

## 2021 FCC Unit Structure

### FCC Unit: 13526 Central States

Address	City	State	Postal Zip Code
1837 Homer Adams Pkwy	Alton	IL	62002
7645 Magna Dr Suite 100	Belleville	IL	62223
129 North Walnut	Centralia	IL	62801
150 N Wacker Dr	Chicago	IL	60606
1110 Collinsville Crossing BLVD	Collinsville	IL	62234
4767 Signature Industrial Dr	Edwardsville	IL	62025
5111 Lake Terrace NE	Mt Vernon	IL	62864
3950 Green Mount Crossing Drive	Shiloh	IL	62269
139 Corporate Dr	Swansea	IL	62226
10726 E. US Highway 36	Avon	IN	46123
14550 Clay Terrace Blvd	Carmel	IN	46032
1122 Hirschland Road	Evansville	IN	47715
1900 N Fares Ave	Evansville	IN	47711
3101 N Green River Rd	Evansville	IN	47715
240 Delaware Street	Indianapolis	IN	46204
3030 Roosevelt Avenue	Indianapolis	IN	46218
6585 E. 30th St.	Indianapolis	IN	46219
2856 Cathy Lane	Jasper	IN	47546
3408 Industrial Pkwy	Jeffersonville	IN	47130
4225 Town Center Blvd.	Jeffersonville	IN	47130
1109 Clifty Drive	Madison	IN	47250
2923 S. Western Avenue	Marion	IN	46953
1605 Wabash Ave	Terre Haute	IN	47807
13 Village Plaza Dr	Arnold	MO	63010
884 Arnold Commons Drive	Arnold	MO	63010
13545 Barrett Parkway Suite 200	Ballwin	MO	63021
12244 St Charles Rock Rd Suite	Bridgeton	MO	63044
13022 Hollenberg Dr	Bridgeton	MO	63044
127 Siemers Drive	Cape Girardeau	MO	63701
623 S Silver Springs Rd, Ste 500	Cape Girardeau	MO	63703
60 THF BLVD	Chesterfield	MO	63005
904 Rainforest Parkway	Columbia	MO	65202
403 E Karsch Blvd	Farmington	MO	63640
2081 Corporate 44 Dr.	Fenton	MO	63026
14055 New Halls Ferry Road	Florissant	MO	63033
3300 Sunswept Park Dr	Florissant	MO	63033
647 Clinic Rd	Hannibal	MO	63401
1048 S. Kirkwood Rd.	Kirkwood	MO	63122

Address	City	State	Postal Zip Code
1803 Maplewood Commons Drive	Maplewood	MO	63143
13736 Riverport Dr	Maryland Heights	MO	63043
14000 Riverport Drive	Maryland Heights	MO	63043
428 N Kentucky St	Mexico	MO	65265
8628 Mexico Rd	O'Fallon	MO	63366
2411 Verona Ave	Overland	MO	63114
3140 W Nash Rd	Scott City	MO	63780
249 N Main St	Sikeston	MO	63801
101 Northwest Plaza	St Ann	MO	63074
750 Northwest Plaza Dr	St Ann	MO	63074
2047 Zumbuhl Road	St Charles	MO	63303
12597-A Olive Blvd	St Louis	MO	63141
3121 South Grand Blvd	St Louis	MO	63118
4561 Lemay Ferry Rd	St Louis	MO	63129
6524 Manchester Avenue	St Louis	MO	63139
9334 Dielman Industrial Dr	St Louis	MO	63132
4160 Old Mill Pkwy	St Peters	MO	63376
815 Charter Commons Drive	Town and Country	MO	63017
817 Charter Commons Drive	Town and Country	MO	63017
941 Charter Commons Dr.	Town and Country	MO	63017
1015-C Washington Square	Washington	MO	63090

Federal Communications Commission Washington, D.C. 20554  <b>FCC 396-C</b>	OMB 3060-1033 September 2003  <b>Multi-Channel Video Program Distributor EEO Program          Annual Report</b>  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 # 13526

**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

ST LOUIS, MO

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.

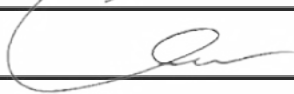
[Exhibit 3]

#### 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 9/24/2021	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: 13526 Central States

- 1. #4 - Participation in at least two events sponsored by community groups active in cable employment issues (including conventions, career days, and workshops).**

## **Mock Interviewing- SCOTT AFB**

- September 11, 2020
- Virtual
- Description: Mock interviews
- Community Group: Scott Air Force Base
- How the event emphasizes recruitment of diverse candidates: intended to help executive military members transition successfully from the service.
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

## **Reverse Career Fair- SCOTT AFB**

- October 21, 2020
- Virtual
- Description: Speed-dating style reverse career fair
- Community Group: Scott Air Force Base
- How the event emphasizes recruitment of diverse candidates: intended to help executive military members transition successfully from the service.
- 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.**

## **Workplace Expectations: Equal Employment Opportunity Requirements for Leaders and Human Resources**

Are you a Leader involved in hiring or promotion decisions? Or, are you a Human Resources professional responsible for addressing Equal Employment Opportunity (EEO) requirements? By welcoming and leveraging differences, we all help build a stronger Charter. Your expertise with Charter's EEO Policy and your adherence to Federal requirements ensures all qualified individuals have equal opportunities in employment at Charter. This course will help you identify federal EEO requirements. In addition, you will learn about affirmative action plans and the role you play in applying Charter's EEO Policy relative to these topics. This required course is assigned at new hire and reassigned annually for Leaders and Human Resources employees.



