

2020 FCC Unit Address List

FCC Unit: **13527**

FCC Unit Description: **Central Texas**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
810 West Howard Ln	Austin	TX	78753
730 W Stassney Ln	Austin	TX	78745
12012 N Mopac Expwy	Austin	TX	78758
11921 N Mo Pac Expy	Austin	TX	78759
13620 N FM 620	Austin	TX	78717
1708 Colorado St	Austin	TX	78701
2433 Rutland Dr	Austin	TX	78758
9600 S IH-35 building I	Austin	TX	78748
1109 E 5th Street	Austin	TX	78702
1000 E 41st St, Suite 910	Austin	TX	78751
11920 Alterra Parkway	Austin	TX	78758
495 Winscott Road	Benbrook	TX	76126
1335 E Whitestone Blvd	Cedar Park	TX	78613
904 N Main St	Cleburne	TX	76031
20A Concord St	El Paso	TX	79906
7010 Airport Rd	El Paso	TX	79906
1359 Lomaland Drive	El Paso	TX	79935
6510 N Mesa St	El Paso	TX	79912
1325 George Dieter Drive	El Paso	TX	79936
18010 Old Ironsides Ave	Fort Hood	TX	76544
777 Harbor Lake Dr	Granbury	TX	76048
3902 East Highway 377	Granbury	TX	76049
309 N College St	Killeen	TX	76541
200 University Blvd	Round Rock	TX	78665
15 N 33rd St	Temple	TX	76502
3034 S 31st St	Temple	TX	76502
215 Factory Dr	Waco	TX	76710
5227 Fm 813	Waxahachie	TX	75165

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

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-

FCC Registration Number:

Emp. Unit ID # 13527

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

BEXAR, TX

D. Category of Respondent (check applicable box)

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

E. Pay Period Covered by this Report (inclusive dates) 07/01/2019-06/30/2020

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 [Exhibit 1]
additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE
OPERATORS AND NOT TO OTHER MVPD UNITS.

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

1. Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule,

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

SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed		Title	GVP, LABOR & EMPLOYEE RELATIONS
Date	9/28/2020	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

2019-2020 Recruitment Initiatives

FCC Unit: 13527 Central Texas

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

Fort Bliss Job Fair

- August 8, 2019
- Fort Bliss – El Paso, TX
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Large volume of attendees

CaTS Virtual Job Fair

- June 16, 2020
- Online – El Paso, TX
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Low volume of attendees

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

Workplace Expectations: EEO 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.

2020 FCC Unit Outreach Source List

FCC Unit: 13527

FCC Unit Description: Central Texas

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
AARP FOUNDATION - SCSEP	El Paso	TX	79901	rramirez@aarp.org	9155421705
Alameda Heights Outreach	Dallas	TX	75241	ahcoc@aol.com	214-372-4620
Alliance Opportunity Center	Fort Worth	TX	76177	nick.almendarez@workforcesolutions.net	817-548-5270
Allies in Service	Dallas	TX	75225	dwhitley@alliesinservice.org	
American Council of the Blind of Texas	Beaumont	TX	77704	semien@sbcglobal.net	409-866-5838
American G.I. Forum Veterans Center	San Antonio	TX	78205	jrodriguez@nvop-sa.org	210-354-4892
ARCIL	Austin	TX	78753	valerie@arcil.com	5128326349
Austin Community College	Austin	TX	78736	jpcairn@austincc.edu	512-223-8001
Austin Recovery	Austin	TX	78745	mmorales@austinrecovery.org	512-997-0101
Avance	Waco	TX	76706	yoyitofitch@hotmail.com	254-296-0449
AVANCE - San Antonio	San Antonio	TX	78226	gschapa@avancesa.org	210-220-1788
BAPTIST UNIVERSITY OF THE AMERICAS	San Antonio	TX	78224	darryl.crooms@bua.edu	210-924-4338
BAYLOR UNIV/JOURNALISM	Waco	TX	76701	doug_ferdon@baylor.edu	254-710-3261
Baylor University	Waco	TX	76798	career_services@baylor.edu	254-710-3771
BEXAR AREA AGENCY ON AGING	San Antonio	TX	78217	mail@aacog.com	2104473275
Body of Christ Assembly	Cedar Hill	TX	75104	boca9@att.net	
Brookhaven College Career Dept	Farmers Branch	TX	75244	bhcjobs@dccc.edu	972-860-4894
Brookhaven College Career Dept	Farmers Branch	TX	75244	mcunningham@dccc.edu	972-860-4894
Cameron WorkForce Solutions	Harlingen	TX	78550	dee.saenz@wfscameron.org	956-423-9266
Cameron Workforce Solutions	Brownsville	TX	78520	henry.castillo@wfscameron.org	956-547-5040
CAPITOL CITY REHAB GROUP	Killeen	TX	76541	ccrehab@aol.com	5127892340
Career Jump Start - First United Methodist Church in Richardson	Richardson	TX	75080	sagerl@swbell.net	
Career Transition Network - MacArthur Boulevard Baptist Church	Irving	TX	75063	careertransitionmbbc@gmail.com	
CareerBridge - Trietsch Memorial United Methodist Church	Flower Mound	TX	75028	linda_mihalick@hotmail.com	972-539-0413
Careers For Life	Austin	TX	78755	careersforlife@scic.com	512-349-3328
CareerSource Central Florida	Sanford	FL	32773	dcarr@careersourcecf.com	407-531-1222
CareerSource Central Florida	Sanford	FL	32773	dlewis@careersourcecf.com	407-531-1222
CareerSource Central Florida	Sanford	FL	32773	jlietz@careersourcecf.com	407-531-1222
CareerSource Central Florida	Sanford	FL	32773	jquarnoccio@careersourcecf.com	407-531-1222
CareerSource Central Florida	Sanford	FL	32773	mcollins@careersourcecf.com	407-531-1222
CareerSource Pinellas	Clearwater	FL	33765	pperkins@careersourcepinellas.com	727-524-4344
CareerSource Polk	Lakeland	FL	33801	kathy.suttles@careersourcepolk.com	863-508-1100
CareerSource Tampa Bay	Tampa	FL	33612	baileyd@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33609	cleggc@careersourcetampabay.com	813-397-2050
CareerSource Tampa Bay	Tampa	FL	33612	cleggc@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	colone@careersourcecf.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33609	drudingj@careersourcetampabay.com	813-397-2050
CareerSource Tampa Bay	Tampa	FL	33612	hilsmana@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33619	jlperetz@workforcetampa.com	813-930-7832
CareerSource Tampa Bay	Tampa	FL	33612	karfeldb@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Plant City	FL	33563	konatej@workforcetampa.com	813-930-7880
CareerSource Tampa Bay	Tampa	FL	33609	liebauj@careersourcetampabay.com	813-397-2050

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
CareerSource Tampa Bay	Ruskin	FL	33570	loeunh@careersourcetampabay.com	813-930-7400
CareerSource Tampa Bay	Plant City	FL	33563	loeunh@careersourcetampabay.com	813-930-7880
CareerSource Tampa Bay	Tampa	FL	33612	monteilhp@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	papiusj@careersourcetb.com	813-930-7400
CareerSource Tampa Bay	Plant City	FL	33563	wiseb@workforcetampa.com	813-930-7880
Carrollton Career Focus Group - Prince of Peace Lutheran Church Conference Center	Carrollton	TX	75007	carrolltoncfg@gmail.com	972-447-9887
CASEY FAMILY PROGRAM	San Antonio	TX	78212	gurdiales@casey.org	
Cedar Valley College Career Center	Lancaster	TX	75134	malford@dcccd.edu	972-860-8146
CHADD	Southlake	TX	76092	north-texas@chadd.net	817-751-5430
Citizens Development Center	Dallas	TX	75247	ghillman@cdcdallas.org	214-637-2911
Citizens Development Center	Dallas	TX	75247	lcain@cdcdallas.org	214-637-2911
CLC, Inc.	Fort Worth	TX	76108	tammyv@clcinc.org	817-569-9008
Cleburne Workforce Center	Cleburne	TX	76033	shawna.medina@tvc.texas.gov	817-641-6201
Collin College	Plano	TX	75093	studentjobs@collin.edu	972-985-3790
CONCORD CAREER INSTITUTE	Arlington	TX	76011	lbosley@concorde.edu	8177922577
Concord Career Unlimited Network - Concord Church	Dallas	TX	75237	ofrance48@yahoo.com	214-331-8522
CORPUS CHRISTI METRO MINISTRIES	Corpus Christi	TX	78469	gvela@ccmetro.org	3618870151
Creative Achievements	Fort Worth	TX	76135	karen@creative-achievements.org	
Crossroads Career Network - The Masters Touch International Church	Longwood	FL	32779	mymonarchcareer@gmail.com	321-304-4111
DALLAS CHRISTIAN COLLEGE	Dallas	TX	75215	community@dallas.edu	972-241-3371
Dallas SER - Jobs for Progress, Inc	Irving	TX	75039	info@ser-national.org	469-549-3600
DARS DBS	Austin	TX	78756	cecilia.berrios@dars.state.tx.us	5123770575
Deaf Action Center	Dallas	TX	75235	RS3A@dactexas.org	214-521-0407
Deaf Action Center	Fort Worth	TX	76116	sheila.grady@dactexas.org	214-521-0407
DILLON M SNOWDEN REHAB CONSLNT	Fort Worth	TX	76110	dsnowden2@sbcglobal.net	8173364461
Dress for Success Tampa	Tampa	FL	33607	tampabay@dressforsuccess.org	
DUNCANVILLE OUTREACH	Duncanville	TX	75138	dom202@prodigy.net	9722964986
Eastfield College Career Center	Mesquite	TX	75150	sharonmckinney@dcccd.edu	972-860-8310
El Centro College Career Services	Dallas	TX	75235	eccjobs@dcccd.edu	214-521-0407
El Paso College Career Center	El Paso	TX	79924	sdomin28@epcc.edu	915-831-2636
EL PASO COMMUNITY ACTION PGM/PROJECT BRAVO	El Paso	TX	79924	cquintana009@aarpfdnscsep.org	9157570199
EL PASO COMMUNITY ACTION PGM/PROJECT BRAVO	El Paso	TX	79924	italamantes009@aarpfdnscsep.org	9157570199
Epilepsy Assoc Of Cent Fl	Orlando	FL	32804	contact@epilepsyassociation.com	407-422-1416
Epilepsy Services Of W Central Fl	Tampa	FL	33603	dgrant@epilepsyservices.com	813-870-3414
Epilepsy Foundation	Austin	TX	78752	kflores@nfbtx.org	512-323-5444
EXPANCO, INC.	Fort Worth	TX	76140	dena.walts@expanco.com	817-293-9486
FAMILY GATEWAY INC	Dallas	TX	75201	kkidwell@familygateway.org	2147416515
Fort Hood ACAP Center	Killeen	TX	76544	deidra.c.brown2.ctr@mail.mil	254-287-3513
Fort Worth Metropolitan Black Chamber of Commerce	Fort Worth	TX	76102	djennings@fwmbcc.org	817-871-6538
Gary Job Corps Community	San Marcos	TX	78667	hall.lonnie@jobcorps.gov	512-396-6652
Goodwill Career Services	Dallas	TX	75212	mayyr@goodwilldallas.org	214-638-2800
Goodwill Industries of Fort Worth	Fort Worth	TX	76119	kbostick@goodwillfw.org	817-332-7866
GOODWILL INDUSTRIES	San Antonio	TX	78201	bbalencia@goodwillsa.org	210-380-0898
Goodwill Industries of Central Texas	Austin	TX	78702	roberto.perez@austingoodwill.org	512-480-0772
Goodwill Industries-Suncoast Inc.	St. Petersburg	FL	33702	kris.rawson@goodwill-suncoast.com	727-523-1512
Goodwill Industries-Suncoast, Inc	Clearwater	FL	33764	david.lomaka@goodwill-suncoast.com	727-437-4031

