

2021 FCC Unit Structure

FCC Unit: 13525 Central New York

| Address | City | State | Postal Zip Code |
|--------------------------|---------------------|-------|-----------------|
| 217 Grant Ave | Auburn | NY | 13102 |
| 32 Owasco St | Auburn | NY | 13021 |
| 314 Eastern Blvd | Canandaigua | NY | 14424 |
| 2875 Union Rd | Cheektowaga | NY | 14227 |
| 2897 Union Rd | Cheektowaga | NY | 14227 |
| 56 Ferris St | Corning | NY | 148302234 |
| 224 Tompkins St | Cortland | NY | 13045 |
| 3469 Erie Blvd East | DeWitt | NY | 13214 |
| 6005 Fair Lakes Rd | East Syracuse | NY | 13057 |
| 6350 Court Street Rd | East Syracuse | NY | 13057 |
| 611 Fay Street | Fulton | NY | 13069 |
| 3518 Sutton Rd | Geneva | NY | 14456 |
| 1514 Country Road 64 | Horseheads | NY | 14845 |
| 3311 S Main St | Horseheads | NY | 14845 |
| 519 W State St | Ithaca | NY | 14850 |
| 742 South Meadow Drive | Ithaca | NY | 14850 |
| 3837 NYS Route 31 | Liverpool | NY | 13090 |
| 4797 commercial Drive | New Hartford | NY | 13413 |
| 39 Hale Street | Norwich | NY | 13815 |
| 1 Fine St | Ogdensburg | NY | 13669 |
| 1930 Fairview Ave | Oneida | NY | 13421 |
| 137 State Route 104 | Oswego | NY | 13126 |
| 335 W First St | Oswego | NY | 13126 |
| 1250 Pittsford-Victor Rd | Pittsford | NY | 14534 |
| 22-1/2 Elm St | Potsdam | NY | 13676 |
| 1117 Erie Blvd W | Rome | NY | 13440 |
| 219 Erie Boulevard West | Rome | NY | 13440 |
| 3179 Erie Blvd E | Syracuse | NY | 13214 |
| 815 Erie Blvd E | Syracuse | NY | 13210 |
| 3577 West Genesee Street | Syracuse (Camillus) | NY | 13219 |
| 1000 Firehouse Rd | Utica | NY | 13502 |
| 120 Plaza Dr | Vestal | NY | 13850 |
| 2505 Vestal Parkway East | Vestal | NY | 13850 |
| 483 Plaza Dr | Vestal | NY | 13850 |
| 429 Commerce Drive | Victor | NY | 14564 |
| 21290 Route 202 | Watertown | NY | 13601 |
| 340 Eastern Blvd. | Watertown | NY | 13601 |
| 980 Ridge Rd | Webster | NY | 14580 |

| | | |
|---|---|--|
| 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. - |
|---|---|--|

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 # 13525

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

ONONDAGA, NY

D. Category of Respondent (check applicable box)

| | |
|-------------------------------------|---|
| <input type="checkbox"/> | Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V |
| <input checked="" type="checkbox"/> | Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached |

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

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

| Ident No. | Name of Community | Location (State) | Type |
|-----------|-------------------|------------------|------|
|-----------|-------------------|------------------|------|

Review the list of communities served on the previous year's submission and attach as Exhibit A any 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 9/24/2021 | 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: 13525 Central New York

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

University of Buffalo Career Expo

- September 24, 2020
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

Erie Community College Career Fair

- April 14, 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.**

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.