## 2021 FCC Outreach Sources

### FCC Unit: 13526 Central States

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928
America's Job Center	delia.baltimore@tn.gov	(731) 286-7702	439 McGaughey Street	Dyersburg	TN	38024
Amnesty International - Midwest Region	aiusamw@aiusa.org	312-427-2060	53 W Jackson Blvd Ste 731	Chicago	IL	60604-3460
Association of People Supporting Employment First	Lesa.Barber@vr.dese.mo.gov	555-555-1212	1706 E Elm St	Jefferson City	MO	65101-4130
Austin Community College	jpcaïn@austinncc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	TX	78752-4390
Beechmont Community Center	sandra.shepard@louisvilleky.gov	502-361-5484	205 West Wellington Avenue	Louisville	KY	40214
Belleville Division of Rehabilitation Services	nancy.foster@illinois.gov	618-235-5300	601 S High St	Belleville	IL	62220-2122
Bill J. Priest Institute for Economic Development	eccjobs@dccc.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111
Brookhaven College	bhcjobs@dccc.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906
Cairo Women's Shelter	tiny62@hotmail.com	(618) 734-4357	Po Box 907	Cairo	IL	62914-0907
Catawba County JobLink Career Center	russ.vickers@nccommerce.com	828-466-5596	3301 Hwy 70 South East	Newton	NC	28658
Catawba County JobLink Career Center	thaddeus.sparkman@nccommerce.com		3301 Hwy 70 South East	Newton	NC	28658
Catholic Charities of the Archdiocese of Chicago - St. Leo Campus for Veterans	jlhodges@catholiccharities.net	(773) 808-2950	7750 S Emerald Ave	Chicago	IL	60620-2451
Catholic Social Services, Refugee Resettlement Office	ccdoc@charlottediocese.org	(704) 370-3262	1123 South Church Street	Charlotte	NC	28203
Central Methodist University	career@centralmethodist.edu	660-248-6986	411 Central Methodist Sq	Fayette	MO	65248-1104
Centralia IDES Office	richard.motch@illinois.gov	618-532-6821	325 S Poplar St	Centralia	IL	62801-3921
Charlotte-Mecklenburg JobLink Career Center	bill.dodge@nccommerce.com	704-566-2870	8601 McAlpine Park Drive	Charlotte	NC	28211
Coalition for Workforce Diversity	kittyzachery@coalitionfwd.com	(502) 645-9636	101 West Main Street	Louisville	KY	40202
College of Lake County - Women's Center	tburns@clcilinois.edu	(847) 543-2771	19351 W Washington St	Grayslake	IL	60030-1148
Coyne College	igonzalez@coynecollege.edu	(800) 707-1922	330 N Green St	Chicago	IL	60607-1300
Danville Division of Rehabilitation Services	gina.mcguire@illinois.gov	217-446-0230	407 N Franklin St	Danville	IL	61832-4542
Davies County Rehabilitation Services	carlap@frs.org			4142 Indianapolis	IN	42084
Disabled American Veterans - Vets Memorial Chapter 28	buckg1@gmail.com	618-244-2739	15253 E Davis Rd	Opdyke	IL	62872-3107
Disabled Citizens Alliance For Independence	staceytm@msn.com	573-244-5402	Po Box 675	Viburnum	MO	65566-0675
Dress for Success Worldwide - Central	worldwidecentral@dressforsuccess.org	312-527-0925	515 N State St	Chicago	IL	60654-4854
Drury University	career@drury.edu	417-873-7284	900 N Benton Ave	Springfield	MO	65802-3712
Employer Partnership of the Armed Forces - Darien	Kendall.G.Marks.ctr@mail.mil	910-574-5286	10s100 S Frontage Rd	Darien	IL	60561-1780
Friendship Community Development Corporation (FCDC)	info@friendshipcdc.org	(980) 771-3965	3239 Beatties Ford Road	Charlotte	NC	28216
Harbor House of Louisville	tmcginnis@hhlou.org	(502) 916-5710	2231 Lower Hunters Trace	Louisville	KY	40216
Harris-Stowe State University	harrisv@hssu.edu	(314) 340-3366	3026 Laclede Ave	Saint Louis	MO	63103-2136
Henderson County Chamber of Commerce	ellen@hendersonkychamber.com	(270) 826-9531	114 North Main Street	Henderson	KY	42420
Illinois Department of Employment Security - Workforce & Career Information	angelia.johnson@illinois.gov	312-793-9741	33 S State St	Chicago	IL	60603-2804
Illinois workNet Center - Cairo	marsha.c.alco@shawneeddevelopment.org	618-734-9034	2207 Poplar St	Cairo	IL	62914-1560
Immigrant and Refugee Women's Program	patjoshu@sbcglobal.net	(314) 771-1104	3530 Utah St	Saint Louis	MO	63118-2729
Independent Living Center of Southeast Missouri	kathiekearbey@gmail.com	573-683-2333	511 Cedar St	Poplar Bluff	MO	63901-7301
Jefferson County Chamber of Commerce	chambermarketing@mvn.net	618-242-5725	200 Potomac Blvd	Mount Vernon	IL	62864-6750
Jubilee Church	jcchurchadmin@gmail.com	314-533-5400	3118 N Grand Blvd	Saint Louis	MO	63107-2502
KentuckianaWorks One Stop	Charlotte.Kerns@kentuckianaWorks.org	(502) 595-4762	600 West Cedar Street, 6th & Cedar	Louisville	KY	40202
Kingdom House/Near Southside Employment Coalition	estuart@kingdomhouse.org	(314) 421-0400	1321 S 11th St	Saint Louis	MO	63104-3530
L.I.F.E., Inc. Center For Independent Living	theresas@lifecilmo.org	573-756-4314	725 E Karsch Blvd	Farmington	MO	63640-3006
La Casita Center	info@lacasitacenter.org	(502) 322-4036	223 East Magnolia Avenue	Louisville	KY	40208
Lambs Farm	info@lambsfarm.org	847-362-0098	Po Box 520	Libertyville	IL	60048-0520
Logan University	Jazmine.Newsome@logan.edu	(800) 784-3344	1851 Schoettler Rd	Chesterfield	MO	63017-5529
Louisville Pride Foundation	sponsors@louisvillepride.com	(502) 498-4298	1205 East Washington Street	Louisville	KY	40206
Louisville Urban League	ajohnson@lul.org	502-585-4622	1535 West Broadway	Louisville	KY	40203
Louisville Urban League	bfox@lul.org	502-585-4622	1535 West Broadway	Louisville	KY	40203
Louisville Urban League	cpayne@lul.org	(502) 585-4622	1535 West Broadway	Louisville	KY	40203
Louisville Urban League	danderson@lul.org	(502) 585-4622	1535 West Broadway	Louisville	KY	40203
Louisville Urban League	gtripure@lul.org	(502) 585-4622	1535 West Broadway	Louisville	KY	40203
Louisville Urban League	Jestes@lul.org	(502) 585-4622	1535 West Broadway	Louisville	KY	40203
Louisville Urban League	tporter@lul.org	(502) 585-4622	1535 West Broadway	Louisville	KY	40203
Louisville Urban League	vkeye@lul.org	(502) 585-4622	1535 West Broadway	Louisville	KY	40203
Lyon College	vicki.webb@lyon.edu	870-307-7000	2300 Highland Rd	Batesville	AR	72501-3629
Madison County Urban League	dsr22706@aol.com	618-463-1906	408 E Broadway	Alton	IL	62002-2417