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Goodwill Industries-Suncoast, Inc	Clearwater	FL	33764	donna.reynolds@goodwill-suncoast.com	727-437-4031
Goodwill Job Resource Center Denton	Denton	TX	76207	pvelez@goodwillfw.org	940-999-5432
Goodwill Self Sufficiency Job Centers	Kissimmee	FL	34741	lvazquez@goodwillcfl.org	407-847-0696
GRAPEVINE RELIEF & COMMUNITY EXCHANGE	Grapevine	TX	76051	vyarnell@gracegrapevine.org	817-488-7009
GREATER DALLAS ASIAN AMERICAN	Dallas	TX	75229	info@gdaacc.com	972-241-8250
Hire Heroes USA		TX		ltalbot@hireherosusa.org	
Hispanic Service Council	Tampa	FL	33612	blanca.deruiz@hispanicservicescouncil.org	813-876-7223
HOWARD PAYNE UNIVERSITY	El Paso	TX	79925	hpuelaso@hputx.edu	9157784815
Independent Living Centers	Austin	TX	78745	sandra@txsilc.org	512-371-7353
JEWISH FAMILY SERVICES	Dallas	TX	75248	aharding@jfsdallas.org	9724379950
JOB Corps Center	St. Petersburg	FL	33701	valerio.veronica@jobcorps.org	727-524-4344
JOB FINDERS	San Antonio	TX	78217	olivia.sturgess@jobfindersilc.com	2108415706
Joint Base San Antonio-Sam Houston ACAP Center	San Antonio	TX	78234	barbara.j.echols.ctr@mail.mil	2102211213
Keller Career Search Network - Keller United Methodist Church	Keller	TX	76248	office@kellerumc.org	817-431-1332
Learey Tech Center	Tampa	FL	33610	webmaster@learey.com	813-231-1845
LIFE PATH SYSTEMS	Mc Kinney	TX	75070	pschmidt@lifepathsystems.org	9727279133
LIFT Orlando	Orlando	FL	32801	natalie@liftorlando.org	407-480-5054
LOAVES & FISHES	Harlingen	TX	78550	office@lfrgv.org	
MCLENNAN COMMUNITY COLLEGE	Waco	TX	76701	mingram@mclennan.edu	254-299-8614
Metrocare Services Career Design & Development Services	Dallas	TX	75211	carrie.parks@metrocareservices.org	
Ministerio de Asistencia de Empleos - Iglesia El Calvario	Orlando	FL	32809	rosichrodriguez@yahoo.com	407-233-5350
MOUNTAIN VIEW COLLEGE	Dallas	TX	75211	mvccareers@dccc.edu	214-860-8600
National Alliance on Mental Illness	Austin	TX	78704	kjeschke@namitexas.org	
NORTH LAKE COLLEGE	Irving	TX	75038	csn7320@dccc.edu	972-273-3140
North Texas Job Corps	McKinney	TX		taylor.loretta@jobcorps.org	972-547-7720
NORTHWOOD UNIVERSITY	Cedar Hill	TX	75104	gentchev@northwood.edu	9722911541
Operations Good Jobs Goodwill Industries of Central Texas	Austin	TX	78753	erin.kingsbury@austingoodwill.org	
Orlando Tech	Orlando	FL	32801	alex.heidelberg@ocps.net	407-246-7060
Orlando VA Medical Center	Orlando	FL	32803	ellamay.artis@va.gov	407-646-5500
Osceola Developmental Center, Inc	St Cloud	FL	34769	odcfl@yahoo.com	
OUR LADY OF THE LAKE UNIV/COMMUNICATIONS	San Antonio	TX	78201	hrteam@ollusa.edu	210-434-6711
REACH of Dallas	Dallas	TX	75235	kjohnson@reachcils.org	214-630-4796
SAMNET Career Search Network - Mansfield Public Library	Mansfield	TX	76063	cturner@theseniorsource.org	817-473-4391
San Antonio Career Center	San Antonio	TX	78220	jessica.buerger@ruralcapital.net	210-581-0169
San Antonio Career Center	San Antonio	TX	78220	mark.renninger@tvc.texas.gov	210-581-0169
San Antonio Job and Career Resources	San Antonio	TX	78237	david.gonzalez@tvc.state.tx.us	
San Antonio Lighthouse for the Blind	San Antonio	TX	78210	paula@salighthouse.org	
Seminole State College of Florida	Sandford	FL	32773	bordersm@seminolestate.edu	407-708-4722
Senior Connection - The Senior Source	Dallas	TX	75219	kmackmann@theseniorsource.org	214-823-5700
SENIOR EMPLOYMENT	Corpus Christi	TX	78401	sccorpus@aol.com	3618790076
Service Source / Warrior Bridge	Clearwater	FL	33760	elyce.wimmer@servicesource.org	727-538-7370
ST PHILLIPS COLLEGE	San Antonio	TX	78203	ycrooms@alamo.edu	2104862397
St. Andrew United Methodist Church - Career Care	Plano	TX	75093	bbrewer@standrewumc.org	972-380-8001
TARRANT COUNTY COLLEGE	Fort Worth	TX	76119	linda.kelly@tccd.edu	8175152500
TEMPLE COLLEGE	Temple	TX	76501	ruth.bridges@templejc.edu	254-298-8309
TEXAS A&M UNIV-CORPUS CHRSTI	Corpus Christi	TX	78412	sharon.herrera@tamucc.edu	3618255976
TEXAS DIV OF REHABILITATION SERVICES	Corpus Christi	TX	78415	mary.saenz@twc.state.tx.us	361-878-3015
Texas Veteran Commission	Hurst	TX	76053	curtis.chalupa@tvc.texas.gov	817-548-5295

