	Po Box 436	East Rockaway	NY	11518
Disabled American Veterans - Lt Alfred Lucia #118	davny@optonline.net	(516) 887-7100	2878 Grand Ave Apt 36b	Baldwin	NY	11510
Disabled American Veterans - National Amputee #76	amps76@aol.com		40 Church Street	Malverne	NY	11565
Disciples for Christ Community Outreach, Inc	disciplescommunityoutreach@yahoo.com	585-719-8721	71 Rockview Terrace	Rochester	NY	14606
Displaced Homemaker Program - Bronx	blanche.kellawon@bcc.cuny.edu	718-289-5833	2155 University Avenue	The Bronx	NY	10453
Dominican Women's Development Center	newdawnforwomen@gmail.com			New York	NY	11207
East End Disability Associates, Inc.	services@eed-a.org	631-369-7345	107 Roanoke Avenue	Riverhead	NY	11901
East Harlem Council for Community Improvement	lcolon@promesa.org	212-410-7707	300 East 175th Street	The Bronx	NY	10457
East Harlem Employment Service (STRIVE)	tgilbert@strive.org	212-360-1100	205 East 122nd Street	New York	NY	10035
ESGR - Employer Support of the Guard and Reserve - New York	darlene.a.stanton.ctr@mail.mil	518-786-4911		New York	NY	10286
Felician College	careerservicescenter@felician.edu	973-778-1190	262 Main St	Trenton	NJ	8620
Flushing Workforce1 Career Center	edward.dalton@labor.ny.gov	212-775-3302	138-60 Barclay Avenue	Queens	NY	11355
Fordham University - Lincoln Center Campus	casinalg@fordham.edu	212-636-6284	Lincoln Center Campus	New York	NY	10023
Fordham University - Rose Hill Campus	internship@fordham.edu			Bronx	NY	10458
Georgian Court University	careers@georgian.edu		900 Lakewood Avenue	Lakewood	NJ	8701
Goodwill Industries of Greater New York & Northern New Jersey	ABrown2@goodwillny.org	718-704-5901	400 Supor Boulevard	Harrison	NJ	7029
Grace Institute	kfederico@graceinstitute.org	(212) 832-7605	40 Rector Street	New York	NY	10006
Harlem Vet Center	Richard.Cartagena@va.gov	(646) 273-8139	2279 3rd Avenue	New York	NY	10035
Hellen Keller Services for the Blind - Nassau	koconnor@helenkeller.org	(516) 485-1234	One Helen Keller Way	Hempstead	NY	11550
Hempstead Works Career Center [DUPLICATE]	George.Roach@labor.ny.gov	(516) 485-5000	50 Clinton Street	Hempstead	NY	11550
Hostos Community College-City University of New York	gventura@hostos.cuny.edu	718-518-4468	120 E. 149th Street	Bronx	NY	13081
Houghton College	brian.reitnour@houghton.edu	585-567-9622	One Willard Ave.	Houghton	NY	14744
Hudson County One Stop Career Center - Jersey City	robert.fletcher@dol.state.nj.us	201-866-4100	438 Summit Avenue	Jersey City	NY	7306
Jersey City One Stop Career Center	hector.alba@dol.nj.gov	(201) 795-8800	438 Summit Avenue	Jersey City	NJ	7306
Jewish Community Council of Greater Coney-Island	j.prince@jccgi.org	(718) 449-5000	3001 West 37th Street	Brooklyn	NY	11224
Jewish Community Council of Greater Coney-Island	r.berman@jccgi.org	718-449-5000	3001 West 37th Street	Brooklyn	NY	11224
Jewish Vocational Services	jluacas@jvsnj.org		7 Glenwood Avenue	East Orange	NJ	7017
Jewish Vocational Services	jsewell@jvsnj.org	(862) 704-2228	7 Glenwood Avenue	East Orange	NJ	7017
LaFayette College	crozierr@lafayette.edu	610-330-5115	Quad Drive	Easton	PA	18042
Latin Women in Action	latinwomeninaction.inc@gmail.com	718-478-2972	10306 39th Avenue	Queens	NY	11368
Lehman College Art Gallery	career.services@lehman.cuny.edu	718-960-8232	250 Bedford Park Boulevard West	The Bronx	NY	10468
Lexington Center for the Deaf	rmathis@lexnyc.org	718-350-3056	30th Avenue	Jackson Heights	NY	11370
Long Island University - C.W. Post Campus	post-careersuccess@liu.edu	(516) 299-3214	CW Post Campus	Brookville	NY	11548
Managed Care Network	battaglia@managedcarenetwork.com	585-314-3057	1625 Buffalo Avenue	Niagara Falls	NY	14303