Marion IDES Office	robert.barron@illinois.gov	(618) 993-2282	8195 Express Dr	Marion	IL	62959-5816
Martin County Rehabilitation Services	rhalter@frs.org			1111 Martinsville	IN	34141
Maryville University of St. Louis	eboswel@maryville.edu	(314) 529-9375	650 Maryville University Dr	Saint Louis	MO	63141-5849
Meade County Veteran Services	communications@bburgumc.org	(270) 422-2810	215 West Broadway	Brandenburg	KY	40108
MERS Missouri Goodwill	jbyrne@mersgoodwill.org	314-241-3464	1727 Locust St	Saint Louis	MO	63103-1703
Missouri Rehabilitation Services for the Blind-MO	brenda.k.kennedy@dss.mo.gov	573-751-4765	615 Howerton Ct	Jefferson City	MO	65109-6806
Mujeres Latinas En Accion - Chicago	mujeresmail@mujereslat.org	(312) 226-1544		Chicago	IL	
National Federation of the Blind of Illinois	marilynvgreen@gmail.com	(773) 307-6440	6919 W Berwyn Ave	Chicago	IL	60656-2040
NCWorks Career Center - Cabarrus County	joseph.dismuke@nccommerce.com	704-694-6551	845 North Church Street Suite 201	Concord	NC	28025
NCWorks Career Center- Cleveland County	craig.mcclendon@nccommerce.com	704-480-5414	404 East Marion Street	Shelby	NC	28150
NCWorks Career Center- Iredell County/ Statesville	atlantis.smith@nccommerce.com		133 Island Ford Road	Statesville	NC	28625
NCWorks Career Center- Iredell County/ Statesville	shirley.butler@nccommerce.com		133 Island Ford Road	Statesville	NC	28625
Oasis Women's Center	kmtrushel@oasiswomenscenter.com	618-465-1978		442 Alton	IL	42974
Park University	jobs@park.edu		8700 Nw River Park Dr	Parkville	MO	64152-4358
Ranken Technical College	jksommers@ranken.edu	314) 286-3665	4431 Finney Ave	Saint Louis	MO	63113-2811
Re:Center Ministries	jason@recenterministries.org	(502) 584-6543	733 East Jefferson Street	Louisville	KY	40202
Road to Hire	mishepherd@redventures.com	(704) 697-1363	1101 Red Ventures Drive	Fort Mill	SC	29707
Robley Rex VA Medical Center	Keith.Hosey@va.gov	(502) 287-4759	800 Zorn Avenue	Louisville	KY	40206
Seed to Oaks - Job One	nwalker@seedtooaks.com	(502) 791-6257	710 East Broadway	Louisville	KY	40202
SLATE Next Generation Missouri Career Center - Downtown	KRiddick@stlworks.com	(314) 589-8000	1520 Market St Rm 3050	Saint Louis	MO	63103-2634
Soldier for Life Transition Assistance Program - Fort Myer	juan.c.rodriguez64.civ@mail.mil		126 Forrest Circle	Arlington	VA	22211
St. Clair County Veterans Services	alan.buckner@illinois.gov	618-656-6100	4519 W Main St	Belleville	IL	62226-5506
Susanna Wesley Family Learning Center	janice@swflc.com	573-649-3731	207 N Washington St	East Prairie	MO	63845-1141
The Arc of Winnebago, Boone and Ogle Counties	JackiNB@arcwbo.org	815-965-3455	1222 E State St	Rockford	IL	61104-2230
The Women's Safe House	aftercare@twsh.org	314-772-4535	Po Box 63010	Saint Louis	MO	63163-3010
Truman State University	careers@truman.edu	660-785-4000	100 E Normal Ave	Kirksville	MO	63501-4200
Uniting Partners for Women and Children	shannons@uplouisville.org	(502) 384-0001	425 South 2nd Street	Louisville	KY	40202
Univeristy of North Carolina Charlotte	Recruit@uncc.edu	(704) 687-8622	9201 University City Boulevard	Charlotte	NC	28223
University of Central Missouri	careers@ucmo.edu	660-543-4985	108 W South St	Warrensburg	MO	64093-2324
University of Louisville Women's Center	paruss01@louisville.edu	(502) 852-8976		Louisville	KY	40292
Veteran Services - Perryville	Kevin.Colyott@mvc.dps.mo.gov	(573) 290-5752	2400 Veterans Memorial Dr	Cape Girardeau	MO	63701-9620
Violence Prevention Center	Jean.Gromacki@vpccswi.org	(618) 236-2531	Po Box 831	Belleville	IL	62222-0831
Vocational Rehabilitation - Owensboro	steve.wedding@ky.gov	(270) 687-7308	121 East 2nd Street	Owensboro	KY	42303
Vocational Rehabilitation-Cape Girardeau	janet.childers@vr.dese.mo.gov	(573) 290-5788	3102 Blattner Dr	Cape Girardeau	MO	63703-6348
Vocational Rehabilitation-Creedmoor	dvr.web.C2300@dhhs.nc.gov	919-528-0227	402 N Main St	Creedmoor	NC	27522
Vocational Rehabilitation-Gladstone	james.ankrom@vr.dese.mo.gov	(816) 467-7900	310 Nw Englewood Rd	Gladstone	MO	64118-4065
Vocational Rehabilitation-Hannibal	jo.moncrief@vr.dese.mo.gov	573-248-2410	112 Jaycee Dr	Hannibal	MO	63401-3673
Vocational Rehabilitation-High Point	dvrweb.C0600@dhhs.nc.gov		919 Phillips Avenue	High Point	NC	27262
Vocational Rehabilitation-Kinston	dvrweb.E1100@dhhs.nc.gov		1003 Hardee Road	Kinston	NC	28504
Vocational Rehabilitation-Lexington	dvrweb.C2200@dhhs.nc.gov		414 Piedmont Drive	Lexington	NC	27295
Vocational Rehabilitation-Roanoke Rapids	dvr.web.E3700@dhhs.nc.gov	252-537-1126	615 Julian Alsbrook	Roanoke Rapids	NC	27870
Vocational Rehabilitation-Rockingham	dvrweb.C2400@dhhs.nc.gov		1793 East Broad Avenue	Rockingham	NC	28379
Vocational Rehabilitation-Rocky Mount	dvrweb.E3700@dhhs.nc.gov		301 South Church Street	Rocky Mount	NC	27804
Vocational Rehabilitation-Sedalia	karen.wilson@vr.dese.mo.gov	660-530-5560	2115 W Broadway Blvd	Sedalia	MO	65301-2506
Vocational Rehabilitation-St. Charles	janis.miller@vr.dese.mo.gov	636-940-3300	3737 Harry S Truman Blvd	Saint Charles	MO	63301-4094
Vocational Rehabilitation-St. Louis	jeather.smith@vr.dese.mo.gov	314-877-2940	220 S Jefferson Ave	Saint Louis	MO	63103-2536
Vocational Rehabilitation-St. Louis South	Lesa.Barber@vr.dese.mo.gov	555-555-1212	3248 Laclede Station Rd	Saint Louis	MO	63143-3709
Vocational Rehabilitation-St. Louis West	karen.klenke@vr.dese.mo.gov	314-877-1500	9900 Page Ave	Saint Louis	MO	63132-1443
VPCSWI-Violence Prevention Center of Southwestern Illinois	jean.reinhardt@vpccswi.org	618-236-2531		111 Belleville	IL	42974
Wesley House Community Services	Drwcwlesley@gmail.com	(502) 968-8231	5114 Preston Highway	Louisville	KY	40213
West Point Association of Graduates	scott.leishman@wpaog.org	(845) 446-1654	698 Mills Road	West Point	NY	10996
Wood Dale Chamber of Commerce	info@wooddalechamber.com	630-595-0505	Po Box 353	Wood Dale	IL	60191-0353
Worknet	sam@worknetnow.com	866-872-1743	800 N Tucker Blvd	Saint Louis	MO	63101-1000
Wounded Warrior Project	jfranzese@woundedwarriorproject.org	619-981-9644	230 W Monroe St	Chicago	IL	60606-4703