2021 FCC Outreach Sources

| FCC Unit: 13525 Central New York | | | | | | |
|---|---|--|------------------------------------|-------------------------|--------------|------------|
| Agency | Recipient Email(s) | Recipient Phone Number | Agency Address | Agency City | Agency State | Agency Zip |
| 100 Black Men of Syracuse | 100bkmsyr@gmail.com | 315-443-8749 | 2610 South Salina Street | Syracuse | NY | 13205 |
| 100 Hispanic Women-Westchester Chapter | Nereida@100HispanicWomenofWestchester.org | 914-428-3710 | 81 Pondfield Road | Bronxville | NY | 10708 |
| ACCES-VR Albany District Office | Kathleen.Demuth@nysed.gov | (518) 485-7748 | 80 Wolf Road | Albany | NY | 12205 |
| Ahrcnyc Employment & Business Services Corp | belma.dautovic@ahrcnyc.org | 718-639-5500 | 38-18 Woodside Avenue | Queens | NY | 11104 |
| Albion Career Center | stephen.bragg@labor.ny.gov | 585-589-5335 | 458 West Avenue | Albion | NY | 14411 |
| Alfred University | crandsallj@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 |
| Arc of Onongada / Arcon | kristen.omelia@arcon.org | (315) 476-7441 | 600 South Wilbur Avenue | Syracuse | NY | 13204 |
| Association of Black Journalists - Hofstra University | kristal.zook@hofstra.edu | (800) 463-7872 | 1000 Hempstead Turnpike | Hempstead | NY | 11550 |
| Bill J. Priest Institute for Economic Development | ecjobs@dcccd.edu | 214-521-0407 | 1402 Corinth St | Dallas | TX | 75215-2111 |
| Binghamton Vet Center | jason.davis3@va.gov | 607-722-2393 | 53 Chenango Street | Binghamton | NY | 13901 |
| Bradford County Pennsylvania - Veterans Services | bcvets@bradfordco.org | 570-265-1704 | 200 Main Street Suite 4 | Towanda | PA | 18848 |
| Brookhaven College | bhcjobs@dcccd.edu | 972-860-4894 | 3939 Valley View Ln | Dallas | TX | 75244-4906 |
| BUFFALO Dept of Veteran Affairs | ramona.estrada@va.gov | (800) 827-1000 | 130 South Elmwood Avenue | Buffalo | NY | 14202 |
| Buffalo & Erie County Workforce Development Consortium | clopez@wdcinc.org | 716-634-9081 | 726 Exchange Street | Buffalo | NY | 14210 |
| Buffalo Downtown - Career Center | Evette.spencer@labor.ny.gov | (716) 851-2600 | 284 Main Street | Buffalo | NY | 14202 |
| 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 |
| Buffalo Vet Center | robert.zynda@va.gov | (716) 862-7350 | 2372 Sweet Home Road | Buffalo | NY | 14203 |
| Catholic Family Center | dcampbell@cfrcrochester.org | (585) 546-7220 | 87 North Clinton Avenue | Rochester | NY | 14604 |
| CDO Workforce - Chenango County | david.croston@labor.state.ny.us | 607-778-3004 | 1 O'Hara Drive | Norwich | NY | 13815 |
| CDO Workforce Center | William.Haines@labor.state.ny.us | (607) 432-4800 | 8-12 Dietz Street | Oneonta | NY | 13820 |
| 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 |
| Chautauqua Works and New York State Department of Labor | dunkirk@labor.ny.gov | 716-366-9015 | 323 Central Ave | Dunkirk | NY | 14048 |
| Chautauqua Works One-Stop | daniel.culbreth@labor.ny.gov | 716-487-5192 | 407 and 419 Central Ave | Dunkirk | NY | 14048 |
| Chautauqua Works One-Stop | vicky.america@labor.ny.gov | 716-366-9015 | 407 and 419 Central Ave | Dunkirk | NY | 14048 |
| Chenango Chamber of Commerce | arobinson@chenangony.org | 607-334-1400 | 15 South Broad Street | Norwich | NY | 13815 |
| City College of New York | rchristian@ccny.cuny.edu | 212-650-5327 | Convent Ave. @138th Street | New York | NY | 10031 |
| Community Action Organization of Western New York, Inc. | adaniels@caowny.org | | 45 Jewett Avenue | Buffalo | NY | 14214 |
| Community Action Organization of Western New York, Inc. | jmliazzo@caowny.org | (716) 881-5150 | 45 Jewett Avenue | Buffalo | NY | 14214 |
| Community Action Organization of Western New York, Inc. | tingram@caowny.org | 716-881-5150 | 45 Jewett Avenue | Buffalo | NY | 14214 |
| Cortland County New York - Veterans Services | atimmins@cortland-co.org | 607-753-5014 | 60 Central Avenue | Cortland | NY | 13045 |
| Creative Artists Agency | helen@aaaa.org | 212-682-2500 | 405 Lexington Avenue, 19th Floor | New York | NY | 10174 |
| CSS Workforce New York - Elmira Career Center | frank.vaughan@labor.ny.gov | 607-733-7131 | 318 Madison Avenue | Elmira | NY | 14901 |
| CSS Workforce New York - Elmira Career Center | gary.hogate@labor.ny.gov | 607-733-7131 | 318 Madison Avenue | Elmira | NY | 14901 |
| CSS Workforce New York - Elmira Career Center | lisa.doland@labor.ny.gov | 607-733-7131 | 318 Madison Avenue | Elmira | NY | 14901 |
| Disabled American Veterans - Canandaigua #4 | nicholas.conrad@med.va.gov | | 400 Fort Hill Avenue | Canandaigua | NY | 14424 |
| Disabled Persons Action Organization | MOchoa@DPAO.net | (315) 782-5285 x235 | 617 Davidson Street | Watertown | NY | 13601 |
| Disciples for Christ Community Outreach, Inc | disciplescommunityoutreach@yahoo.com | 585-719-8721 | 71 Rockview Terrace | Rochester | NY | 14606 |
| East End Disability Associates, Inc. | services@eed-a.org | 631-369-7345 | 107 Roanoke Avenue | Riverhead | NY | 11901 |
| ESGR - Employer Support of the Guard and Reserve - New York | darlene.a.stanton.ctr@mail.mil | 518-786-4911 | | New York | NY | 10286 |
| Finger Lakes Works - Seneca | mgranger@co.seneca.ny.us | 315-539-1798 | One DiPronio Drive | Waterloo | NY | 13165 |
| Finger Lakes Works - Seneca | workforcedev@co.seneca.ny.us | 315-539-1905 | One DiPronio Drive | Waterloo | NY | 13165 |
| Fordham University - Lincoln Center Campus | casingal@fordham.edu | 212-636-6284 | Lincoln Center Campus | New York | NY | 10023 |
| Genesee County Career Center - Batavia | neil.gagne@labor.ny.gov | 585-344-2042 x4211 | 587 East Main Street | Batavia | NY | 14020 |
| Genesee County Career Center - Batavia | nicholas.brown@labor.ny.gov | 585-266-7760 | 587 East Main Street | Batavia | NY | 14020 |
| Greater Watertown North County Chamber | office@watertownny.com | | 1241 Coffeen Street | Watertown | NY | 13601 |
| Greece Chamber of Commerce | sarah@greecechamber.org | (585) 227-7272 | 2402 West Ridge Road | Greece | NY | 14626 |
| Hornell Career Center | frank.vaughan@labor.ny.gov | 607-733-7131 | 107 Broadway | Hornell | NY | 14843 |
| Hornell Career Center | kelli.everett@labor.ny.gov | 607-733-7131 | 107 Broadway | Hornell | NY | 14843 |