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Texas Veterans Commission	Fort Worth	TX	76164	katasha.gray@tvc.texas.gov	817-534-3563
Texas Vets Commission	San Antonio	TX	78220	patrick.driscoll@tvc.texas.gov	210-581-0177
Texas WorkForce Solutions for Greater Dallas	Grand Prairie	TX	75051	keith.davis@tvc.texas.gov	972-264-5881
The Job Companion	Arlington	TX	76013	jobcompanion428@gmail.com	2144340947
The Salvation Army	Fort Worth	TX	76103	tracy.ziza@uss.salvationarmy.org	817-344-1800
TRINITY UNIV/DEPT OF MASS COMMUNICATIONS	San Antonio	TX	78212	jhender4@trinity.edu	2109998116
Ucf-Multicultural Services	Orlando	FL	32816	wjackson@mail.ucf.edu	407-823-2716
UNIVERSITY OF MARY HARDIN-BAYLOR	Belton	TX	76513	careerservices@umhb.edu	2542958642
University of Texas at Arlington Lockheed Martin Career Development Center	Arlington	TX	76019	keith.sherwood@uta.edu	817-272-2932
University of Texas at Dallas	Richardson	TX	75080	jane.shipman@utdallas.edu	972-883-2943
UNIVERSITY OF TEXAS-EL PASO	El Paso	TX		careers@utep.edu	9157475640
University of the Incarnate Word	San Antonio	TX	78201	careers@uiwtx.edu	210-832-5627
Urban League Workforce Development	Austin	TX	78754	darnise_bowens@aaul.org	512-478-7176
VA North Texas	Dallas	TX	75216	michael.sparks1@va.gov	214-742-8387
VA Homeless Providers Grant and Per Diem Program	Tampa	FL	33617	jeffery.quarles@va.gov	877-332-0334
Veteran Coalition of North Central Texas	Dallas	TX	75235	info@vcnct.org	
Veteran Employment Center - TX		TX		norma.gutierrez.ctr@mail.mil	
Veterans' Employment and Training Service (VETS) Office of the Regional Administrator	Dallas	TX	75202	cook.terri@dol.gov	
Veterans' Employment and Training Service (VETS) Office of the Regional Administrator	Dallas	TX	75202	creel.robert@dol.gov	
WADE COLLEGE	Dallas	TX	75207	careerservices@wadecollege.edu	2146588802
WANDA BERRY VOCATIONAL COUNSLG	Killeen	TX	76541	wberry7@hotmail.com	2546348700
WAYLAND BAPTIST UNIVERSITY/SAN ANTONIO	San Antonio	TX	78233	jtodd@wbu.edu	2108267595
WESTERN TECHNICAL INSTITUTE	El Paso	TX	79927	hgarcia@westerntech.edu	915-532-3737
Westside Tech	Winter Garden	FL	34787	terri.anderson@ocps.net	407-857-2480
Womens Center of Tarrant County	Fort Worth	TX	76110	tmcghie@womenscentertc.org	817-927-4050
Women'S Resource Center	Orlando	FL	32856	cflwrc@bellsouth.net	407-426-7960
Workforce Solution for North Central Texas	Waxahachie	TX	75165	danny.wyatt@tvc.texas.gov	972-937-8114
Workforce Solution for North Central Texas	Waxahachie	TX	75165	jedrington@dfwjobs.com	972-937-8114
WorkForce Solutions	Dallas	TX	75216	eric.wright@tvc.texas.gov	214-857-4212
Workforce Solutions	Lockhart	TX	78644	janie.chavez@ruralcapital.net	512-398-3491
Workforce Solutions - Coastal Bend	Alice	TX	78332	esperanza.vela@workforcesolutionscbsc.org	361-668-0167
Workforce Solutions - Irving	Irving	TX	75061	ginahodge@rescare.com	972-573-3500
Workforce Solutions - Raymondville	Raymondville	TX	78580	brenda.guerrero@wfsolutions.org	956-689-3412
WorkForce Solutions - Rural Capital Area	San Marcos	TX	78666	chris.caballero@ruralcapital.net	512-392-1291
Workforce Solutions - Rural Capital Area	Bastrop	TX	78602	jessica.buerger@tvc.texas.gov	512-303-3916
Workforce Solutions - Rural Capital Area	Taylor	TX	76574	mike.crane@ruralcapital.net	512-365-8750
Workforce Solutions - Sinton	Sinton	TX	78387	heather.orta@workforcesolutionscbsc.org	361-364-3284
Workforce Solutions - Weslaco	Weslaco	TX	78596	joshua.valadez@wfsolutions.org	956-969-6100
Workforce Solutions - Weslaco	Weslaco	TX	78596	santiago.montez@wfsolutions.org	956-969-6100
Workforce Solutions - West Hidalgo	Mission	TX	78572	louis.wilhelmsson@wfsolutions.org	956-519-4300
Workforce Solutions Alamo - Boerne	Boerne	TX	78006	stacie.gregory@netxworks.org	830-249-9229
Workforce Solutions Alamo - South Flores	San Antonio	TX	78228	della.lopez@tvc.texas.gov	210-928-3985
Workforce Solutions Alamo - South Flores	San Antonio	TX	78228	gregory.pyrek@tvc.texas.gov	210-928-3985
Workforce Solutions Alamo Career Center	San Antonio	TX	78227	paul.rivera@tvc.state.tx.us	210-436-0670

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Workforce Solutions Alamo East Houston	San Antonio	TX	78220	adrain.king@tvc.state.tx.us	210-581-0190
Workforce Solutions Alamo East Houston	San Antonio	TX	78220	mark.renninger@tvc.texas.gov	210-581-0190
Workforce Solutions Alamo East Houston	San Antonio	TX	78220	patrick.driscoll@tvc.texas.gov	210-581-0190
Workforce Solutions Alamo East Houston	San Antonio	TX	78220	victor.barnes@tvc.texas.gov	210-581-0190
Workforce Solutions Alamo Kerrville	Kerrville	TX	78028	gdieringer@wsalamo.org	
Workforce Solutions Alamo Kerrville	Kerrville	TX	78028	srogers@wsalamo.org	
Workforce Solutions Alamo New Braunfels	New Braunfels	TX	78130	adrain.king@tvc.texas.gov	830-629-2010
Workforce Solutions Alamo Pleasanton	Pleasanton	TX	78204	della.lopez@tvc.texas.gov	830-281-6630
Workforce Solutions Alamo Walzem	San Antonio	TX	78218	charles.boarman@tvc.texas.gov	210-822-7640
Workforce Solutions Alamo Walzem	San Antonio	TX	78218	laurie.pimentel-johnson@tvc.texas.gov	210-822-7640
Workforce Solutions Borderplex	Canutillo	TX	79835	ana.corella@urgjobs.org	915-887-2600
Workforce Solutions Borderplex	El Paso	TX	79935	andres.larregui@urgjobs.org	915-887-2000
WorkForce Solutions Borderplex	El Paso	TX	79904	Bruce.Biegel@borderplexjobs.com	
Workforce Solutions Borderplex	Ft. Bliss	TX	79916	maria.marshall@urgjobs.org	
Workforce Solutions Borderplex	Ft. Bliss	TX	79916	raulbarrett11@yahoo.com	
Workforce Solutions Capital Area - East	Austin	TX	78702	bernadette.lopez@twc.state.tx.us	512-223-5400
Workforce Solutions Capital Area - North	Austin	TX	78752	tycin.thompson@tvc.texas.gov	
Workforce Solutions Capital Area - South	Austin	TX	78744	angelof123@live.com	512-381-4221
Workforce Solutions Capital Area - South	Austin	TX	78744	paul.julio@tvc.texas.gov	512-381-4221
Workforce Solutions for North Central Texas	Denton	TX	76205	bobby.williams@tvc.texas.gov	940-382-6712
Workforce Solutions for North Central Texas	Plano	TX	75074	cwallier@dfwjjobs.com	469-229-0099
Workforce Solutions for North Central Texas	Denton	TX	76205	dennis.aaron@tvc.texas.gov	940-382-6712
Workforce Solutions for North Central Texas	Waxahachie	TX	75165	dwyatt@dfwjjobs.com	972-937-8114
Workforce Solutions for North Central Texas	Waxahachie	TX	75165	jedrington@dfwjjobs.com	972-937-8114
Workforce Solutions for North Central Texas	Denton	TX	76205	psinger@dfwjjobs.com	940-382-6712
Workforce Solutions for North Central Texas - Granbury	Granbury	TX	76048	dcouncil@dfwjjobs.com	817-573-4282
Workforce Solutions for North Central Texas - Plano	Plano	TX	75075	jcigan@dfwjjobs.com	
Workforce Solutions for North Central Texas - Weatherford	Weatherford	TX	76086	james.grisham@tvc.texas.gov	817-594-0049
Workforce Solutions for North Central Texas - Weatherford	Weatherford	TX	76086	kadeyeye@dfwjjobs.com	817-594-0049
Workforce Solutions for Tarrant County – Arlington	Arlington	TX	76010	mark.gentry@tvc.texas.gov	817-804-2649
Workforce Solutions for Tarrant County – Arlington	Arlington	TX	76010	robin.ranzy@tvc.texas.gov	817-804-2649
WorkForce Solutions for Tarrant County - East	Fort Worth	TX	76103	jackie.farris@workforcesolutions.net	817-531-7800
Workforce Solutions for Tarrant County - North	Fort Worth	TX	76179	curtis.chalupa@tvc.texas.gov	817-626-5262
WorkForce Solutions for the Heart of Texas - Fall	Marlin	TX	76661	dorothy.paul@hotworkforce.com	254-883-5678
Workforce Solutions for the Heart of Texas - Waco	Waco	TX	76711	david.davis@hotworkforce.com	254-754-5421
Workforce Solutions for the Heart of Texas - Waco	Waco	TX	76711	jose.palacios@hotworkforce.com	254-754-5421
Workforce Solutions for the Heart of Texas - Waco	Waco	TX	76711	kelly.cameron@tvc.texas.gov	254-754-5421
Workforce Solutions Greater Dallas	Garland	TX	75040	catherine.smith@tvc.texas.gov	972-276-8361
Workforce Solutions Greater Dallas	Dallas	TX	75237	curtis.owens@tvc.texas.gov	972-709-5377
Workforce Solutions Greater Dallas	Dallas	TX	75237	curtis.owens@tvc.texas.gov	
Workforce Solutions Greater Dallas	Garland	TX	75040	pam.hardin@tvc.texas.gov	972-276-8361
Workforce Solutions Greater Dallas	Garland	TX	75040	PatriciaWashington@rescare.com	972-276-8361
Workforce Solutions Greater Dallas	Dallas	TX	75237	tee.huling@tvc.texas.gov	972-709-5377
Workforce Solutions Greater Dallas	Dallas	TX	75237	teranunn@rescare.com	972-709-5377
Workforce Solutions Greater Dallas	Dallas	TX	75237	teranunn@rescare.com	
Workforce Solutions Greater Dallas Town Market	Dallas	TX	75228	curtis.owens@tvc.texas.gov	972-288-2703
Workforce Solutions of Central Texas	Killeen	TX	76542	bussvcs@workforcelink.com	254-200-2000
Workforce Solutions of Central Texas	Killeen	TX	76542	kimberlyp@workforcelink.com	254-200-2000
Workforce Solutions of Central Texas	Killeen	TX	76542	lewisb@workforcelink.com	254-200-2000
Workforce Solutions Of Central Texas	Temple	TX	76501	scottm@workforcelink.com	254-742-4400
Workforce Solutions Of Central Texas	Temple	TX	76501	vickieg@workforcelink.com	254-742-4400
Workforce Solutions of the Coastal Bend	Corpus Christi	TX	78412	karen.casey@tvc.texas.gov	361-882-7491