## 2021 FCC Source Evaluation Report

FCC Unit: 13526 Central States

Source	Applicant Count	Interview Count	Hire Count
Ad - TV Commercial Advertisement	1	1	1
Agency Hire	1	1	1
Brazen	1	1	1
Campaign - Indeed	11	11	7
College - Campus Recruiting	10	10	9
Contractor - Conversion	107	107	105
Direct Sourcing - ATS	4	4	4
Direct Sourcing - Indeed	280	280	110
Direct Sourcing - Line Networking	1	1	0
Direct Sourcing - LinkedIn	8	8	8
Direct Sourcing - Other	2	2	2
Direct Sourcing - Recruiter Networking	3	3	0
Former Employee - Rehire	42	41	34
Intern - Conversion	2	2	2
Internal - Internal Hire	60	60	0
Internet - Facebook.com	9	8	4
Internet - Glassdoor.com	2	2	1
Internet - Google	9	9	8
Internet - Indeed	626	612	376
Internet - LinkedIn	16	16	11
Internet - Other	25	25	14
Internet - Ziprecruiter	4	4	3
Job Fair - Internal	26	25	5
Organization - Community Outreach	1	1	0
Other	16	15	13
Referral - Employee Referral	270	270	157
Referral - Manager Referral	8	8	8
Website - External Career Site	18312	1392	66
<b>Total</b>	<b>19857</b>	<b>2919</b>	<b>950</b>

## 2021 FCC Source Report

### FCC Unit: 13526 Central States

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
240170BR	Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	60	0	0
254888BR	Lead Applications Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	25	2	0
259029BR	Lead Business Systems Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	16	0	0
265494BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	1	1	1
		Website - External Career Site	1306	198	0
266305BR	Sup, Resi Inbound Sales	Internet - Indeed	1	1	1
		Website - External Career Site	135	32	0
266322BR	Account Executive	Website - External Career Site	106	41	1
266355BR	Billing Assurance Analyst II	Intern - Conversion	1	1	1
266570BR	Lead Applications Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	33	0	0
266783BR	Sr Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	15	0	0
266853BR	Software Developer	Internet - Indeed	1	1	1
		Website - External Career Site	62	4	0
267163BR	Rep 1, Cust Svc Internet/Voice	Internal - Internal Hire	1	1	0
		Internet - Facebook.com	1	1	0
		Internet - Google	1	1	0
		Internet - Indeed	33	33	1
		Internet - LinkedIn	1	1	0
		Internet - Other	6	6	0
		Referral - Employee Referral	3	3	0
		Website - External Career Site	607	89	0
267599BR	Sr Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	10	1	0
267726BR	Account Executive	Website - External Career Site	73	17	1
268196BR	Sr Dir, IT	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	93	5	0
268404BR	Principal App Architect I	Contractor - Conversion	2	2	1
		Website - External Career Site	12	1	0
268660BR	Intern	Job Fair - External	1	1	1
		Website - External Career Site	13	2	0
268661BR	Intern	Job Fair - External	1	1	1
		Website - External Career Site	11	4	0
268669BR	Intern	Website - External Career Site	23	9	1