| Hostos Community College-City University of New York | gventura@hostos.cuny.edu | 607-776-7712 or 1-800-553-2033 ext.152 | 120 E. 149th Street | Bronx | NY | 13081 |
| Iroquois Job Corps Center | Hurrell.Kellie@jobcorps.org | 718-518-4468 | 11780 Tibbits Road | Medina | NY | 14103 |
| Jefferson County Veterans Service Agency | slippe@co.jefferson.ny.us | | 250 Arsenal Street | Watertown | NY | 13601 |
| Jewish Disability Empowerment Centre | lweinstein@yadempowers.org | 212-284-6936 | 576 5th Avenue | New York | NY | 10036 |
| Keystone Community Resources HQ | schunca@keycommres.com | (570) 702-8000 | 100 Abington Executive Park | South Abington Township | PA | 18411 |
| LDA of New York - Western New York | arodriguez@ldaofwny.org | | 2555 Elmwood Avenue | Buffalo | NY | 14217 |
| Lehman College Art Gallery | career.services@lehman.cuny.edu | 718-960-8232 | 250 Bedford Park Boulevard West | The Bronx | NY | 10468 |
| Lewis County One Stop | travis.rupert@dfa.state.ny.us | (315) 376-5410 | 5274 Outer Stowe Street | Lowville | NY | 13367 |
| Livingston County Center - Office of Workforce Development | david.carman@labor.ny.gov | (585) 243-7047 | 6 Court Street Room 105 | Geneseo | NY | 14454 |
| Lockport Workforce Center | vicki.allen@labor.ny.gov | 716-433-6766 | 81 Walnut St | Albany | NY | 12205 |
| Long Island University - C.W. Post Campus | post-careersuccess@liu.edu | (516) 299-3214 | CW Post Campus | Brookville | NY | 11548 |
| Madison County Career Center | ellen.bowe@madisoncounty.ny.gov | (315) 363-2400 | 133 North Court Street | Wampsville | NY | 13163 |
| Madison County Career Center | Kimberly.Haley@labor.ny.gov | 315-363-2400 | 133 North Court Street | Wampsville | NY | 13163 |
| 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 |
| Marine For Life - Buffalo | kara.blome@sig.com | (716) 885-6529 | 3 Porter Avenue | Buffalo | NY | 14202 |
| Montclair State University | freedmand@mail.montclair.edu | 973-655-5194 | | Montclair | NJ | 7043 |
| NABJ National Association of Black Journalists - New York | rwatson@buffnews.com | | Buffalo | Buffalo | NY | 14240 |
| New York State Department of Labor | walter.wallace@labor.ny.gov | 716-851-2656 | 284 Main Street | Buffalo | NY | 14202 |
| North Country Community College | jcarter@nccc.edu | (518) 891-2915 | 23 Santanoni Avenue | Saranac Lake | NY | 12983 |
| NYS Division of Veterans Services - Albany | dvsinfo@veterans.ny.gov | (518) 626-5680 | 113 Holland Avenue | Albany | NY | 12208 |
| Pride Center of Western New York | DVerzelloni@pridecenterwny.org | (716) 852-7743 | 200 South Elmwood Avenue | Buffalo | NY | 14201 |
| Regional Center for Independent Living | jsimiatis@rcil.org | | 497 State Street | Rochester | NY | 14608 |
| Resource Center for Independent Living | GGraziadei@rcil.com | (315) 797-4642 | 131 Genesee Street | Utica | NY | 13501 |
| Rochester Association of Black Journalists | rmccollo@gmail.com | (585) 442-3728 | P.O. Box 60210 | Rochester | NY | 14603 |
| Rochester Vet Center | Amy.Rodriguez@va.gov | 585-393-7608 | 2000 South Winton Road | Brighton | NY | 14618 |
| Rochester Works! Career Center | kevin.Melia@labor.ny.gov | 585-266-7760 | 255 North Goodman | Rochester | NY | 14607 |
| Rochester Works! Career Center | nicholas.brown@labor.ny.gov | 585-266-7760 | 255 North Goodman | Rochester | NY | 14607 |
| Rochester Works! Career Center | ryan.trevas@labor.ny.gov | (585) 258-8887 | 276 Waring Road | Rochester | NY | 14609 |
| Schoharie County Community Action Program, Inc. | mholmes@sccapinc.org | | 795 East Main Street | Cobleskill | NY | 12043 |
| Sheltering Arms | bkimbiz@shelteringarmsny.org | 212-675-1000 | 305 7th Avenue | New York | NY | 10001 |
| Soldier for Life - Transition Assistance Program | maurice.a.mitchell2.civ@mail.mil | (315) 772-3237 | 4330 Conway Road | Fort Drum | NY | 13602 |
| Soldier for Life Transition Assistance Program - Fort Myer | juan.c.rodriguez54.civ@mail.mil | | 126 Forrest Circle | Arlington | VA | 22211 |
| Soldiers for Life Transition Assistance Program - Fort Drum | santina.e.doldo.ctr@mail.mil | 315-772-2048 | 10000 10th Mountain Division Drive | Watertown | NY | 13602 |
| Spanish Action League | azabala@ialigacny.org | 315-475-6153 | 700 Oswego Street | Syracuse | NY | 13204 |
| 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 |
| SUNY - Cobleskill | pestadh@cobleskill.edu | | State Route 7 | Cobleskill | NY | 12043 |
| 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 Workplace - Lewis County | lisa.hetzner@dfa.state.ny.us | (315) 376-5800 | 5274 Outer Stowe Street | Lowville | NY | 13367 |
| The WorkPlace Jefferson County DUPLICATE | Aaron.Peck@labor.ny.gov | 315-782-9252 | 1000 Coffeen Street | Watertown | NY | 13601 |
| Trott Access Center - Niagara County Employment & Training | ian.bone@labor.ny.gov | (716) 278-8148 | 1001 11th Street | Niagara Falls | NY | 14301 |
| Trott Access Center - Niagara County Employment & Training | kerrie.heffernan@niagaracounty.com | (716) 278-8148 | 1001 11th Street | Niagara Falls | NY | 14301 |
| University at Buffalo - The State University of New York | jca@buffalo.edu | 716-645-2231 | | Buffalo | NY | 14260 |
| VA Western New York Healthcare System / Health Care for Homeless Veterans Program | Michael.Throm@va.gov | (716) 862-8885 | 1325 Main Street | Buffalo | NY | 14209 |
| Veteran Career Center- Syracuse University | jrpluta@syr.edu | (315) 443-3616 | 820 Comstock Avenue | Syracuse | NY | 13210 |
| Veterans One-Stop Center of Western New York | JBHiggins@vocwny.org | | 1280 Main Street | Buffalo | NY | 14209 |
| Veterans One-Stop Center of Western New York | jnowak@vocwny.org | (716) 898-0110 | 1280 Main Street | Buffalo | NY | 14209 |
| Veterans Service Agency Livingston County | jskinner@co.livingston.ny.us | (585) 243-7960 | Murray Hill Drive | Mount Morris | NY | 14510 |
| Warsaw One-Stop | Shawn.Murphy@labor.ny.gov | (585) 786-3145 | 448 North Main Street | Warsaw | NY | 14569 |
| Western New York Independent Living, Inc. | JRoman@wnyl.org | (716) 836-0822 | 3108 Main Street | Buffalo | NY | 14214 |
| Working Solutions One Stop Center - Rome | mfoy@workingsolutionsrome.org | 315-363-2400 | 300 West Dominick Street | Rome | NY | 13440 |
| Working Solutions One Stop Center - Utica | william.shay@labor.ny.gov | 518-242-8218 | 320 N. Prospect Street | Utica | NY | 13501 |