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Workforce Solutions of the Coastal Bend	Corpus Christi	TX	78412	lenny.anzaldua@workforcesolutio nscb.org	361-882-7491
Workforce Solutions Preston at Alpha	Dallas	TX	75240	jay.joiner@tvc.texas.gov	972-234-5391
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	craig.henry@ruralcapital.net	
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	rhonda.mack@ruralcapital.net	
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	charles.benson@tvc.texas.gov	210-582-1555
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	ray.curriel@tvc.texas.gov	210-582-1555
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	richard.guerrero@tvc.state.tx.us	210-582-1555
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	smercadel@wsalamo.org	210-582-1555
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	todd.arend@tvc.texas.gov	210-582-1555
Wounded Warrior Project	San Antonio	TX	78249	mbarnes@woundedwarriorproject .org	210-569-0302

2020 FCC Source Evaluation Report

FCC Unit: 13527

FCC Unit Description: Central Texas

Source	Applicant Count	Interview Count	Hire Count
Ad - Radio Advertisement	3	3	1
Campaign - Indeed	370	356	207
Career with a Purpose / Tis the Season to get a Job	1	0	0
Career with a Purpose / New Year New Career	1	0	0
Career with a Purpose	1	0	0
Careers with a Purpose Inhouse Hiring Event	1	0	0
College - Campus Recruiting	1	1	1
Contractor - Conversion	14	14	13
CUSOP Rutland - In House Hiring Event	3	0	0
CUSOP Rutland Offsite Hiring Interview Event	1	0	0
Direct Sourcing - ATS	47	47	36
Direct Sourcing - Indeed	68	66	39
Direct Sourcing - LinkedIn	5	5	5
Direct Sourcing - Other	14	14	11
Direct Sourcing - Recruiter Networking	8	8	7
Direct Sourcing - Sourcing Specialist	80	79	37
Diversify Austin Celebrate National Disability Awareness Month	1	0	0
Former Employee - Rehire	56	55	47
Georgetown Veterans Hiring Event	1	0	0
Hiring RED, WHITE & YOU	1	0	0
In House Hiring Event	1	0	0
In House Interview Event	1	0	0
Internal - Internal Hire	116	115	101
Internet - Career Builders	3	3	2
Internet - Craigslist.com	15	15	12
Internet - Facebook.com	11	10	5
Internet - Glassdoor.com	8	8	7
Internet - Google	6	5	4
Internet - Indeed	734	726	450
Internet - LinkedIn	17	16	12
Internet - Monster	1	1	1
Internet - Other	4	4	2
Internet - SimplyHired	1	1	1
Internet - Ziprecruiter	20	20	17
Jewish Community Center Job Fair	1	0	0
Job Fair - American Legion Veteran Career Fair	1	0	0
Job Fair - AustinUP Virtual Job Fair	1	0	0
Job Fair - External	10	10	6
Job Fair - Internal	40	40	22
Job Fair - Military/Veterans	5	5	4
Job Fair - RecruitMilitary	1	1	1
Job Fair - Veterans	1	1	1
Killeen Veteran Career Fair - CSR Rutland	1	0	0
MECA Career EXPO	1	0	0
Organization - Community Outreach	6	6	4
Organization - Diversity	1	1	1
Organization - Military/Veteran	1	1	1
Referral - Employee Referral	441	432	318
Referral - Manager Referral	9	9	9
Website - External Career Site	24288	2809	334
Grand Total	26423	4887	1719