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
268672BR	Intern	Job Fair - External	1	1	1
		Website - External Career Site	106	6	0
268682BR	Intern	Website - External Career Site	32	3	1
268768BR	Store Associate	Internal - Internal Hire	2	2	0
		Internet - Indeed	3	3	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	22	6	0
268871BR	Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	34	0	0
268927BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	48	48	1
		Former Employee - Rehire	2	2	1
		Internet - Indeed	6	6	2
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	28	28	0
		Website - External Career Site	179	5	0
269071BR	Sr Proposal Specialist	Former Employee - Rehire	1	1	1
		Website - External Career Site	17	8	0
269216BR	Physical Security Officer I Nonexempt	Website - External Career Site	199	6	1
269320BR	Sup, Direct Sales	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	40	2	0
269331BR	Direct Sales Rep	Direct Sourcing - Indeed	5	5	0
		Former Employee - Rehire	1	1	0
		Internet - Indeed	4	4	0
		Job Fair - Internal	9	9	0
		Referral - Employee Referral	4	4	1
		Website - External Career Site	75	70	0
269418BR	Field Technician II	Former Employee - Rehire	1	1	0
		Internet - Facebook.com	1	1	0
		Internet - Glassdoor.com	1	1	0
		Internet - Indeed	4	4	2
		Internet - Ziprecruiter	1	1	0
		Other	1	1	0
		Referral - Employee Referral	2	2	0
		Website - External Career Site	56	21	1
269495BR	Lead Test Engineer	Former Employee - Rehire	1	1	1
		Website - External Career Site	98	2	0
269497BR	BI Architect I Exempt	Website - External Career Site	7	1	1
269502BR	Sr Mgr, IT	Contractor - Conversion	1	1	1
		Website - External Career Site	67	1	0
269509BR	Sr Software Developer	Referral - Manager Referral	1	1	1
		Website - External Career Site	4	0	0
269631BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	149	1	0
269634BR	Intern	Other	1	1	1
		Website - External Career Site	12	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
269883BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	1
		Job Fair - Internal	3	3	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	16	12	0
270004BR	Multi-Tenant Sales Rep	Internet - Indeed	3	3	1
		Website - External Career Site	6	5	0
270043BR	Direct Sales Rep	Internet - Indeed	4	4	2
		Website - External Career Site	29	28	0
270058BR	Ethical Hacker	Agency Hire	1	1	1
		Direct Sourcing - Recruiter Networking	2	2	0
		Website - External Career Site	67	1	0
270100BR	Intern	Other	1	1	1
		Website - External Career Site	56	0	0
270102BR	Intern	Internet - Indeed	1	1	1
		Website - External Career Site	142	2	0
270128BR	Ent Sales Ops Specialist Nonexempt	Internal - Internal Hire	4	4	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	87	24	0
270159BR	Intern	College - Campus Recruiting	1	1	1
		Website - External Career Site	56	3	0
270166BR	Sr Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
270167BR	MAC Coordinator I Nonexempt	Internal - Internal Hire	1	1	0
		Internet - Facebook.com	1	1	0
		Internet - Indeed	21	21	15
		Other	1	1	1
		Website - External Career Site	301	38	0
270170BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
270245BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	2	0	0
270270BR	Project Manager	Contractor - Conversion	1	1	0
		Website - External Career Site	88	2	1
270273BR	Instructional Designer	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	31	3	0
270291BR	Intern	Internet - Indeed	1	1	1
		Website - External Career Site	49	0	0
270292BR	Intern	Other	1	1	1
		Website - External Career Site	254	0	0
270297BR	Store Associate	Website - External Career Site	24	4	1
270311BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	73	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270378BR	Intern	College - Campus Recruiting	1	1	1
		Website - External Career Site	63	1	0
270452BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	68	68	25
		Internal - Internal Hire	1	1	0
		Internet - Indeed	11	11	5
		Referral - Employee Referral	48	48	22
		Website - External Career Site	171	1	0
270503BR	VP, Information Technology	Contractor - Conversion	1	1	1
		Website - External Career Site	50	0	0
270515BR	Intern	College - Campus Recruiting	1	1	1
		Website - External Career Site	292	4	0
270517BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	69	0	0
270522BR	Intern	Other	1	1	1
		Website - External Career Site	91	0	0
270528BR	BI ETL Developer II	Contractor - Conversion	1	1	1
		Website - External Career Site	33	0	0
270538BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	56	0	0
270617BR	Rep 1, Cust Svc Internet/Voice	Internet - Facebook.com	1	1	1
		Internet - Google	3	3	3
		Internet - Indeed	57	57	41
		Internet - LinkedIn	1	1	0
		Internet - Other	5	5	4
		Other	1	1	1
		Referral - Employee Referral	15	15	11
		Website - External Career Site	1317	87	1
270776BR	Intern	Referral - Employee Referral	1	1	1
		Website - External Career Site	47	1	0
270777BR	Intern	College - Campus Recruiting	1	1	1
		Website - External Career Site	36	1	0
270778BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	68	0	0
270783BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	71	0	0
270800BR	Intern	Website - External Career Site	30	1	1
		Former Employee - Rehire	2	2	1
270840BR	Direct Sales Rep	Internet - Indeed	9	9	4
		Job Fair - Internal	4	4	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	114	86	0
270841BR	Direct Sales Rep	Internet - Indeed	8	8	1
		Website - External Career Site	34	33	0
270850BR	Intern	Other	1	1	1
		Website - External Career Site	101	0	0
270865BR	Store Associate	Website - External Career Site	57	7	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270900BR	Intern	Internet - LinkedIn	1	1	1
		Other	1	1	0
		Website - External Career Site	178	0	0
270917BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	169	7	0
270953BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	300	0	0
270973BR	Sr Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
270988BR	Intern	Other	1	1	1
		Website - External Career Site	53	0	0
271056BR	Mgr, IT	Referral - Manager Referral	1	1	1
		Website - External Career Site	97	3	0
271063BR	EAE-Enterprise Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	5	0	0
271118BR	Field Technician II	Internet - Indeed	3	3	1
		Website - External Career Site	44	14	0
271216BR	Store Associate	Internal - Internal Hire	1	1	0
		Website - External Career Site	48	8	1
271235BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	31	3	0
271271BR	Intern	College - Campus Recruiting	1	1	1
		Website - External Career Site	125	2	0
271292BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Google	1	1	1
		Internet - Indeed	3	3	3
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	45	12	0
271297BR	Business Analyst - Cust Ops	Contractor - Conversion	1	1	1
		Website - External Career Site	32	0	0
271311BR	PAC Coordinator I Nonexempt	Former Employee - Rehire	1	1	1
		Internet - Indeed	21	21	18
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	3	3	3
		Website - External Career Site	237	14	0
271387BR	Billing Analyst II	Website - External Career Site	30	2	1
271418BR	Sr Java Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	10	0	0
271473BR	SAM - Strategic AM Hospitality	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	18	0	0
271476BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	14	1	0
271481BR	EAE-Enterprise Account Exec	Former Employee - Rehire	1	1	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271481BR	LAL-Enterprise Account Exec	Website - External Career Site	9	0	0
271506BR	Assoc Desktop Supp Specialist Nonexempt	Contractor - Conversion	1	1	1
		Website - External Career Site	81	4	0
271534BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	14	3	0
271537BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	6	1	0
271624BR	Direct Sales Rep	Internet - Indeed	7	7	2
		Website - External Career Site	32	32	0
271651BR	Store Associate	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	1	0	0
271664BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	27	0	0
271668BR	Store Associate	Internet - Indeed	3	3	2
		Website - External Career Site	31	4	0
271699BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	0
		Website - External Career Site	4	4	0
271757BR	Major Account Manager - Hosp	Referral - Manager Referral	1	1	1
		Website - External Career Site	19	2	0
271840BR	Sr Dir, Business Integration	Website - External Career Site	72	3	1
271906BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	18	17	0
271983BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	36	36	21
		Former Employee - Rehire	1	1	1
		Internet - Indeed	3	3	2
		Referral - Employee Referral	18	18	11
		Website - External Career Site	157	2	0
272252BR	Direct Sales Rep	Internet - Indeed	6	6	3
		Website - External Career Site	8	8	0
272282BR	Field Technician II	Contractor - Conversion	1	1	1
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	65	33	3
272286BR	Field Technician II	Internet - Indeed	1	1	0
		Website - External Career Site	32	13	2
272290BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	12	3	1
272291BR	Field Technician II	Contractor - Conversion	1	1	1
		Website - External Career Site	14	4	0
272323BR	Sup, Direct Sales	Website - External Career Site	22	2	1
272324BR	RI Analyst II	Direct Sourcing - LinkedIn	1	1	1