2021 FCC Source Evaluation Report

FCC Unit: 13525 Central New York

| Source | Applicant Count | Interview Count | Hire Count |
|-----------------------------------|-----------------|-----------------|------------|
| Ad - Broadcasting and Cable | 1 | 1 | 1 |
| Ad - Print | 7 | 7 | 4 |
| Ad - Radio Advertisement | 3 | 3 | 2 |
| Ad - TV Commercial Advertisement | 8 | 8 | 3 |
| Agency Hire | 1 | 1 | 1 |
| Campaign - Indeed | 7 | 7 | 6 |
| College - Campus Recruiting | 1 | 1 | 1 |
| Contractor - Conversion | 2 | 2 | 2 |
| Direct Sourcing - ATS | 3 | 3 | 3 |
| Direct Sourcing - Indeed | 69 | 67 | 48 |
| Direct Sourcing - Line Networking | 3 | 3 | 3 |
| Direct Sourcing - LinkedIn | 5 | 5 | 3 |
| Direct Sourcing - Other | 3 | 3 | 2 |
| Former Employee - Rehire | 15 | 15 | 12 |
| Intern - Conversion | 1 | 1 | 1 |
| Internal - Internal Hire | 78 | 78 | 0 |
| Internet - Craigslist.com | 1 | 1 | 1 |
| Internet - Facebook.com | 9 | 9 | 4 |
| Internet - Google | 3 | 3 | 2 |
| Internet - Indeed | 347 | 347 | 188 |
| Internet - LinkedIn | 10 | 10 | 9 |
| Internet - Other | 1 | 1 | 0 |
| Internet - Ziprecruiter | 5 | 5 | 4 |
| Job Fair - External | 9 | 9 | 3 |
| Organization - Community Outreach | 1 | 1 | 1 |
| Other | 33 | 33 | 15 |
| Referral - Employee Referral | 153 | 153 | 115 |
| Referral - Manager Referral | 3 | 3 | 1 |
| Website - External Career Site | 7916 | 914 | 34 |
| Total | 8698 | 1694 | 469 |

2021 FCC Source Report

FCC Unit: 13525 Central New York

| Requisition ID | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|----------------|-------------------------------|----------------------------------|-----------------|-----------------|------------|
| 265709BR | Rep 1, SCS Billing & Accounts | Ad - Print | 1 | 1 | 1 |
| | | Direct Sourcing - Other | 1 | 1 | 1 |
| | | Website - External Career Site | 363 | 202 | 0 |
| 267105BR | Rep 1, Cust Svc Video Repair | Other | 1 | 1 | 1 |
| | | Website - External Career Site | 368 | 148 | 0 |
| 267115BR | Asst Mgr, Store | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 58 | 10 | 0 |
| 267266BR | Network Engineer II | Agency Hire | 1 | 1 | 1 |
| | | Website - External Career Site | 46 | 9 | 0 |
| 267674BR | Rep 1, Cust Svc Billing | Former Employee - Rehire | 2 | 2 | 1 |
| | | Internet - Indeed | 15 | 15 | 6 |
| | | Referral - Employee Referral | 13 | 13 | 6 |
| | | Website - External Career Site | 159 | 18 | 2 |
| 268236BR | Rep 1, SCS Billing & Accounts | Former Employee - Rehire | 1 | 1 | 1 |
| | | Internet - Facebook.com | 1 | 1 | 0 |
| | | Internet - Indeed | 19 | 19 | 4 |
| | | Other | 10 | 10 | 0 |
| | | Referral - Employee Referral | 4 | 4 | 2 |
| | | Website - External Career Site | 271 | 136 | 2 |
| 268777BR | Business Sales Representative | Direct Sourcing - Indeed | 4 | 4 | 0 |
| | | Internal - Internal Hire | 1 | 1 | 0 |
| | | Internet - Indeed | 2 | 2 | 1 |
| | | Referral - Employee Referral | 3 | 3 | 0 |
| | | Website - External Career Site | 48 | 10 | 0 |
| 268936BR | Intern | College - Campus Recruiting | 1 | 1 | 1 |
| | | Internet - LinkedIn | 2 | 2 | 2 |
| | | Website - External Career Site | 97 | 2 | 0 |
| 268945BR | Rep 1, Cust Svc Video Repair | Ad - TV Commercial Advertisement | 3 | 3 | 0 |
| | | Former Employee - Rehire | 1 | 1 | 0 |
| | | Internet - Facebook.com | 3 | 3 | 0 |
| | | Internet - Indeed | 11 | 11 | 0 |
| | | Job Fair - External | 3 | 3 | 0 |
| | | Job Fair - Internal | 1 | 1 | 0 |
| | | Other | 3 | 3 | 0 |
| | | Referral - Employee Referral | 9 | 9 | 2 |
| | | Referral - Manager Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 493 | 122 | 0 |
| 268993BR | Intern | Internet - LinkedIn | 1 | 1 | 1 |
| | | Website - External Career Site | 127 | 1 | 0 |
| 269577BR | Store Associate | Direct Sourcing - Indeed | 2 | 2 | 0 |
| | | Website - External Career Site | 29 | 5 | 1 |
| 270133BR | Store Associate | Direct Sourcing - Indeed | 2 | 2 | 1 |
| | | Direct Sourcing - LinkedIn | 2 | 2 | 1 |
| | | Website - External Career Site | 66 | 4 | 0 |