2020 FCC Source Report

FCC Unit: 13527
FCC Unit Description: Central Texas

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
242561BR	Rep 1, Cust Svc Video Repair Nonexempt				
		CUSOP Rutland - In House Hiring Event	1	0	0
243318BR	Store Associate Nonexempt				
		Website - External Career Site	12	1	0
		Former Employee - Rehire	1	1	1
243688BR	Associate Producer Nonexempt				
		Website - External Career Site	73	4	0
		Direct Sourcing - ATS	2	2	2
243923BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	531	27	2
		Referral - Employee Referral	10	10	8
		Internet - Indeed	8	8	4
		Referral - Manager Referral	2	2	2
		Internal - Internal Hire	1	0	1
		Internet - Other	1	1	1
244038BR	Rep 1, Cust Svc SB Billing Nonexempt				
		Website - External Career Site	251	36	0
		Internet - Indeed	13	13	7
		Job Fair - Internal	8	8	8
		Referral - Employee Referral	4	4	3
		Former Employee - Rehire	3	3	3
		Internal - Internal Hire	1	1	0
244151BR	Network Engineer II Exempt				
		Website - External Career Site	302	13	1
		Internal - Internal Hire	1	1	1
244210BR	Store Associate Nonexempt				
		Website - External Career Site	54	1	0
		Internet - Indeed	2	2	0
		Direct Sourcing - Sourcing Specialist	1	1	1
244273BR	Direct Sales Rep Exempt				
		Website - External Career Site	62	14	1
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	1	1	1
244474BR	Direct Sales Rep Exempt				
		Website - External Career Site	42	0	0
		Referral - Employee Referral	3	3	3
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
244521BR	Direct Sales Rep Exempt				
		Website - External Career Site	22	2	2
		Internet - Indeed	2	2	0
		Internet - SimplyHired	1	1	1
244590BR	NOC Technician - Int Nonexempt				
		Website - External Career Site	44	4	0
		Contractor - Conversion	1	1	1
244656BR	Workforce Mgmt Care Coord II Nonexempt				
		Website - External Career Site	60	0	0
		Internet - Indeed	1	1	1
244789BR	Network Engineer II Exempt				
		Website - External Career Site	62	7	1
244907BR	Network Developer II Exempt				
		Website - External Career Site	12	0	0
		Contractor - Conversion	1	1	1
245097BR	Store Associate Nonexempt				
		Website - External Career Site	40	3	0
		Internet - Indeed	2	2	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
245136BR	Network Engineer III Exempt	Direct Sourcing - ATS	2	2	1
		Direct Sourcing - Sourcing Specialist	1	1	1
245348BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	56	6	0
		Contractor - Conversion	1	1	1
245354BR	Account Executive Exempt	Website - External Career Site	848	59	3
		Internet - Indeed	44	43	26
		Campaign - Indeed	19	19	10
		Referral - Employee Referral	17	17	8
		Job Fair - External	2	2	1
		Internet - Craigslist.com	2	2	1
		Former Employee - Rehire	1	1	1
		CUSOP Rutland - In House Hiring Event	1	0	0
		Georgetown Veterans Hiring Event	1	0	0
		Internet - LinkedIn	1	1	1
		CUSOP Rutland Offsite Hiring Interview Event	1	0	0
		Internet - Ziprecruiter	1	1	1
245450BR	Field Technician I Nonexempt	Website - External Career Site	84	12	1
245621BR	Direct Sales Rep Exempt	Website - External Career Site	44	10	2
		Direct Sourcing - ATS	5	5	3
		Referral - Employee Referral	2	2	0
		Internet - Indeed	2	2	1
		Direct Sourcing - Sourcing Specialist	1	1	1
245633BR	Direct Sales Rep Exempt	Website - External Career Site	56	11	2
		Internet - Indeed	20	19	8
		Referral - Employee Referral	7	6	5
		Internet - Other	1	1	0
		Job Fair - External	1	1	0
245643BR	Store Associate Nonexempt	Website - External Career Site	94	6	0
		Internet - Indeed	2	2	2
245722BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	143	20	0
		Internet - Indeed	16	16	11
		Internal - Internal Hire	4	4	4
		Referral - Employee Referral	2	2	2
		Former Employee - Rehire	2	2	2
		Internet - Craigslist.com	1	1	1
		Job Fair - Military/Veterans	1	1	0
245772BR	Workforce Management Analyst Exempt	Website - External Career Site	38	2	0
		Internal - Internal Hire	3	3	3
		Referral - Employee Referral	1	1	1
245798BR	Bus Data Analyst-Call Analytic Exempt	Website - External Career Site	106	0	0
		Direct Sourcing - ATS	1	1	1
245858BR	Field Technician I Nonexempt	Website - External Career Site	85	14	4
		Internet - Indeed	3	3	3
		Referral - Employee Referral	1	1	1
		Internet - Ziprecruiter	1	1	1
245862BR	AVP, Field Operations Exempt	Website - External Career Site	57	1	0
		Direct Sourcing - LinkedIn	1	1	1
245890BR	Sup, Customer Service Exempt				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
246398BR	Direct Sales Rep Exempt	Website - External Career Site	101	2	0
		Internal - Internal Hire	2	2	2
		Internet - Indeed	2	2	1
246523BR	Network Engineer III Exempt	Website - External Career Site	53	13	1
		Internal - Internal Hire	1	1	1
246867BR	Network Engineer III Exempt	Website - External Career Site	16	2	0
		Contractor - Conversion	1	1	1
246874BR	Direct Sales Rep Exempt	Website - External Career Site	19	1	0
		Former Employee - Rehire	1	1	1
247128BR	Mgr, ISP Exempt	Website - External Career Site	49	2	0
		Referral - Employee Referral	2	2	1
247190BR	Mgr, Human Resources Exempt	Website - External Career Site	61	5	0
		Direct Sourcing - LinkedIn	1	1	1
247192BR	Workforce Management Admin Exempt	Website - External Career Site	70	5	1
247249BR	Network Engineer II Exempt	Website - External Career Site	21	0	0
		Direct Sourcing - Indeed	1	1	1
247329BR	Field Technician I Nonexempt	Website - External Career Site	115	5	2
247330BR	Field Technician I Nonexempt	Website - External Career Site	47	19	3
		Internet - Indeed	5	5	5
		Referral - Employee Referral	1	1	0
247358BR	Field Technician III Nonexempt	Website - External Career Site	55	14	3
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
247375BR	EAM-Enterprise Account Manager Exempt	Former Employee - Rehire	1	1	1
247428BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	15	1	1
247528BR	Store Associate Nonexempt	Website - External Career Site	16	3	0
		Direct Sourcing - LinkedIn	1	1	1
247531BR	NOC Technician - Int Nonexempt	Website - External Career Site	68	10	0
		Referral - Employee Referral	1	1	1
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	0
247612BR	Direct Sales Rep Exempt	Website - External Career Site	34	3	0
		Contractor - Conversion	1	1	1
247667BR	Residential Retention Rep Nonexempt	Website - External Career Site	14	4	1
247669BR	Residential Retention Rep Nonexempt	Website - External Career Site	87	24	0
		Referral - Employee Referral	14	13	12
		Internet - Indeed	11	11	8
		Campaign - Indeed	10	7	6
		Direct Sourcing - Sourcing Specialist	8	8	3
		Direct Sourcing - Indeed	6	6	2
247669BR	Residential Retention Rep Nonexempt	Website - External Career Site	93	32	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
247782BR		Internet - Indeed	20	20	6
		Direct Sourcing - Sourcing Specialist	13	13	5
		Referral - Employee Referral	3	3	2
		Internal - Internal Hire	1	1	0
247840BR	Residential Retention Rep Nonexempt	Website - External Career Site	2	1	1
		Internet - Indeed	1	1	0
247858BR	Business Analyst - Cust Ops Exempt	Website - External Career Site	85	0	0
		Organization - Diversity	1	1	1
247864BR	Field Technician I Nonexempt	Website - External Career Site	72	19	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
247871BR	Field Technician I Nonexempt	Website - External Career Site	37	9	0
		Referral - Employee Referral	1	1	1
247883BR	Direct Sales Rep Exempt	Website - External Career Site	48	17	4
248022BR	Account Executive Exempt	Website - External Career Site	10	0	0
		Referral - Employee Referral	2	2	2
248057BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	250	16	2
		Internet - Indeed	20	20	17
		Campaign - Indeed	6	6	3
		Referral - Employee Referral	4	4	3
		Internet - Glassdoor.com	2	2	2
		CUSOP Rutland - In House Hiring Event	1	0	0
		Job Fair - External	1	1	0
		Jewish Community Center Job Fair	1	0	0
248072BR	Store Associate Nonexempt	Website - External Career Site	49	5	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
248169BR	Store Associate - PT Nonexempt	Website - External Career Site	45	2	0
		Internet - Indeed	1	1	1
248176BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	30	1	1
248255BR	MAE - Major Account Exec Exempt	Website - External Career Site	22	0	0
		Direct Sourcing - ATS	1	1	1
248266BR	HR Coordinator Nonexempt	Website - External Career Site	157	3	0
		Organization - Community Outreach	1	1	1
248341BR	Store Associate Nonexempt	Website - External Career Site	55	4	0
		Direct Sourcing - Sourcing Specialist	2	2	1
248409BR	Network Engineer I Exempt	Website - External Career Site	64	5	1
		Internal - Internal Hire	1	1	1
248446BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	166	25	0
		Internet - Indeed	8	8	4
		Referral - Employee Referral	3	3	3
		Internal - Internal Hire	2	2	2
		Former Employee - Rehire	2	2	2
		Job Fair - Military/Veterans	1	1	1
248446BR	Direct Sales Rep Exempt	Website - External Career Site	18	3	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
		Referral – Manager Referral	1	1	1
248451BR	Direct Sales Rep Exempt				
		Website - External Career Site	31	7	0
		Referral - Employee Referral	1	0	1
248554BR	Field Technician I Nonexempt				
		Website - External Career Site	66	16	0
		Referral - Employee Referral	5	5	3
		Internet - Indeed	4	4	1
248555BR	Field Technician I Nonexempt				
		Website - External Career Site	67	8	0
		Job Fair - Military/Veterans	1	1	1
248659BR	Network Engineer I Exempt				
		Website - External Career Site	73	1	1
248692BR	Rep 1, Cust Svc SB Billing Nonexempt				
		Website - External Career Site	213	40	13
		Internet - Indeed	3	3	3
		Job Fair - Internal	1	1	1
		Internet - Other	1	1	1
		Job Fair - External	1	1	1
248836BR	Store Associate Nonexempt				
		Website - External Career Site	91	3	0
		Referral - Employee Referral	3	3	2
249061BR	Direct Sales Rep Exempt				
		Website - External Career Site	32	1	1
		Referral - Employee Referral	4	4	3
		Direct Sourcing - Other	1	1	1
249080BR	Network Engineer I Exempt				
		Website - External Career Site	64	1	1
249114BR	MAE - Major Account Exec Exempt				
		Website - External Career Site	35	2	0
		Former Employee - Rehire	1	1	1
		Referral – Manager Referral	1	1	1
249156BR	Editor, Media Ingest Nonexempt				
		Website - External Career Site	42	3	0
		Direct Sourcing - ATS	1	1	1
249371BR	Warehouse Technician Nonexempt				
		Website - External Career Site	33	2	0
		Internet - Indeed	1	1	1
249424BR	Enterprise Client Svc Rep Nonexempt				
		Website - External Career Site	33	13	1
		Internal - Internal Hire	2	2	2
		Internet - Google	1	1	1
249489BR	Field Technician I Nonexempt				
		Website - External Career Site	60	7	0
		Internet - Indeed	2	2	1
		Internet - Google	1	1	1
		Referral - Employee Referral	1	1	1
249493BR	Account Executive Exempt				
		Website - External Career Site	36	2	0
		Direct Sourcing - ATS	1	1	1
249523BR	Store Associate Nonexempt				
		Website - External Career Site	14	0	0
		Referral - Employee Referral	1	1	1
249572BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	182	13	0
		Internet - Indeed	20	20	12
		Referral - Employee Referral	3	3	2
		In House Hiring Event	1	0	0
		MECA Career EXPO	1	0	0
249619BR	Field Technician I Nonexempt				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
249748BR	Field Technician I Nonexempt	Website - External Career Site	51	16	2
		Internet - Indeed	2	2	2
		Referral - Employee Referral	2	2	0
249800BR	Direct Sales Rep Exempt	Website - External Career Site	2	1	1
249938BR	Sup, Direct Sales Exempt	Website - External Career Site	51	11	1
		Referral - Employee Referral	2	2	0
		Internet - Indeed	1	1	1
249969BR	Field Technician I Nonexempt	Website - External Career Site	8	5	0
		Internet - Indeed	1	1	1
250083BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	51	19	0
		Referral - Employee Referral	3	3	0
		Internet - Indeed	2	2	2
250117BR	Store Associate Nonexempt	Website - External Career Site	230	10	0
		Internet - Indeed	22	22	17
		Referral - Employee Referral	2	2	2
		Internet - Ziprecruiter	1	1	1
		Diversify Austin Celebrate National Disability A	1	0	0
		Hiring RED, WHITE & YOU	1	0	0
		Campaign - Indeed	1	1	0
		In House Interview Event	1	0	0
250138BR	Direct Sales Rep Exempt	Website - External Career Site	89	10	1
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
250216BR	Direct Sales Rep Exempt	Website - External Career Site	30	5	0
		Internet - Indeed	8	8	6
250242BR	Field Technician I Nonexempt	Website - External Career Site	16	4	0
		Internet - Indeed	1	1	1
		Internet - Ziprecruiter	1	1	1
250352BR	Residential Retention Rep Nonexempt	Website - External Career Site	8	0	0
		Referral - Employee Referral	1	1	1
250394BR	Direct Sales Rep Exempt	Website - External Career Site	204	76	16
		Internet - Indeed	14	14	9
		Referral - Employee Referral	13	13	10
		Direct Sourcing - Sourcing Specialist	8	8	4
		Internal - Internal Hire	5	5	4
		Direct Sourcing - ATS	1	1	0
250512BR	Network Engineer II Exempt	Website - External Career Site	21	4	2
250550BR	Field Technician IV Nonexempt	Website - External Career Site	79	7	1
250791BR	Dir, News Director Exempt	Former Employee - Rehire	1	1	1
250806BR	Mgr, Training Delivery Exempt	Website - External Career Site	32	5	0
		Direct Sourcing - Other	1	1	1
250839BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	43	0	0
		Direct Sourcing - ATS	1	1	1
	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	136	35	7
		Referral - Employee Referral	7	7	7