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272324DN	BI Analyst II	Website - External Career Site	43	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272398BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	26	5	0
272399BR	Field Technician II	Internet - Indeed	3	3	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	60	19	1
272469BR	Major Account Manager	Direct Sourcing - Other	1	1	1
		Website - External Career Site	16	1	0
272510BR	Direct Sales Rep	Internet - Indeed	3	3	0
		Referral - Employee Referral	2	2	2
		Website - External Career Site	21	17	0
272607BR	Billing Ops Tech Analyst II	Contractor - Conversion	1	1	1
		Website - External Career Site	10	0	0
272614BR	Sr Mgr, Billing Technical Ops	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
272671BR	Account Executive	Referral - Manager Referral	1	1	1
		Website - External Career Site	3	0	0
272743BR	Store Associate	Website - External Career Site	28	5	1
272819BR	Mgr, Sales Mid Markets	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	27	4	0
272851BR	Sup, Resi Inbound Sales	Internal - Internal Hire	5	5	0
		Internet - Indeed	2	2	2
		Website - External Career Site	57	4	0
272869BR	Workforce Mgmt Care Coord I Nonexempt	Website - External Career Site	68	4	1
272898BR	BI Architect II	Website - External Career Site	8	1	1
272938BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	1	0
273050BR	Sales Engineer II - National	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	16	5	0
273071BR	Account Executive	Referral - Employee Referral	2	2	1
		Website - External Career Site	9	3	0
273159BR	Direct Sales Rep	Internet - Indeed	3	3	3
		Job Fair - Internal	1	1	0
		Website - External Career Site	15	13	0
273240BR	Field Technician III	Former Employee - Rehire	1	1	1
273289BR	Direct Sales Rep	Internet - Indeed	22	22	6
		Referral - Employee Referral	2	2	1
		Website - External Career Site	28	26	0
273322BR	Sr Principal Technologist	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
273329BR	Account Executive	Internet - Glassdoor.com	1	1	1
		Internet - Indeed	1	1	0
		Website - External Career Site	34	13	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273336BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	11	11	10
		Internet - LinkedIn	1	1	0
		Internet - Other	1	1	1
		Referral - Employee Referral	6	6	4
		Website - External Career Site	694	33	0
273356BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	31	11	0
273384BR	Direct Sales Rep	Internet - Indeed	5	5	1
		Website - External Career Site	4	4	0
273466BR	Residential Inbound Sales Rep	Campaign - Indeed	3	3	2
		Direct Sourcing - Indeed	42	42	22
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	7	7	3
		Internet - LinkedIn	2	2	1
		Referral - Employee Referral	13	13	7
		Website - External Career Site	202	8	0
273478BR	Ent Sales Ops Specialist Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	34	8	0
273511BR	Network Operations Analyst III	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	92	2	0
273513BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	6	6	0
273518BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	2	2	2
		Website - External Career Site	14	12	0
273521BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	29	8	0
273528BR	L&D Writer II	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	44	11	0
273531BR	PAC Coordinator I Nonexempt	Direct Sourcing - Indeed	1	1	1
		Former Employee - Rehire	3	3	0
		Internal - Internal Hire	1	1	0
		Internet - Facebook.com	2	2	1
		Internet - Indeed	19	19	15
		Organization - Community Outreach	1	1	0
		Website - External Career Site	140	17	1
273581BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	22	7	0
273627BR	Field Technician II	Internet - Indeed	6	6	4
		Website - External Career Site	61	20	0
273663BR	BI App Developer II	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
273666BR	BI ETL Developer II	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
273722BR	Store Associate	Internal - Internal Hire	1	1	0
		Website - External Career Site	30	5	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273828BR	Direct Sales Rep	Internet - Indeed	4	4	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	20	16	0
273896BR	Store Associate	Campaign - Indeed	3	3	2
		Website - External Career Site	13	0	0
273903BR	Store Associate	Website - External Career Site	30	3	1
274005BR	DOJ Rep I	Direct Sourcing - Indeed	4	4	3
		Internal - Internal Hire	10	10	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	104	38	3
274066BR	Sr Software Developer	Former Employee - Rehire	1	1	1
		Website - External Career Site	14	1	0
274141BR	Sales Engineer III - National	Referral - Employee Referral	1	1	1
		Website - External Career Site	4	0	0
274154BR	EAE-Enterprise Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	11	2	0
274198BR	Field Technician II	Internet - Indeed	5	5	4
		Website - External Career Site	19	5	0
274204BR	Sr Mgr, Program Management	Internet - Indeed	2	2	1
		Website - External Career Site	67	0	0
274324BR	Sup, Direct Sales	Internet - LinkedIn	1	1	1
		Website - External Career Site	13	0	0
274369BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	25	4	1
274374BR	Field Technician II	Website - External Career Site	19	10	1
274375BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	18	3	0
274376BR	Field Technician II	Internet - Indeed	3	3	3
		Website - External Career Site	14	2	0
274414BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	33	9	1
274528BR	Sr Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
274529BR	Billing Ops Tech Analyst II	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
274532BR	Billing Ops Tech Analyst II	Contractor - Conversion	1	1	1
		Website - External Career Site	14	0	0
274539BR	Project Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	54	0	0
274549BR	Associate Business Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	87	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274553BR	Sr Business Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	15	0	0
274557BR	Network Engineer II	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
274579BR	Rep 1, Cust Svc Internet/Voice	Brazen	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Facebook.com	1	1	0
		Internet - Indeed	25	25	21
		Internet - Other	3	3	3
		Internet - Ziprecruiter	1	1	1
		Other	1	1	1
		Referral - Employee Referral	9	9	8
		Website - External Career Site	430	21	0
274590BR	Systems Support Specialist Nonexempt	Contractor - Conversion	1	1	1
		Website - External Career Site	38	0	0
274591BR	Systems Support Specialist Nonexempt	Contractor - Conversion	1	1	1
		Website - External Career Site	26	0	0
274592BR	Assoc System Administrator	Contractor - Conversion	1	1	1
		Website - External Career Site	43	0	0
274720BR	Store Associate	Internet - Indeed	2	2	1
		Website - External Career Site	30	4	0
274743BR	Rep 1, Cust Svc Internet/Voice	Internal - Internal Hire	2	2	0
		Internet - Facebook.com	1	1	1
		Internet - Indeed	16	16	12
		Internet - Other	2	2	1
		Other	2	2	1
		Referral - Employee Referral	10	10	9
		Website - External Career Site	688	50	0
274748BR	Direct Sales Rep	Internet - Indeed	6	6	2
		Referral - Employee Referral	1	1	0
		Website - External Career Site	23	22	0
274914BR	BI ETL Developer II	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
274918BR	BI App Developer I	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
275053BR	Residential Inbound Sales Rep	Campaign - Indeed	1	1	0
		Direct Sourcing - Indeed	24	24	15
		Former Employee - Rehire	1	1	1
		Internet - Indeed	8	8	5
		Referral - Employee Referral	5	5	4
		Website - External Career Site	94	5	0
275075BR	Principal Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
275083BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	41	12	0