Managed Care Network	jkubek@managedcarenetwork.com	585-314-3057	1625 Buffalo Avenue	Niagara Falls	NY	14303
Manhattan College	bernadette.blocker@manhattan.edu	718-862-7965	Manhattan College Parkway	Riverdale	NY	10471
Manhattan Comprehensive Night & Day School	hattie.hill@mcndhs.com	(212) 353-2010	240 2nd Avenue	New York	NY	10003
Montclair State University	freedmand@mail.montclair.edu	973-655-5194		Montclair	NJ	7043
Mount Saint Mary's College - Newburgh	ellen.nolan@msmc.edu	(845) 569-3175	330 Powell Avenue	Newburgh	NY	12550
Ms. Foundation for Women	TYounger@ms.foundation.org	(212) 742-2300	12 MetroTech Center, 26th Floor	Brooklyn	NY	11201
NAACP - Mid-Manhattan	naacpmmb@aol.com	212-749-2323	500 7th Avenue 8th Floor	New York	NY	10018
Nassau Community College	studentjobs@ncc.edu	516-572-7132	One Education Drive	Garden City	NY	11530
Nassau County Workforce Partnership	Ingrid.Alexander@labor.ny.gov	(516) 934-8519	301 West Old Country Road	Hicksville	NY	11801
National Association for Black Veterans - New York	NABVETS.NewYork@gmail.com	(718) 852-6004 x264	665 Willoughby Avenue	Brooklyn	NY	11206
National Association for Black Veterans - Queens Chapter # 0082	Pbronson1@verizon.net	(718) 805-6341	665 Willoughby Avenue	Brooklyn	NY	11206
NCSY New York	nyinfo@ncsy.org	516-569-6279	555 Willow Avenue	Cedarhurst	NY	11516
New Jersey City University	jones@njcu.edu	201-200-2000	2039 Kennedy Blvd	Jersey City	NJ	7305
New Jersey Department of Military and Veterans Affairs - Paterson	Joseph.restivo@dmava.nj.gov	(201) 996-8050	125 State Street	Hackensack	NJ	7601
New Jersey Institute for Social Justice	nrush@njisj.org	(973) 621-6001	45 Lincoln Park	Newark	NJ	7102
New York State Department of Labor - Division of Employment Services	Gabriel.Nava@labor.ny.gov	917-493-7054	215 West 125th Street	New York	NY	10027
North Country Community College	jcarpenter@nccc.edu	(518) 891-2915	23 Santanoni Avenue	Saranac Lake	NY	12983
NYC Workforce1 Career Center - Bronx	maritza.ortega-candelario@labor.ny.gov	(718) 960-2458	400 East Fordham Road	The Bronx	NY	10458
NYS Department of Labor - Lower Manhattan WorkforceOne Career Center	edward.dalton@labor.ny.gov	212-775-3302	1 Hudson Sq, 75 Varick St	New York	NY	10013
NYS Department of Labor - Putnam Workforce Partnership	Edward.Himko@labor.ny.gov	845-473-9000	110 Old Route 6	Carmel Hamlet	NY	10512
NYS Department of Labor - Putnam Workforce Partnership	michelle.davis@labor.ny.gov	845-808-1651 x46611	110 Old Route 6	Carmel Hamlet	NY	10512
NYS Department of Labor -Veterans	Giselle.jolly@labor.ny.gov	718-780-9200	250 Schermerhorn Street	Brooklyn	NY	11201
NYS Displaced Homemaker Center - Long Island City	msampson@lagcc.cuny.edu	718-482-5166	31-10 Thomson Avenue	Queens	NY	11101
NYS Division of Veterans Affairs - New York	jose.camejo@va.gov	(212) 686-7500	423 East 23rd Street	New York	NY	10010
NYS Division of Veterans Services - Albany	dvsinfo@veterans.ny.gov	(518) 626-5680	113 Holland Avenue	Albany	NY	12208
NYSDDL Career Center - AIC	michael.antidormi@labor.ny.gov	631-687-4879	160 South Ocean Avenue	Patchogue	NY	11772
NYSDDL Career Center - AIC	steven.maieli@labor.ny.gov	631-687-4800	160 South Ocean Avenue	Patchogue	NY	11772
NYSDD ACES-VR	Laurence.Forni@nysed.gov	(516) 227-6856	711 Stewart Avenue	Garden City	NY	11530
Passaic County Community College	mpowell@pccc.edu	(973) 684-6136	1 College Boulevard	Paterson	NJ	7505
Project Renewal	Michele.D'Amato@projectrenewal.org	(212) 620-0340	200 Varick Street	New York	NY	10014
Queens Vet Center	zhuo.chen@va.gov	(718) 296-2871	75-108 91 Ave	Woodhaven	NY	11421