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
250947BR	Store Associate Nonexempt	Internet - Indeed	6	6	4
		Internal - Internal Hire	2	2	2
		Job Fair - External	1	1	1
		Job Fair - Internal	1	1	0
		Referral - Manager Referral	1	1	1
		Internet - LinkedIn	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Ziprecruiter	1	1	0
250981BR	Recruiter II Exempt	Website - External Career Site	26	3	2
251061BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	580	68	1
251074BR	Store Associate Nonexempt	Internet - Indeed	29	29	22
		Referral - Employee Referral	21	21	17
		Direct Sourcing - Other	1	1	1
		Website - External Career Site	24	2	0
251089BR	Direct Sales Rep Exempt	Internet - Glassdoor.com	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	43	4	1
251153BR	Store Associate Nonexempt	Website - External Career Site	49	2	0
251182BR	Mgr, Facilities Exempt	Direct Sourcing - Sourcing Specialist	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	39	1	0
		Direct Sourcing - ATS	1	1	1
251321BR	Field Technician I Nonexempt	Website - External Career Site	25	3	0
251340BR	Residential Inbound Sales Rep Nonexempt	Internet - Indeed	2	2	1
		Website - External Career Site	694	214	26
251357BR	Facilitator II Exempt	Internet - Indeed	62	62	39
		Referral - Employee Referral	51	50	38
		Campaign - Indeed	37	33	22
		Direct Sourcing - Indeed	11	11	7
		Former Employee - Rehire	8	8	8
		Internal - Internal Hire	8	8	7
		Organization - Community Outreach	5	5	3
		Direct Sourcing - Sourcing Specialist	5	5	4
		Direct Sourcing - Other	3	3	2
		Ad - Radio Advertisement	3	3	1
		Job Fair - Military/Veterans	2	2	2
		Internet - Google	1	1	1
		Internet - Ziprecruiter	1	1	1
		Internet - Facebook.com	1	1	1
		Internet - LinkedIn	1	1	0
		Job Fair - Veterans	1	1	1
		Internet - Glassdoor.com	1	1	1
251362BR	Talent Sourcing Partner 2 Exempt	Website - External Career Site	3	0	0
251432BR	Direct Sales Rep Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	61	6	0
251544BR	Rep 1, Cust Svc Video Repair Nonexempt	Referral - Employee Referral	6	6	6
		Website - External Career Site	212	9	1
		Internet - Indeed	18	18	10
		Campaign - Indeed	9	9	7

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
251551BR	Intern Nonexempt	Referral - Employee Referral	6	6	4
		Internet - Craigslist.com	2	2	2
		Internal - Internal Hire	1	1	1
251568BR	Mgr, Resi Inbound Sales Exempt	Website - External Career Site	46	1	1
251571BR	Sup, Resi Inbound Sales Exempt	Website - External Career Site	46	7	0
		Direct Sourcing - ATS	2	2	2
		Website - External Career Site	70	3	1
251739BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	4	4	4
		Internal - Internal Hire	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	0
251766BR	Field Technician I Nonexempt	Website - External Career Site	63	18	3
		Job Fair - Internal	11	11	3
		Internet - Indeed	8	8	3
		Referral - Employee Referral	2	2	1
		Direct Sourcing - Sourcing Specialist	1	1	0
		Internet - Craigslist.com	1	1	1
		Internet - Ziprecruiter	1	1	1
251992BR	Enterprise Tech Support I Nonexempt	Website - External Career Site	31	13	3
		Internet - Indeed	2	2	1
		Internet - Google	1	1	0
		Referral - Employee Referral	1	1	1
252096BR	Direct Sales Rep Exempt	Website - External Career Site	65	18	2
		Internal - Internal Hire	2	2	2
252113BR	Store Associate Nonexempt	Website - External Career Site	37	5	1
		Internet - Indeed	7	7	4
252226BR	Recruiter II Exempt	Website - External Career Site	41	8	0
		Internal - Internal Hire	2	2	2
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	0
252331BR	Facilitator Exempt	Website - External Career Site	3	0	0
		Internet - Indeed	1	1	1
252363BR	Ops Effectiveness Analyst II Exempt	Website - External Career Site	129	12	3
		Referral - Employee Referral	1	1	1
		Internal - Internal Hire	1	1	1
		Internet - LinkedIn	1	1	1
252445BR	Sales Engineer II Exempt	Website - External Career Site	46	1	0
		Direct Sourcing - LinkedIn	1	1	1
252816BR	Field Technician I Nonexempt	Website - External Career Site	95	2	0
		Direct Sourcing - ATS	1	1	1
252845BR	Store Associate Nonexempt	Website - External Career Site	40	13	0
		Referral - Employee Referral	3	3	3
		Internet - Indeed	2	2	2
		Former Employee - Rehire	1	1	1
		Job Fair - RecruitMilitary	1	1	1
252957BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	111	7	0
		Internet - Indeed	1	1	1
		Website - External Career Site	130	25	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
252997BR	Field Technician I Nonexempt	Job Fair - Internal	9	9	7
		Internal - Internal Hire	5	5	4
		Former Employee - Rehire	3	3	3
		Referral - Employee Referral	3	3	3
		Internet - Indeed	1	1	1
		Internet - Ziprecruiter	1	1	1
253001BR	Field Technician I Nonexempt	Website - External Career Site	18	2	1
		Internet - LinkedIn	1	1	0
253087BR	MAE - Major Account Exec Exempt	Website - External Career Site	57	11	2
		Internet - Indeed	8	8	4
253182BR	Direct Sales Rep Exempt	Website - External Career Site	29	2	0
		Direct Sourcing - ATS	1	1	1
		Referral - Manager Referral	1	1	1
253212BR	Network Developer II Exempt	Website - External Career Site	37	3	0
		Referral - Employee Referral	1	1	1
253365BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	22	1	0
		Contractor - Conversion	1	1	1
253403BR	Master Control Operator 1 Nonexempt	Website - External Career Site	235	22	1
		Internet - Indeed	17	17	9
		Campaign - Indeed	13	13	5
		Referral - Employee Referral	7	7	6
		Internet - Craigslist.com	3	3	2
		Job Fair - External	1	1	1
		Internet - Glassdoor.com	1	1	1
		Internet - Ziprecruiter	1	1	1
253459BR	Account Executive Exempt	Website - External Career Site	62	1	0
		Referral - Employee Referral	1	1	1
253711BR	Sr Administrative Assistant Nonexempt	Website - External Career Site	11	0	0
		Referral - Employee Referral	1	1	1
253810BR	Residential Retention Rep Nonexempt	Website - External Career Site	47	4	0
		Internet - Ziprecruiter	1	1	1
253908BR	Direct Sales Rep Exempt	Website - External Career Site	46	11	0
		Internet - Indeed	11	11	5
		Internal - Internal Hire	2	2	1
		Direct Sourcing - Sourcing Specialist	1	1	1
254028BR	Field Technician I Nonexempt	Website - External Career Site	57	17	0
		Job Fair - Internal	3	3	1
		Internet - Indeed	3	3	1
		Campaign - Indeed	1	1	0
		Internal - Internal Hire	1	1	0
254039BR	Sup, Customer Service Exempt	Website - External Career Site	29	12	1
		Referral - Employee Referral	4	4	3
254062BR	Direct Sales Rep Exempt	Website - External Career Site	35	4	0
		Internet - Indeed	1	1	1
254162BR	Direct Sales Rep Exempt	Website - External Career Site	39	6	0
		Internet - Ziprecruiter	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
254169BR	Sup, Resi Retention Exempt	Website - External Career Site	63	12	2
	Desktop Support Specialist Nonexempt	Website - External Career Site	73	0	0
254250BR	Rep 1, Cust Svc Video Repair Nonexempt	Contractor - Conversion	1	1	1
		Website - External Career Site	284	17	1
254263BR	Field Technician I Nonexempt	Internet - Indeed	17	17	11
		Campaign - Indeed	13	13	7
		Referral - Employee Referral	5	5	2
		Internet - Craigslist.com	3	3	2
		Internal - Internal Hire	1	1	0
		Internet - Facebook.com	1	1	0
		Career with a Purpose - CSR Rutland - Tis the Se	1	0	0
		Website - External Career Site	61	15	2
254360BR	Residential Retention Rep Nonexempt	Referral - Employee Referral	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	77	15	0
254598BR	Sup, Resi Inbound Sales Exempt	Internet - Indeed	19	19	4
		Direct Sourcing - Sourcing Specialist	3	3	2
		Internal - Internal Hire	2	2	1
		Job Fair - External	1	1	1
		Website - External Career Site	223	28	3
		Internal - Internal Hire	4	4	4
		Referral - Employee Referral	4	4	3
		Internet - Ziprecruiter	2	2	2
254605BR	Direct Sales Rep Exempt	Direct Sourcing - Indeed	2	2	2
		Internet - Indeed	2	2	2
		Internet - LinkedIn	1	1	1
		Website - External Career Site	46	7	2
254624BR	Direct Sales Rep Exempt	Website - External Career Site	69	2	1
		Referral - Employee Referral	2	2	1
254691BR	Dir, Human Resources Exempt	Website - External Career Site	17	1	1
		Enterprise Client Svc Rep Nonexempt	71	5	1
254771BR	Enterprise Client Svc Rep Nonexempt	Internal - Internal Hire	8	8	6
		Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	96	8	1
254976BR	Intern Nonexempt	Website - External Career Site	182	49	2
		Internet - Indeed	30	30	13
		Referral - Employee Referral	15	15	12
		Direct Sourcing - Sourcing Specialist	4	4	1
		Former Employee - Rehire	1	1	0
		Account Executive Exempt	31	8	0
255015BR	Residential Retention Rep Nonexempt	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
		Facilities Coordinator Nonexempt	10	3	1
255102BR	Facilities Coordinator Nonexempt	Website - External Career Site	10	3	1
		Rep 1, CustSvc SB Tech Support Nonexempt	122	18	0
		Internet - Indeed	10	10	8
		Internal - Internal Hire	6	6	5
		Referral - Employee Referral	4	4	3
255221BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	122	18	0
		Internet - Indeed	10	10	8
		Internal - Internal Hire	6	6	5
		Referral - Employee Referral	4	4	3