| Requisition ID | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|----------------|--|--------------------------------|-----------------|-----------------|------------|
| 270148BR | Asst Mgr, Store | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 53 | 3 | 0 |
| 270189BR | Video Editor Spectrum Networks Nonexempt | Internet - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 83 | 5 | 0 |
| 270211BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 49 | 2 | 0 |
| 270242BR | Rep 1, Cust Svc Video Repair | Ad - Broadcasting and Cable | 1 | 1 | 1 |
| | | Ad - Print | 1 | 1 | 0 |
| | | Ad - Radio Advertisement | 2 | 2 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Internal - Internal Hire | 1 | 1 | 0 |
| | | Internet - Indeed | 25 | 25 | 15 |
| | | Other | 1 | 1 | 1 |
| | | Referral - Employee Referral | 10 | 10 | 9 |
| | | Website - External Career Site | 482 | 120 | 4 |
| | | Campaign - Indeed | 1 | 1 | 1 |
| 270250BR | Business Sales Representative | Direct Sourcing - Indeed | 4 | 4 | 3 |
| | | Direct Sourcing - Other | 1 | 1 | 0 |
| | | Internal - Internal Hire | 2 | 2 | 0 |
| | | Internet - Indeed | 4 | 4 | 3 |
| | | Referral - Employee Referral | 3 | 3 | 1 |
| | | Website - External Career Site | 51 | 6 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 270260BR | Rep 1, Cust Svc Billing | Internet - Indeed | 13 | 13 | 10 |
| | | Referral - Employee Referral | 2 | 2 | 2 |
| | | Website - External Career Site | 158 | 10 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| 270468BR | Direct Sales Rep | Internet - Indeed | 6 | 6 | 1 |
| | | Website - External Career Site | 9 | 5 | 0 |
| 270589BR | Rep 1, SCS Billing & Accounts | Ad - Print | 1 | 1 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Internet - Craigslist.com | 1 | 1 | 1 |
| | | Internet - Indeed | 30 | 30 | 19 |
| | | Internet - LinkedIn | 1 | 1 | 1 |
| | | Internet - Other | 1 | 1 | 0 |
| | | Internet - Ziprecruiter | 2 | 2 | 2 |
| | | Other | 1 | 1 | 1 |
| | | Referral - Employee Referral | 7 | 7 | 6 |
| | | Referral - Manager Referral | 1 | 1 | 0 |
| 270878BR | Direct Sales Rep | Website - External Career Site | 448 | 217 | 3 |
| | | Internet - Indeed | 5 | 5 | 1 |
| 270963BR | Store Associate | Website - External Career Site | 21 | 19 | 0 |
| | | Campaign - Indeed | 1 | 1 | 1 |
| 270972BR | Recruiter I | Website - External Career Site | 15 | 3 | 0 |
| | | Internet - Facebook.com | 1 | 1 | 1 |
| 271250BR | Rep 1, Cust Svc Billing | Internet - Indeed | 7 | 7 | 6 |
| | | Internet - LinkedIn | 1 | 1 | 0 |
| | | Job Fair - External | 1 | 1 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 193 | 16 | 6 |
| | | Internet - Indeed | 7 | 7 | 6 |