Saint Joseph's College - Long Island	jrooney@sjcny.edu	(631) 687-1245	155 West Roe Boulevard	Patchogue	NY	11772
SAKHI For South Asian Women	sandeep.bathala@sakhi.org	212-714-9153		New York	NY	
SER of Westchester, Inc.	serofwestchester@gmail.com	(914) 681-0996	76 Mamaroneck Avenue	White Plains	NY	10601
Sheltering Arms	bkimbiz@shelteringarmsny.org	212-675-1000	305 7th Avenue	New York	NY	10001
St. Bonaventure University	career@sbu.edu			St. Bonaventure	NY	14778
St. Francis College	chughes@sfc.edu	(718) 489-5360	180 Remsen Street	Brooklyn	NY	11201
Staten Island Chamber of Commerce	blicata@sichamber.com	718-727-1900	950 West Fingerboard Road	Staten Island	NY	10305
Suffolk County Community College	richare@sunysuffolk.edu	(631) 451-4049	533 College Road	Selden	NY	11784
SUNY - Cobleskill	pestadh@cobleskill.edu		State Route 7	Cobleskill	NY	12043
SUNY - Oswego	gmnorris@oswego.edu	315-312-2255	7060 Route 104	Oswego	NY	13126
SUNY - Purchase College	rachael.remenyi@purchase.edu		735 Anderson Hill Road	Harrison	NY	10577
SUNY Plattsburgh	urbanse@plattsburgh.edu	(518) 564-2000	101 Broad Street	Plattsburgh	NY	12901
The Center for Independence of the Disabled (Queens)	jpeters@cidny.org	(646) 442-1520	137-02A Northern Blvd	Flushing	NY	11354
The College of New Rochelle	martorres@cnr.edu		29 Castle Place	New Rochelle	NY	10805
The International Center in New York	smullin@intcenter.org	212-255-9555	50 West 23rd Street, 7th Floor	New York	NY	10010
The Loft - Lesbian & Gay Community Services Center	info@loftgaycenter.org	914-948-2932	252 Bryant Avenue	White Plains	NY	10605
United Cerebral Palsy	Odette.Addison@cpwestchester.org	(914) 937-3800	1186 King Street	Rye Brook	NY	10573
United Veterans Beacon House	Ifalco@UVBH.com		1715 Union Boulevard	Bay Shore	NY	11706
University at Buffalo - The State University of New York	jca@buffalo.edu	716-645-2231		Buffalo	NY	14260
Valley Stream Chamber of Commerce	valleystreamcc@gmail.com	516-825-1741	P. O. Box 1016	Valley Stream	NY	11582
VISIONS/Services for the Blind and Visually Impaired	mcush@visionsvcb.org	(212) 625-1616	500 Greenwich Street	New York	NY	10013
Westchester Jewish Community Services	balvarez@wjcs.com	914-965-9140 ext23	489 South Broadway	Yonkers	NY	10705
Western Connecticut State University	ciarleglioa@wcsu.edu	203-837-8263	181 White Street	Danbury	CT	6810

2021 FCC Source Evaluation Report

FCC Unit: 13523 Brooklyn-Queens

Source	Applicant Count	Interview Count	Hire Count
Ad - TV Commercial Advertisement	1	1	1
Contractor - Conversion	1	1	1
Direct Sourcing - ATS	3	3	3
Direct Sourcing - Indeed	12	12	9
Direct Sourcing - Other	1	1	1
Former Employee - Rehire	15	14	12
Internal - Internal Hire	14	14	0
Internet - Craigslist.com	22	22	13
Internet - Facebook.com	5	5	4
Internet - Glassdoor.com	2	2	1
Internet - Google	4	4	4
Internet - Indeed	321	320	164
Internet - LinkedIn	12	12	7
Internet - Monster	2	2	0
Internet - Other	2	2	1
Internet - Ziprecruiter	4	3	3
Organization - Community Outreach	35	35	20
Other	4	4	2
Referral - Employee Referral	85	85	49
Referral - Manager Referral	4	4	3
Website - External Career Site	7078	521	82
Total	7627	1067	380

2021 FCC Source Report

FCC Unit: 13523 Brooklyn-Queens

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
260978BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	1	1	0
		Internet - Craigslist.com	5	5	2
		Internet - Facebook.com	1	1	0
		Internet - Indeed	14	14	12
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	4	4	3
		Website - External Career Site	478	29	6
260980BR	Rep 1, Cust Svc Video Repair	Internet - Craigslist.com	1	1	1
		Internet - Facebook.com	1	1	1
		Internet - Glassdoor.com	1	1	1
		Internet - Indeed	6	6	5
		Internet - LinkedIn	1	1	1