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
255242BR	Sup, Customer Service Exempt	Internet - Glassdoor.com	1	1	1
		Former Employee - Rehire	1	1	0
		Internet - Ziprecruiter	1	1	1
255263BR	Field Technician I Nonexempt	Website - External Career Site	68	4	0
		Internet - Indeed	2	2	2
		Internal - Internal Hire	1	1	1
255391BR	Network Developer II Exempt	Website - External Career Site	64	14	1
		Internet - LinkedIn	1	0	0
255396BR	NOC Technician - Int Nonexempt	Website - External Career Site	12	3	1
		Internal - Internal Hire	1	1	1
255477BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	42	4	0
		Contractor - Conversion	2	2	1
		Internal - Internal Hire	2	2	2
255519BR	Asst Mgr, Store Exempt	Website - External Career Site	510	39	6
		Internet - Indeed	11	11	9
		Referral - Employee Referral	7	7	5
255534BR	Mgr, Comm Desk Exempt	Website - External Career Site	17	1	0
		Referral - Employee Referral	1	1	1
255535BR	Comm Desk Specialist Nonexempt	Website - External Career Site	97	11	0
		Internal - Internal Hire	2	2	2
		Former Employee - Rehire	1	1	1
		Website - External Career Site	249	36	5
		Internal - Internal Hire	13	13	13
255573BR	Direct Sales Rep Exempt	Internet - Indeed	5	5	4
		Internet - LinkedIn	3	3	3
		Former Employee - Rehire	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	54	16	1
255649BR	Field Technician I Nonexempt	Internet - Indeed	8	8	3
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
255660BR	Store Associate Nonexempt	Website - External Career Site	88	17	2
		Internet - Indeed	4	4	1
		Referral - Employee Referral	4	4	2
255677BR	Store Associate Nonexempt	Website - External Career Site	28	2	0
		Internet - Glassdoor.com	1	1	1
255729BR	Assoc Technical Specialist Nonexempt	Website - External Career Site	46	5	0
		Internet - Indeed	1	1	1
255752BR	Asst Mgr, Store Exempt	Website - External Career Site	75	2	0
		Internet - Indeed	1	1	1
255803BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	13	1	0
		Internet - Career Builders	1	1	1
255969BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	331	18	0
		Internet - Indeed	19	19	13
		Campaign - Indeed	17	17	12
		Referral - Employee Referral	4	4	3

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
256098BR	Network Engineer I Exempt	Website - External Career Site	97	10	1
		Internal - Internal Hire	2	2	2
256236BR	Principal Data Scientist I Exempt	Website - External Career Site	35	0	0
		Direct Sourcing - ATS	1	1	1
256237BR	Store Associate Nonexempt	Website - External Career Site	8	0	0
		Internet - Indeed	1	1	1
256252BR	Operations Analyst I Exempt	Website - External Career Site	57	1	0
		Direct Sourcing - ATS	1	1	1
256282BR	Network Engineer II Exempt	Website - External Career Site	29	2	1
		Website - External Career Site	29	2	1
256525BR	Mgr, Network Engineering Exempt	Website - External Career Site	29	2	1
		Website - External Career Site	29	2	1
256561BR	Direct Sales Rep Exempt	Website - External Career Site	50	1	0
		Referral - Employee Referral	2	2	1
256626BR	Direct Sales Rep Exempt	Website - External Career Site	21	3	0
		Internet - Indeed	5	5	3
256630BR	Human Resources Generalist Exempt	Website - External Career Site	58	0	0
		Direct Sourcing - ATS	2	2	1
256639BR	HR Coordinator Nonexempt	Website - External Career Site	101	1	1
		Website - External Career Site	101	1	1
256640BR	Residential Retention Rep Nonexempt	Website - External Career Site	174	53	1
		Campaign - Indeed	11	11	6
256693BR	Mgr, Human Resources Exempt	Referral - Employee Referral	10	10	7
		Direct Sourcing - Sourcing Specialist	8	8	3
256800BR	Store Associate Nonexempt	Direct Sourcing - Indeed	5	5	3
		Direct Sourcing - ATS	3	3	2
256874BR	Residential Inbound Sales Rep Nonexempt	Internal - Internal Hire	2	2	2
		Internet - Indeed	1	1	0
256882BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	257	15	1
		Internet - Indeed	14	14	10
		Campaign - Indeed	9	9	6
		Referral - Employee Referral	7	7	6
		Career with a Purpose Inhouse Hiring Event - C	1	0	0
		Job Fair - American Legion Veteran Career Fair	1	0	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
256889BR	Mgr, Store Exempt	Career with a Purpose Inhouse CSR Rutland - N	1	0	0
		Former Employee - Rehire	1	1	1
		Internet - Craigslist.com	1	1	1
256974BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	20	0	0
		Referral - Employee Referral	1	1	1
256997BR	Rep 1, Cust Svc SB Billing Nonexempt	Website - External Career Site	1	0	0
		Direct Sourcing - Indeed	1	1	1
256999BR	Direct Sales Rep Exempt	Website - External Career Site	164	59	17
		Website - External Career Site	65	15	1
		Job Fair - Internal	5	5	0
		Direct Sourcing - Sourcing Specialist	4	4	3
257085BR	Field Technician I Nonexempt	Internet - Indeed	2	2	1
		Job Fair - External	1	1	0
		Website - External Career Site	52	9	1
		Internet - Indeed	3	3	3
257090BR	Field Technician I Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	51	6	1
		Internet - Indeed	1	1	1
257099BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	6	1	0
		Direct Sourcing - Indeed	1	1	1
		Former Employee - Rehire	1	1	0
257161BR	Store Associate Nonexempt	Website - External Career Site	45	3	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
257387BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	209	44	11
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
257462BR	Direct Sales Rep Exempt	Website - External Career Site	58	12	0
		Campaign - Indeed	3	3	2
		Direct Sourcing - ATS	2	2	0
257641BR	Intern Nonexempt	Website - External Career Site	165	3	0
		Referral - Manager Referral	1	1	1
257656BR	Intern Nonexempt	Website - External Career Site	59	0	0
		Internet - Indeed	1	1	1
257659BR	Intern Nonexempt	Website - External Career Site	131	0	0
		Internet - LinkedIn	1	1	1
257661BR	Intern Nonexempt	Website - External Career Site	108	0	0
		Internet - LinkedIn	1	1	1
257680BR	Intern Nonexempt	Website - External Career Site	104	0	0
		Internet - LinkedIn	1	1	1
257682BR	Store Associate Nonexempt	Website - External Career Site	78	7	1
		Internet - Indeed	3	3	3
		Internal - Internal Hire	2	2	1
		Direct Sourcing - ATS	1	1	1
257686BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
257687BR	Intern Nonexempt	Website - External Career Site	106	1	0
		Internet - LinkedIn	1	1	1
257721BR	Intern Nonexempt	Website - External Career Site	42	0	0
		College - Campus Recruiting	1	1	1
257787BR	Store Associate Nonexempt	Website - External Career Site	20	1	1
		Referral - Employee Referral	1	1	1
257915BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	272	15	0
		Campaign - Indeed	22	21	16
		Referral - Employee Referral	6	6	3
		Internet - Career Builders	1	1	0
		Killeen Veteran Career Fair - CSR Rutland	1	0	0
		Careers with a Purpose Inhouse Hiring Event - C	1	0	0
		Internet - Indeed	1	1	1
		Internet - Facebook.com	1	1	0
257918BR	Store Associate Nonexempt	Website - External Career Site	78	13	1
		Direct Sourcing - Indeed	2	2	1
		Internet - Indeed	1	1	1
		Internal - Internal Hire	1	1	1
257970BR	Asst Mgr, Store Exempt	Website - External Career Site	50	2	0
		Internet - Indeed	1	1	1
258029BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	25	2	0
		Internet - LinkedIn	1	1	1
258105BR	Sup, Customer Service Exempt	Website - External Career Site	48	0	0
		Internal - Internal Hire	2	2	2
		Internet - Indeed	1	1	1
258125BR	EAM-Enterprise Account Manager Exempt	Website - External Career Site	120	3	0
		Referral - Employee Referral	1	1	1
258130BR	Area Manager Exempt	Website - External Career Site	33	1	0
		Direct Sourcing - ATS	1	1	1
258203BR	Field Technician I Nonexempt	Website - External Career Site	13	4	0
		Referral - Employee Referral	1	1	1
258281BR	Account Executive Exempt	Website - External Career Site	39	1	0
		Referral - Employee Referral	1	1	1
258366BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	34	5	0
		Former Employee - Rehire	2	2	1
		Direct Sourcing - Other	1	1	0
258369BR	Residential Retention Rep Nonexempt	Website - External Career Site	203	55	6
		Campaign - Indeed	31	31	19
		Referral - Employee Referral	11	11	5
		Direct Sourcing - Indeed	7	7	2
		Direct Sourcing - Sourcing Specialist	6	6	3
		Internet - Indeed	1	1	0
		Internet - Monster	1	1	1
		Direct Sourcing - ATS	1	1	1
		Referral - Manager Referral	1	1	1
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	1
258369BR	Operations Analyst I Exempt	Website - External Career Site	35	1	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
258420BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	2	0	0
		Direct Sourcing - Indeed	1	1	1
258646BR	MAE - Government & Education Exempt				
		Website - External Career Site	22	1	0
		Referral - Employee Referral	1	1	1
258733BR	Enterprise Tech Support I Nonexempt				
		Website - External Career Site	111	21	5
		Internal - Internal Hire	7	7	7
258798BR	Direct Sales Rep Exempt				
		Website - External Career Site	80	10	2
		Direct Sourcing - Sourcing Specialist	1	1	0
		Internet - Indeed	1	1	0
258799BR	Field Technician I Nonexempt				
		Website - External Career Site	53	18	1
		Internet - Indeed	2	2	2
		Job Fair - Internal	2	2	2
258960BR	Account Executive 3 Exempt				
		Website - External Career Site	67	4	1
258966BR	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	44	2	1
259054BR	Field Technician I Nonexempt				
		Website - External Career Site	49	13	1
		Referral - Employee Referral	4	2	3
259154BR	Direct Sales Rep Exempt				
		Website - External Career Site	10	2	1
		Direct Sourcing - Sourcing Specialist	1	1	0
259168BR	Direct Sales Rep Exempt				
		Website - External Career Site	56	1	1
		Referral - Employee Referral	3	3	1
		Direct Sourcing - ATS	1	1	0
259360BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	269	6	0
		Internet - Indeed	6	6	4
		Campaign - Indeed	1	1	1
		Internal - Internal Hire	1	1	1
		Internet - Craigslist.com	1	1	1
259451BR	EAM-Enterprise Account Manager Exempt				
		Website - External Career Site	56	5	1
		Internal - Internal Hire	1	1	0
259511BR	Rep 1, Cust Svc SB Billing Nonexempt				
		Website - External Career Site	165	29	6
259551BR	Field Technician I Nonexempt				
		Website - External Career Site	42	5	1
259582BR	Strategic Account Spec - HC Exempt				
		Website - External Career Site	18	2	0
		Referral - Employee Referral	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - LinkedIn	1	1	0
259685BR	Network Engineer I Exempt				
		Website - External Career Site	63	0	0
		Contractor - Conversion	3	3	3
259720BR	Store Associate Nonexempt				
		Website - External Career Site	17	0	0
		Referral - Employee Referral	1	1	1
259739BR	Facilitator Exempt				
		Website - External Career Site	49	2	0
		Direct Sourcing - ATS	1	1	1
259751BR					