| Requisition ID | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|----------------|---------------------------------------|----------------------------------|-----------------|-----------------|------------|
| 271332BR | Store Associate | Direct Sourcing - Indeed | 2 | 2 | 1 |
| | | Website - External Career Site | 40 | 6 | 0 |
| 271411BR | Rep, Comm Sol Inbound Sales Nonexempt | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Internal - Internal Hire | 51 | 51 | 0 |
| | | Internet - Indeed | 6 | 6 | 4 |
| | | Other | 1 | 1 | 1 |
| | | Referral - Employee Referral | 1 | 1 | 0 |
| | | Website - External Career Site | 84 | 30 | 1 |
| 271463BR | Store Associate | Direct Sourcing - Indeed | 2 | 2 | 1 |
| | | Website - External Career Site | 34 | 4 | 0 |
| 271874BR | Store Associate | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 43 | 3 | 0 |
| 271947BR | Direct Sales Rep | Internet - Indeed | 7 | 7 | 5 |
| | | Website - External Career Site | 37 | 37 | 0 |
| 271962BR | Direct Sales Rep | Internet - Indeed | 7 | 7 | 4 |
| | | Website - External Career Site | 37 | 29 | 0 |
| 272115BR | Business Sales Representative | Direct Sourcing - Indeed | 3 | 3 | 2 |
| | | Internet - Indeed | 2 | 2 | 1 |
| | | Referral - Employee Referral | 11 | 11 | 9 |
| | | Website - External Career Site | 85 | 11 | 0 |
| 272119BR | Rep 1, Cust Svc Video Repair | Ad - Print | 1 | 1 | 1 |
| | | Ad - Radio Advertisement | 1 | 1 | 1 |
| | | Ad - TV Commercial Advertisement | 1 | 1 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Internet - Indeed | 17 | 17 | 11 |
| | | Internet - LinkedIn | 1 | 1 | 1 |
| | | Other | 1 | 1 | 1 |
| | | Referral - Employee Referral | 10 | 10 | 9 |
| | | Website - External Career Site | 391 | 131 | 2 |
| 272128BR | Account Executive | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 28 | 1 | 0 |
| 272304BR | Store Associate | Direct Sourcing - Indeed | 2 | 2 | 2 |
| | | Website - External Career Site | 19 | 2 | 0 |
| 272307BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 23 | 2 | 0 |
| 272579BR | Store Associate | Direct Sourcing - Indeed | 2 | 2 | 2 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 25 | 7 | 0 |
| 272712BR | Direct Sales Rep | Internet - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 22 | 21 | 0 |
| 272715BR | Rep 1, SCS Billing & Accounts | Internal - Internal Hire | 1 | 1 | 0 |
| | | Internet - Indeed | 13 | 13 | 7 |
| | | Referral - Employee Referral | 4 | 4 | 4 |
| | | Website - External Career Site | 188 | 71 | 0 |
| 272755BR | Multi-Tenant Sales Rep | Direct Sourcing - ATS | 1 | 1 | 1 |
| | | Website - External Career Site | 21 | 6 | 0 |

| Requisition ID | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|----------------|---------------------------------------|----------------------------------|-----------------|-----------------|------------|
| 272759BR | Direct Sales Rep | Internet - Indeed | 6 | 6 | 4 |
| | | Website - External Career Site | 16 | 16 | 0 |
| 273109BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 5 | 0 | 0 |
| 273124BR | Field Technician II | Ad - TV Commercial Advertisement | 1 | 1 | 1 |
| | | Contractor - Conversion | 1 | 1 | 1 |
| | | Internet - Facebook.com | 1 | 1 | 1 |
| | | Internet - Indeed | 2 | 2 | 2 |
| | | Website - External Career Site | 9 | 0 | 0 |
| | | | | | |
| 273146BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 10 | 0 | 0 |
| 273214BR | Direct Sales Rep | Internet - Indeed | 3 | 3 | 1 |
| | | Website - External Career Site | 28 | 26 | 0 |
| 273230BR | Direct Sales Rep | Internet - Indeed | 7 | 7 | 2 |
| | | Website - External Career Site | 32 | 28 | 0 |
| 273257BR | Account Executive | Intern - Conversion | 1 | 1 | 1 |
| | | Internet - LinkedIn | 1 | 1 | 1 |
| | | Website - External Career Site | 15 | 1 | 0 |
| 273495BR | Store Associate | Direct Sourcing - Indeed | 2 | 2 | 2 |
| | | Website - External Career Site | 14 | 4 | 0 |
| 273545BR | Rep 1, Cust Svc Video Repair | Internal - Internal Hire | 1 | 1 | 0 |
| | | Internet - Google | 2 | 2 | 1 |
| | | Internet - Indeed | 7 | 7 | 5 |
| | | Internet - Ziprecruiter | 1 | 1 | 1 |
| | | Referral - Employee Referral | 4 | 4 | 4 |
| | | Website - External Career Site | 192 | 55 | 0 |
| 273664BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 40 | 7 | 0 |
| 274151BR | Store Associate | Internet - Indeed | 2 | 2 | 1 |
| | | Website - External Career Site | 19 | 5 | 0 |
| 274243BR | Rep 1, Cust Svc Billing | Former Employee - Rehire | 1 | 1 | 0 |
| | | Internet - Indeed | 3 | 3 | 3 |
| | | Job Fair - External | 1 | 1 | 1 |
| | | Other | 1 | 1 | 1 |
| | | Referral - Employee Referral | 2 | 2 | 1 |
| | | Website - External Career Site | 158 | 11 | 0 |
| 274272BR | Mgr, Executive Producer | Former Employee - Rehire | 1 | 1 | 1 |
| | | Website - External Career Site | 11 | 3 | 0 |
| 274542BR | Store Associate | Internet - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 3 | 0 | 0 |
| 274581BR | Rep, Comm Sol Inbound Sales Nonexempt | Direct Sourcing - Other | 1 | 1 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Internal - Internal Hire | 8 | 8 | 0 |
| | | Internet - Facebook.com | 1 | 1 | 1 |
| | | Internet - Indeed | 15 | 15 | 10 |
| | | Internet - LinkedIn | 1 | 1 | 1 |
| | | Other | 6 | 6 | 4 |
| | | Referral - Employee Referral | 6 | 6 | 5 |
| | | Website - External Career Site | 172 | 62 | 1 |