275112BR	Sr Business Systems Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	14	0	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275114BR	Sr Business Systems Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
275124BR	Project Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	34	0	0
275131BR	Sr Business Systems Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	17	0	0
275178BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	37	0	0
275183BR	Direct Sales Rep	Internet - Indeed	13	13	4
		Job Fair - External	3	3	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	26	23	0
275188BR	Direct Sales Rep	Internet - Indeed	5	5	2
		Job Fair - External	1	1	0
		Website - External Career Site	5	5	0
275194BR	Multi-Tenant Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	1	0
275288BR	Field Technician II	Ad - TV Commercial Advertisement	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	7	7	4
		Referral - Employee Referral	3	3	2
		Website - External Career Site	67	18	0
275482BR	PAC Coordinator I Nonexempt	Former Employee - Rehire	2	2	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	21	21	15
		Referral - Employee Referral	1	1	0
		Website - External Career Site	147	10	0
275489BR	Intern	College - Campus Recruiting	2	2	1
		Website - External Career Site	642	2	0
275498BR	Lead Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
275512BR	Business Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	48	0	0
275514BR	QA Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	31	0	0
275516BR	Sr Automation Test Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
275522BR	Systems Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
275527BR	Sr Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
275529BR	Sr System Administrator	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
275537BR	Release Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275539BR	Release Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
275565BR	Mgr, Software Development	Website - External Career Site	41	4	1
275712BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	17	5	0
275715BR	Field Technician II	Referral - Employee Referral	2	2	2
		Website - External Career Site	21	7	0
275716BR	Field Technician II	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	18	9	0
275718BR	Field Technician II	Internet - Indeed	3	3	3
		Website - External Career Site	23	7	0
275720BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	25	9	0
275748BR	Store Associate	Campaign - Indeed	1	1	1
		Website - External Career Site	5	0	0
275754BR	Direct Sales Rep	Internet - Indeed	3	3	1
		Job Fair - Internal	1	1	0
		Website - External Career Site	3	3	0
275839BR	Sr Database Administrator	Contractor - Conversion	1	1	1
		Website - External Career Site	34	0	0
275960BR	Sales Engineer II	Direct Sourcing - Other	1	1	1
		Website - External Career Site	4	0	0
276002BR	Intern	Internet - Other	1	1	1
		Website - External Career Site	96	0	0
276014BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	16	14	0
276074BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	10	10	9
		Direct Sourcing - Line Networking	1	1	0
		Former Employee - Rehire	2	2	2
		Internet - Indeed	12	12	10
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	9	9	5
		Website - External Career Site	54	9	3
276143BR	MAE - Major Account Exec	Referral - Manager Referral	1	1	1
		Website - External Career Site	2	0	0
276303BR	MAE - Government & Education	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	7	1	0
276312BR	Account Executive	Internal - Internal Hire	1	1	0
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	26	12	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276385BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	1	1	1
		Direct Sourcing - Recruiter Networking	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - Google	1	1	1
		Internet - Indeed	36	36	24
		Referral - Employee Referral	7	7	6
		Website - External Career Site	253	70	7
276506BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	8	4	0
276648BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Job Fair - Internal	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	12	12	0
276681BR	Instructional Designer	Website - External Career Site	24	1	1
276699BR	Sr Program Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	23	0	0
276709BR	Sr Business Systems Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	13	0	0
276712BR	Program Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	11	0	0
276716BR	Sr Application Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
276717BR	Lead Business Systems Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
276718BR	EAM-Enterprise Account Manager	Referral - Employee Referral	1	1	1
		Website - External Career Site	20	1	0
276737BR	Sr Application Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
276769BR	Sr Mgr, IT	Contractor - Conversion	1	1	1
		Website - External Career Site	16	0	0
276773BR	Program Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	13	0	0
276783BR	Assoc Application Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
276787BR	Assoc Application Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
276790BR	Sr Application Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
276792BR	Sr Mgr, IT	Contractor - Conversion	1	1	1
		Website - External Career Site	14	0	0
276794BR	Sr Application Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
276810BR	Field Technician II	Internet - Indeed	2	2	1
		Internet - LinkedIn	1	1	1
		Website - External Career Site	9	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276832BR	Lead Internet/Voice Nonexempt	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	15	15	0
		Website - External Career Site	29	21	0
277115BR	Direct Sales Rep	Internet - Indeed	3	3	2
277154BR	Intern	College - Campus Recruiting	1	1	1
		Website - External Career Site	22	0	0
277157BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Internet - Indeed	7	7	3
		Referral - Employee Referral	1	1	0
		Website - External Career Site	22	22	1
277176BR	Principal Architect II	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
277199BR	Sr Project Manager	Website - External Career Site	63	8	1
277252BR	Field Technician II	College - Campus Recruiting	1	1	1
		Internet - Indeed	1	1	0
		Website - External Career Site	25	9	0
277254BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	20	8	0
277257BR	Field Technician II	Referral - Employee Referral	2	2	1
		Website - External Career Site	13	6	0
277258BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	4	0
277267BR	Field Technician II	Internet - Indeed	4	4	3
		Website - External Career Site	20	10	1
277356BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	7	7	4
		Internet - Indeed	20	20	13
		Referral - Employee Referral	7	7	6
		Website - External Career Site	235	33	4
277383BR	Business Analyst - Cust Ops	Contractor - Conversion	1	1	1
		Website - External Career Site	56	1	0
277472BR	Sr Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
277479BR	Business Systems Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	29	0	0
277491BR	Project Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	28	0	0
277492BR	Application Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
277717BR	Maintenance Technician I Nonexempt	Website - External Career Site	8	2	1
277732BR	EAE-Enterprise Account Exec	Referral - Manager Referral	1	1	1
		Website - External Career Site	7	1	0
277755BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	3	3	1
		Website - External Career Site	13	7	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
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Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277769BR	Rep 1, Cust Svc Internet/Voice	Internet - Facebook.com	1	1	1
		Internet - Indeed	16	16	11
		Internet - Other	5	5	3
		Other	1	1	1
		Referral - Employee Referral	3	3	3
		Website - External Career Site	382	34	0
277900BR	Store Associate	Internet - Indeed	4	4	2