		Internet - Ziprecruiter	1	1	1
		Organization - Community Outreach	1	1	1
		Referral - Employee Referral	2	2	1
260981BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	336	17	3
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	2	2	0
		Internet - Craigslist.com	3	3	0
		Internet - Glassdoor.com	1	1	0
		Internet - Indeed	12	12	2
		Internet - Ziprecruiter	1	1	0
		Organization - Community Outreach	3	3	1
		Other	1	1	0
		Referral - Employee Referral	6	6	1
260982BR	Rep 1, Cust Svc Video Repair	Website - External Career Site	761	42	1
		Internal - Internal Hire	1	1	0
		Internet - Craigslist.com	3	3	1
		Internet - Indeed	11	11	4
		Internet - LinkedIn	1	1	0
		Internet - Other	1	1	0
		Organization - Community Outreach	1	1	0
		Other	2	2	1
		Referral - Employee Referral	11	11	6
		Website - External Career Site	533	28	1
269725BR	Direct Sales Rep	Internet - Indeed	28	28	8
		Website - External Career Site	243	120	0
269959BR	Direct Sales Rep	Internet - Indeed	4	4	1
		Referral - Employee Referral	5	5	0
		Website - External Career Site	34	24	0
270278BR	Assoc Technical Specialist Nonexempt	Internet - Indeed	1	1	1
		Internet - LinkedIn	1	1	0
		Website - External Career Site	134	5	0
270392BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	27	9	3

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270714BR	Rep 1, Cust Svc Video Repair	Internet - Craigslist.com	5	5	5
		Internet - Facebook.com	2	2	2
		Internet - Indeed	12	12	10
		Internet - LinkedIn	2	2	2
		Organization - Community Outreach	6	6	5
		Referral - Employee Referral	4	4	4
		Referral - Manager Referral	1	1	1
		Website - External Career Site	510	26	10
270991BR	Sup, Direct Sales	Internal - Internal Hire	1	1	0
		Website - External Career Site	27	2	1
271453BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	1	1	1
		Internet - Craigslist.com	1	1	1
		Internet - Facebook.com	1	1	1
		Internet - Google	1	1	1
		Internet - Indeed	16	16	14
		Organization - Community Outreach	6	6	4
		Referral - Employee Referral	4	4	3
		Website - External Career Site	441	23	5
271516BR	Direct Sales Rep	Internet - Indeed	4	4	3
		Referral - Employee Referral	6	6	3
		Website - External Career Site	55	54	0
271639BR	Direct Sales Rep	Internet - Indeed	2	2	2
		Website - External Career Site	29	29	0
272222BR	Maintenance Technician I NYC	Contractor - Conversion	1	1	1
		Internal - Internal Hire	3	3	0
		Website - External Career Site	66	20	0
272350BR	Multi-Tenant Sales Rep	Internet - Indeed	3	3	2
		Website - External Career Site	83	82	1
272504BR	Direct Sales Rep	Internet - Indeed	11	11	6
		Referral - Employee Referral	2	2	1
		Website - External Career Site	65	62	0
272573BR	Store Associate	Internet - Google	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	106	6	0
272665BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	22	2	0
272730BR	Direct Sales Rep	Former Employee - Rehire	1	1	0
		Internet - Indeed	5	5	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	102	99	0
272736BR	Store Greeter Nonexempt	Website - External Career Site	33	3	1
272746BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	30	3	1
272753BR	Store Greeter Nonexempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	61	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272764BR	Store Associate	Website - External Career Site	35	4	1
272767BR	Asst Mgr, Store	Former Employee - Rehire	1	1	1
		Website - External Career Site	4	4	0
272782BR	Store Associate	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	0
		Internet - Monster	1	1	0
		Website - External Career Site	130	6	1
272794BR	Construction Coordinator I	Former Employee - Rehire	1	1	1
		Website - External Career Site	42	12	0