| Requisition ID | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|----------------|---------------------------------------|-----------------------------------|-----------------|-----------------|------------|
| 274596BR | Direct Sales Rep | Internet - Indeed | 4 | 4 | 3 |
| | | Website - External Career Site | 34 | 34 | 0 |
| 274605BR | Direct Sales Rep | Internet - Indeed | 3 | 3 | 1 |
| | | Website - External Career Site | 22 | 22 | 0 |
| 274648BR | Facilities Maintenance Spec | Internet - LinkedIn | 1 | 1 | 1 |
| | | Website - External Career Site | 27 | 0 | 0 |
| 274677BR | Human Resources Generalist | Direct Sourcing - ATS | 1 | 1 | 1 |
| | | Website - External Career Site | 74 | 7 | 0 |
| 274721BR | Rep 1, Cust Svc Video Repair | Ad - Print | 1 | 1 | 0 |
| | | Direct Sourcing - Indeed | 4 | 4 | 3 |
| | | Internal - Internal Hire | 1 | 1 | 0 |
| | | Internet - Indeed | 13 | 13 | 8 |
| | | Organization - Community Outreach | 1 | 1 | 1 |
| | | Referral - Employee Referral | 9 | 9 | 7 |
| | | Website - External Career Site | 202 | 69 | 0 |
| | | | | | |
| 274777BR | Rep 1, SCS Billing & Accounts | Internal - Internal Hire | 1 | 1 | 0 |
| | | Internet - Indeed | 4 | 4 | 2 |
| | | Other | 1 | 1 | 0 |
| | | Referral - Employee Referral | 2 | 2 | 1 |
| | | Website - External Career Site | 70 | 24 | 0 |
| 275012BR | Direct Sales Rep | Internet - Indeed | 2 | 2 | 1 |
| | | Website - External Career Site | 13 | 12 | 0 |
| 275043BR | Direct Sales Rep | Internet - Indeed | 7 | 7 | 4 |
| | | Website - External Career Site | 28 | 26 | 0 |
| 275165BR | Photojournalist Nonexempt | Former Employee - Rehire | 1 | 1 | 1 |
| | | Website - External Career Site | 17 | 0 | 0 |
| 275405BR | Account Executive | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 26 | 4 | 0 |
| 275422BR | Business Sales Representative | Internet - Indeed | 1 | 1 | 1 |
| | | Referral - Employee Referral | 3 | 3 | 2 |
| | | Website - External Career Site | 29 | 4 | 0 |
| 275790BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 18 | 1 | 0 |
| 275795BR | Asst Mgr, Store | Internal - Internal Hire | 1 | 1 | 0 |
| | | Other | 1 | 1 | 1 |
| | | Website - External Career Site | 32 | 7 | 0 |
| 275958BR | Store Associate | Direct Sourcing - Indeed | 3 | 3 | 2 |
| | | Website - External Career Site | 31 | 3 | 0 |
| 275980BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Internal - Internal Hire | 1 | 1 | 0 |
| | | Website - External Career Site | 2 | 1 | 0 |
| 276099BR | Rep, Comm Sol Inbound Sales Nonexempt | Internal - Internal Hire | 6 | 6 | 0 |
| | | Internet - Indeed | 7 | 7 | 4 |
| | | Internet - LinkedIn | 1 | 1 | 1 |
| | | Other | 1 | 1 | 1 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 131 | 52 | 0 |

| Requisition ID | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|----------------|-----------|--------|-----------------|-----------------|------------|
|----------------|-----------|--------|-----------------|-----------------|------------|

| Requisition ID | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|----------------|-------------------------------|-----------------------------------|-----------------|-----------------|------------|
| 276127BR | Asst Mgr, Store | Website - External Career Site | 12 | 3 | 1 |
| 276239BR | Store Greeter Nonexempt | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 12 | 2 | 0 |
| 276241BR | Direct Sales Rep | Internet - Indeed | 3 | 3 | 1 |
| | | Website - External Career Site | 19 | 19 | 0 |
| 276542BR | Direct Sales Rep | Internet - Indeed | 1 | 1 | 1 |
| 276548BR | Business Sales Representative | Direct Sourcing - Indeed | 2 | 2 | 1 |
| | | Direct Sourcing - LinkedIn | 1 | 1 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Internet - Indeed | 1 | 1 | 0 |
| | | Internet - Ziprecruiter | 1 | 1 | 1 |
| | | Referral - Employee Referral | 7 | 7 | 5 |
| | | Website - External Career Site | 35 | 3 | 1 |
| | | Ad - Print | 1 | 1 | 1 |
| | | Ad - TV Commercial Advertisement | 1 | 1 | 1 |
| | | Campaign - Indeed | 1 | 1 | 1 |
| | | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Direct Sourcing - Line Networking | 1 | 1 | 1 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Internal - Internal Hire | 1 | 1 | 0 |
| | | Internet - Facebook.com | 1 | 1 | 0 |
| 276834BR | Rep 1, Cust Svc Video Repair | Internet - Google | 1 | 1 | 1 |
| | | Internet - Indeed | 7 | 7 | 5 |
| | | Job Fair - External | 1 | 1 | 0 |
| | | Job Fair - Internal | 1 | 1 | 1 |
| | | Other | 2 | 2 | 2 |
| | | Referral - Employee Referral | 9 | 9 | 9 |
| | | Website - External Career Site | 167 | 55 | 1 |
| | | Internet - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 27 | 1 | 0 |
| | | Internet - Facebook.com | 1 | 1 | 1 |
| 276891BR | Rep 1, Cust Svc Billing | Internet - Indeed | 10 | 10 | 7 |
| | | Website - External Career Site | 193 | 11 | 2 |
| | | Internet - Facebook.com | 1 | 1 | 1 |
| 276987BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 8 | 0 | 0 |
| 277040BR | Direct Sales Rep | Internet - Indeed | 5 | 5 | 3 |
| | | Website - External Career Site | 15 | 15 | 0 |
| 277073BR | Direct Sales Rep | Internet - Indeed | 3 | 3 | 1 |
| | | Website - External Career Site | 14 | 13 | 0 |
| 277194BR | Store Greeter Nonexempt | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 4 | 0 | 0 |
| 277534BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 16 | 1 | 0 |
| 277606BR | Direct Sales Rep | Internet - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 1 | 1 | 0 |
| 277675BR | Direct Sales Rep | Internet - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 2 | 1 | 0 |