		Website - External Career Site	10	3	0
278086BR	Direct Sales Rep	Internet - Indeed	1	1	0
		Website - External Career Site	1	1	1
278090BR	Assoc Application Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	12	0	0
278093BR	Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
278094BR	Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
278097BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	4	2	0
278101BR	Business Systems Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	32	0	0
278118BR	Store Associate	Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	2
		Website - External Career Site	16	1	0
278121BR	Sr Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
278149BR	Business Analyst - Cust Ops	Contractor - Conversion	1	1	1
		Website - External Career Site	10	0	0
278181BR	Business Analyst - Cust Ops	Contractor - Conversion	1	1	1
		Website - External Career Site	21	0	0
278346BR	Field Technician II	Internet - Indeed	1	1	1
		Other	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	15	4	0
278377BR	Residential Inbound Sales Rep	Former Employee - Rehire	1	1	1
		Internet - Indeed	25	25	17
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	6	6	5
		Website - External Career Site	189	30	1
278428BR	Billing Analyst I	Former Employee - Rehire	1	1	1
		Website - External Career Site	29	0	0
278633BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	11	5	0
278660BR	National Account Manager G1 Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	12	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278674BR	Store Associate	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	45	3	1
278681BR	Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
278704BR	Field Technician IV	Former Employee - Rehire	1	1	1
278716BR	EAE-Enterprise Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	4	0	0
278855BR	Business Systems Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	17	0	0
278860BR	Principal Data Scientist I	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
278891BR	Lead Applications Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
278897BR	Sr Application Developer	Contractor - Conversion	1	1	1
278939BR	Data Scientist Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	33	0	0
279162BR	Principal Billing Analyst	Website - External Career Site	2	1	1
279174BR	Store Associate	Internet - Other	1	1	1
		Website - External Career Site	27	5	0
279229BR	Mgr, Construction	Website - External Career Site	8	2	1
279278BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	5	2	0
279306BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	8	3	0
279336BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	2
		Website - External Career Site	11	6	0
279337BR	Field Technician II	Internet - Indeed	3	3	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	23	14	0
279338BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	16	11	0
279339BR	Field Technician II	Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	0
		Website - External Career Site	9	6	0
279340BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	12	7	0
279371BR	Security Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	72	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
279434BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	19	9	0
279469BR	Intern	College - Campus Recruiting	1	1	1
		Website - External Career Site	68	1	0
279503BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	6	6	0
279513BR	Strategic Account Spec - G/E	Referral - Employee Referral	1	1	1
		Website - External Career Site	6	0	0
279613BR	Principal Architect II	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
279663BR	Direct Sales Rep	Direct Sourcing - Indeed	6	6	2
		Website - External Career Site	16	16	0
279683BR	Direct Sales Rep	Internet - Indeed	7	7	1
		Referral - Employee Referral	2	2	0
		Website - External Career Site	22	20	0
279690BR	Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	15	0	0
279693BR	Sr Business Analyst	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	2	0
279697BR	Software Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
279711BR	Business Analyst - Cust Ops	Contractor - Conversion	1	1	1
		Website - External Career Site	20	0	0
279781BR	Store Associate	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	16	1	0
279795BR	Application Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
280008BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	10	5	0
280091BR	Principal Technologist	Referral - Manager Referral	1	1	1
		Website - External Career Site	5	0	0
280102BR	Associate Business Analyst	Intern - Conversion	1	1	1
		Website - External Career Site	57	0	0
280161BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	1	0
280238BR	Program Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	11	0	0
280239BR	Program Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	13	0	0
280290BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	2	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
280398BR	Sr Billing Quality Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
280460BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	2	1	0
280486BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	6	0	0
280549BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	3	2	0
280593BR	BI ETL Developer I	Internet - Other	1	1	0
		Other	1	1	1
		Website - External Career Site	46	0	0
280700BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	18	3	0
280701BR	Business Analyst - Cust Ops	Former Employee - Rehire	1	1	1
		Website - External Career Site	15	0	0
280836BR	BI Analyst II	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
280881BR	Assoc Application Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
280885BR	Associate Test Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	37	0	0
280945BR	Maintenance Technician I Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	4	0	0
281001BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	4	1	0
281010BR	Store Associate	Campaign - Indeed	3	3	2
		Website - External Career Site	10	1	0
281098BR	Mgr, Comm Desk Exempt	Contractor - Conversion	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	11	0	0
281143BR	Direct Sales Rep	Referral - Employee Referral	3	3	2
		Website - External Career Site	8	7	0
281183BR	Sr Business Systems Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
281223BR	Business Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	44	0	0
281298BR	Release Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
281300BR	Principal Data Scientist II	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
281309BR	BI Analyst II	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
281331BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	1
		Website - External Career Site	31	13	0
281332BR	Field Technician II	Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	24	13	1
281334BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	16	7	0
281335BR	Field Technician II	Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	12	5	0
281340BR	VP, PAC Operations Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	38	0	0
281423BR	Multi-Tenant Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	1	0
282165BR	Recruiting Coordinator Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	71	0	0
282171BR	Sr Release Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
282183BR	Sr Disaster Recovery Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
282205BR	Store Associate	Website - External Career Site	10	1	1
282311BR	BI Analyst I	Contractor - Conversion	1	1	1
		Website - External Career Site	36	0	0
282723BR	Asst Mgr, Store	Referral - Manager Referral	1	1	1
		Website - External Career Site	7	0	0
283182BR	Sec Remediation Engineer	Contractor - Conversion	1	1	1
283803BR	Store Specialist Nonexempt	Website - External Career Site	7	1	1