272982BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	8	2	0
273000BR	Rep 1, Cust Svc Video Repair	Internet - Craigslist.com	2	2	2
		Internet - Indeed	7	7	6
		Internet - LinkedIn	3	3	3
		Organization - Community Outreach	3	3	2
		Referral - Employee Referral	2	2	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	342	28	12
273168BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	82	4	0
273218BR	Direct Sales Rep	Internet - Indeed	7	7	3
		Referral - Employee Referral	1	1	0
		Website - External Career Site	55	49	0
273325BR	Sup, Direct Sales	Website - External Career Site	13	3	1
273422BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	3	1
273588BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	2	2	2
		Website - External Career Site	26	6	0
273944BR	Store Associate	Website - External Career Site	16	2	1
274071BR	Facilities Assistant II Nonexempt	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	45	11	0
274126BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Internet - Indeed	8	8	6
		Referral - Employee Referral	3	3	2
		Website - External Career Site	65	55	2
274326BR	Direct Sales Rep	Internet - Indeed	13	13	7
		Organization - Community Outreach	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	116	109	1
274337BR	Direct Sales Rep	Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	0
		Referral - Employee Referral	1	1	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Website - External Career Site	13	11	0
274444BR	Sup, Direct Sales	Referral - Employee Referral	1	1	1
		Website - External Career Site	19	3	0
274471BR	Account Executive	Former Employee - Rehire	1	1	1
		Internet - LinkedIn	1	1	0
		Website - External Career Site	19	9	0
274663BR	Service Delivery Analyst	Internet - LinkedIn	1	1	1
		Website - External Career Site	11	8	0
275025BR	Store Associate	Internet - Google	1	1	1
		Website - External Career Site	25	5	0
275079BR	Sup, Customer Service	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	83	1	0
275101BR	Rep 1, Cust Svc Video Repair	Internet - Google	1	1	1
		Internet - Indeed	7	7	6
		Referral - Employee Referral	2	2	2
		Website - External Career Site	136	9	3
275185BR	Store Associate	Website - External Career Site	8	2	1
275398BR	Facilities Assistant II Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	18	4	0
275618BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	7	6	0
275620BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Internet - Indeed	10	10	4
		Referral - Employee Referral	1	1	0
		Website - External Career Site	30	20	0
275623BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Internet - Indeed	5	5	2
		Organization - Community Outreach	2	2	2
		Website - External Career Site	45	40	0
275624BR	Direct Sales Rep	Internet - Indeed	3	3	1
		Organization - Community Outreach	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	11	9	0
275639BR	Mgr, Facilities	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	39	6	0
275640BR	Direct Sales Rep	Internet - Indeed	10	10	5
		Organization - Community Outreach	3	3	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	42	37	0
275738BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	15	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275746BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	0	0
275828BR	Store Associate	Organization - Community Outreach	1	1	1
		Website - External Career Site	10	0	0
276061BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	2
		Direct Sourcing - Other	1	1	1
		Former Employee - Rehire	1	1	0
		Internet - Indeed	15	15	7
		Organization - Community Outreach	4	4	0
		Referral - Employee Referral	4	4	1