| Requisition ID | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|----------------|---------------------------------------|-----------------------------------|-----------------|-----------------|------------|
| 277702BR | Rep 1, Cust Svc Video Repair | Ad - TV Commercial Advertisement | 1 | 1 | 0 |
| | | Direct Sourcing - ATS | 1 | 1 | 1 |
| | | Direct Sourcing - Indeed | 4 | 4 | 4 |
| | | Direct Sourcing - Line Networking | 2 | 2 | 2 |
| | | Internet - Indeed | 8 | 8 | 7 |
| | | Internet - Ziprecruiter | 1 | 1 | 0 |
| | | Job Fair - External | 1 | 1 | 1 |
| | | Referral - Employee Referral | 6 | 6 | 6 |
| | | Website - External Career Site | 215 | 65 | 1 |
| 277753BR | Asst Mgr, Store | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 13 | 4 | 0 |
| 278096BR | Account Executive | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 15 | 3 | 0 |
| 278166BR | Store Associate | Referral - Employee Referral | 3 | 3 | 3 |
| | | Website - External Career Site | 12 | 0 | 0 |
| 278443BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 5 | 0 | 0 |
| 278490BR | Direct Sales Rep | Internet - Indeed | 2 | 2 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 5 | 5 | 0 |
| 278611BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 10 | 0 | 0 |
| 278647BR | Direct Sales Rep | Internet - Indeed | 1 | 1 | 1 |
| 278750BR | Business Sales Representative | Campaign - Indeed | 4 | 4 | 3 |
| | | Website - External Career Site | 53 | 4 | 1 |
| 278806BR | Rep, Comm Sol Inbound Sales Nonexempt | Ad - TV Commercial Advertisement | 1 | 1 | 0 |
| | | Internal - Internal Hire | 1 | 1 | 0 |
| | | Other | 1 | 1 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 93 | 34 | 0 |
| 278882BR | Data & Reporting Analyst | Website - External Career Site | 166 | 28 | 1 |
| 279068BR | Direct Sales Rep | Internet - Indeed | 5 | 5 | 1 |
| | | Website - External Career Site | 18 | 17 | 0 |
| 279114BR | Direct Sales Rep | Internet - Indeed | 2 | 2 | 1 |
| | | Website - External Career Site | 15 | 14 | 0 |
| 279300BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 7 | 0 | 0 |
| 279324BR | Multi-Tenant Sales Rep | Direct Sourcing - Indeed | 2 | 2 | 1 |
| | | Website - External Career Site | 4 | 3 | 0 |
| 279401BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 6 | 0 | 0 |
| 279446BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 18 | 0 | 0 |
| 279940BR | Store Associate | Direct Sourcing - Indeed | 2 | 2 | 2 |
| | | Website - External Career Site | 9 | 1 | 0 |

| Requisition ID | Job Title | Source | Applicant Count | Interview Count | Hire Count |
|----------------|-------------------------------|--------------------------------|-----------------|-----------------|------------|
| 279941BR | Store Associate | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 7 | 0 | 0 |
| 280104BR | Store Associate | Direct Sourcing - Indeed | 2 | 2 | 2 |
| | | Other | 1 | 1 | 1 |
| | | Website - External Career Site | 14 | 1 | 0 |
| 280153BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 10 | 2 | 0 |
| 280360BR | Rep 1, SCS Billing & Accounts | Ad - Print | 1 | 1 | 0 |
| | | Former Employee - Rehire | 1 | 1 | 1 |
| | | Internet - Indeed | 7 | 7 | 0 |
| | | Other | 1 | 1 | 0 |
| | | Referral - Employee Referral | 2 | 2 | 0 |
| | | Website - External Career Site | 66 | 40 | 0 |
| 280537BR | Account Executive | Referral - Employee Referral | 3 | 3 | 3 |
| | | Website - External Career Site | 31 | 9 | 0 |
| 280571BR | Asst Mgr, Store | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 8 | 2 | 0 |
| 280806BR | Direct Sales Rep | Internet - Indeed | 3 | 3 | 1 |
| | | Website - External Career Site | 5 | 5 | 0 |
| 280946BR | EAE-Enterprise Account Exec | Direct Sourcing - LinkedIn | 1 | 1 | 1 |
| | | Website - External Career Site | 1 | 0 | 0 |
| 281066BR | Direct Sales Rep | Internet - Indeed | 5 | 5 | 3 |
| | | Website - External Career Site | 11 | 10 | 1 |
| 281214BR | Store Associate | Direct Sourcing - Indeed | 1 | 1 | 1 |
| | | Website - External Career Site | 20 | 3 | 0 |
| 281714BR | Store Associate | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 5 | 1 | 0 |
| 283434BR | Sr Marketing Analyst | Contractor - Conversion | 1 | 1 | 1 |
| | | Website - External Career Site | 4 | 0 | 0 |
| 283657BR | Store Specialist Nonexempt | Direct Sourcing - Indeed | 4 | 4 | 0 |
| | | Direct Sourcing - LinkedIn | 1 | 1 | 0 |
| | | Internal - Internal Hire | 1 | 1 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| | | Referral - Manager Referral | 1 | 1 | 0 |
| | | Website - External Career Site | 30 | 0 | 0 |
| 283703BR | Store Specialist Nonexempt | Direct Sourcing - Indeed | 1 | 1 | 0 |
| | | Referral - Employee Referral | 1 | 1 | 1 |
| | | Website - External Career Site | 7 | 0 | 0 |