		Referral - Manager Referral	1	1	0
		Website - External Career Site	122	111	0
276061BR-1	Direct Sales Rep	Website - External Career Site	150	139	7
276125BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
		Website - External Career Site	13	11	0
276187BR	Direct Sales Rep	Internet - Indeed	26	26	12
		Referral - Employee Referral	1	1	1
		Website - External Career Site	80	68	0
276525BR	Store Associate	Website - External Career Site	96	9	1
276624BR	Asst Mgr, Store	Website - External Career Site	22	5	1
276867BR	Store Greeter Nonexempt	Website - External Career Site	14	4	1
276878BR	Store Greeter Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	41	2	0
277041BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	1	1	0
		Internet - Craigslist.com	2	2	1
		Internet - Indeed	8	8	5
		Internet - LinkedIn	1	1	0
		Internet - Monster	1	1	0
		Internet - Ziprecruiter	1	1	1
		Organization - Community Outreach	3	3	2
		Other	1	1	1
		Referral - Employee Referral	10	10	7
		Website - External Career Site	338	32	8
277244BR	Store Associate	Website - External Career Site	4	2	2
277365BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	15	5	0
277410BR	Direct Sales Rep	Internet - Indeed	8	8	2
		Website - External Career Site	28	27	0
277478BR	Direct Sales Rep	Internet - Indeed	3	3	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	36	34	0
277781BR	Store Associate	Internal - Internal Hire	1	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277781BR	Store Associate	Website - External Career Site	11	3	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278480BR	Store Associate	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	14	0	0
279064BR	Human Resources Generalist	Internet - Indeed	1	1	1
		Website - External Career Site	86	7	0
279195BR	Construction Coordinator I	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	23	10	0
279197BR	Store Greeter Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	8	2	0
279559BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	6	4	0
279882BR	Store Associate	Website - External Career Site	23	4	1
279889BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	3	2	0
279909BR	Store Associate	Internet - Other	1	1	1
		Website - External Career Site	6	0	0
279911BR	Direct Sales Rep	Internet - Indeed	6	6	4
		Website - External Career Site	28	25	0
280054BR	Direct Sales Rep	Internet - Indeed	4	4	2
		Website - External Career Site	16	15	0
280056BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	8	8	4
		Website - External Career Site	22	19	0
280267BR	Account Executive	Former Employee - Rehire	1	1	1
		Website - External Career Site	11	4	1
280755BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	22	2	0
280782BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	1	1	0
280789BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	5	5	0
280961BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	3	3	2
		Referral - Employee Referral	1	1	0
		Website - External Career Site	8	7	0
281232BR	Maintenance Technician I NYC	Former Employee - Rehire	1	1	1
		Website - External Career Site	14	6	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
281670BR	Store Associate	Ad - TV Commercial Advertisement	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	11	1	0
282014BR	Store Associate	Internet - Ziprecruiter	1	1	1
		Website - External Career Site	18	1	1
282020BR	Store Associate	Website - External Career Site	13	1	1
282029BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	15	0	0
282432BR	Direct Sales Rep	Internet - Indeed	3	3	1
		Website - External Career Site	19	18	0
283042BR	Direct Sales Rep	Internet - Indeed	12	12	1
		Website - External Career Site	31	29	0