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
259813BR	Direct Sales Rep Exempt	Website - External Career Site	12	9	0
		Campaign - Indeed	1	1	1
259841BR	Store Associate Nonexempt	Website - External Career Site	35	2	0
		Internet - Indeed	2	2	2
		Direct Sourcing - Indeed	1	1	1
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
259935BR	Store Associate Nonexempt	Website - External Career Site	47	7	0
		Referral - Employee Referral	3	3	3
		Direct Sourcing - Sourcing Specialist	1	1	0
		Internet - Indeed	1	1	1
259939BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	6	0	0
		Internet - Ziprecruiter	1	1	1
259965BR	Store Associate Nonexempt	Website - External Career Site	64	6	0
		Internet - Indeed	1	1	1
260025BR	Sup, Customer Service Exempt	Website - External Career Site	24	3	2
260147BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	95	10	1
		Internet - Facebook.com	5	5	1
		Internet - Indeed	4	4	4
		Internet - Craigslist.com	1	1	1
260352BR	Store Associate Nonexempt	Website - External Career Site	24	2	0
		Referral - Employee Referral	1	1	1
		Referral - Manager Referral	1	1	1
260430BR	MAE - Major Account Exec Exempt	Website - External Career Site	15	1	0
		Referral - Employee Referral	1	1	1
260520BR	Sup, Direct Sales Exempt	Website - External Career Site	27	3	0
		Internet - Indeed	1	1	1
260536BR	Network Engineer III Exempt	Website - External Career Site	11	0	0
		Contractor - Conversion	1	1	1
260598BR	Residential Retention Rep Nonexempt	Website - External Career Site	181	21	4
		Campaign - Indeed	25	25	8
		Referral - Employee Referral	11	11	7
		Direct Sourcing - Indeed	11	11	6
		Direct Sourcing - Sourcing Specialist	2	2	1
		Former Employee - Rehire	1	1	1
		Direct Sourcing - Other	1	1	1
260640BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	447	13	2
		Internet - Indeed	4	4	2
		Campaign - Indeed	2	2	1
		Referral - Employee Referral	2	2	2
260777BR	Field Technician I Nonexempt	Website - External Career Site	49	0	1
		Internet - Indeed	3	1	3
		Internet - Other	1	1	0
260802BR	Field Technician I Nonexempt	Website - External Career Site	50	0	0
		Former Employee - Rehire	1	0	0
		Internet - Indeed	1	0	1
260802BR	Sales Engineer I Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
260841BR		Website - External Career Site	16	1	0
		Direct Sourcing - ATS	1	1	1
		Rep 1, Cust Svc Video Repair Nonexempt			
260850BR		Website - External Career Site	511	25	1
		Referral - Employee Referral	13	13	11
		Internet - Indeed	4	4	3
		Internet - LinkedIn	1	1	0
		Sr Dir, Comm Desk Operations Exempt			
261037BR		Website - External Career Site	39	10	0
		Direct Sourcing - ATS	1	1	1
261185BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	52	9	3
		Internet - Indeed	6	6	2
		Campaign - Indeed	2	2	1
		Referral - Employee Referral	2	2	0
		Former Employee - Rehire	1	1	1
		Sup, Direct Sales Exempt			
261229BR		Website - External Career Site	22	5	0
		Direct Sourcing - ATS	2	2	1
261247BR	Store Associate Nonexempt	Website - External Career Site	93	5	1
		Former Employee - Rehire	1	1	1
		Sr Safety Specialist Exempt			
261257BR		Website - External Career Site	25	0	0
		Internet - Indeed	1	0	1
261394BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	476	18	0
		Campaign - Indeed	17	17	11
		Internet - Indeed	13	13	5
		Referral - Employee Referral	4	4	3
		Internal - Internal Hire	1	1	1
		Job Fair - External	1	1	1
		Job Fair - AustinUP Virtual Job Fair	1	0	0
		Ent Client Service Rep Nonexempt			
261470BR		Website - External Career Site	39	3	0
		Contractor - Conversion	1	1	1
		Internal - Internal Hire	1	1	1
261600BR	ISP Engineer I Exempt	Website - External Career Site	9	0	0
		Organization - Military/Veteran	1	1	1
261605BR	Store Associate Nonexempt	Website - External Career Site	55	1	0
		Internet - Indeed	1	1	1
261619BR	Residential Retention Rep Nonexempt	Website - External Career Site	72	8	2
		Campaign - Indeed	8	8	1
		Referral - Employee Referral	3	3	2
		Direct Sourcing - Indeed	1	1	0
261661BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	339	64	15
		Campaign - Indeed	12	12	4
		Internet - Indeed	9	9	4
		Referral - Employee Referral	5	5	2
		Direct Sourcing - Sourcing Specialist	4	4	1
		Former Employee - Rehire	3	3	2
		Direct Sourcing - Other	3	3	2
		Direct Sourcing - Recruiter Networking	2	2	2
		Direct Sourcing - Indeed	1	1	0
261691BR	Mgr, Human Resources Exempt	Website - External Career Site	70	1	0
		Direct Sourcing - ATS	1	1	1
261691BR	Sup, Customer Service Exempt	Website - External Career Site	85	2	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
261766BR	Rep 1, CustSvc SB Tech Support Nonexempt	Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
262033BR	Store Associate Nonexempt	Website - External Career Site	410	65	25
		Internet - Facebook.com	1	1	1
262037BR	Mgr, Human Resources Exempt	Website - External Career Site	140	0	0
		Internet - Indeed	1	1	1
262157BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	15	2	0
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
262331BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	229	3	0
		Campaign - Indeed	13	13	8
		Referral - Employee Referral	2	2	2
262427BR	Residential Retention Rep Nonexempt	Internet - Indeed	2	2	1
262464BR	Store Associate Nonexempt	Website - External Career Site	171	6	4
		Campaign - Indeed	11	5	6
		Referral - Employee Referral	7	5	4
		Direct Sourcing - Indeed	3	1	2
		Direct Sourcing - Other	2	2	2
		Direct Sourcing - Sourcing Specialist	1	0	0
		Internet - Indeed	1	0	1
		Internet - Google	1	0	0
		Internet - Facebook.com	1	0	1
		Internal - Internal Hire	1	1	0
262555BR	Store Associate Nonexempt	Website - External Career Site	69	3	0
		Referral - Employee Referral	1	1	1
262594BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	24	0	0
		Referral - Employee Referral	1	1	1
262754BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	822	112	6
		Campaign - Indeed	38	38	23
		Referral - Employee Referral	15	15	11
		Internet - Indeed	8	8	6
		Direct Sourcing - Indeed	8	8	3
		Direct Sourcing - Recruiter Networking	6	6	5
		Direct Sourcing - ATS	2	2	1
		Former Employee - Rehire	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	1
263355BR	Direct Sales Rep Exempt	Website - External Career Site	45	4	2
		Internet - Indeed	6	5	2
		Referral - Employee Referral	1	1	1
263364BR	Direct Sales Rep Exempt	Website - External Career Site	37	11	0
		Internet - Indeed	4	4	2
		Referral - Employee Referral	2	2	2
263585BR	Direct Sales Rep Exempt	Website - External Career Site	2	2	0
		Internet - Indeed	2	2	1
		Internet - Career Builders	1	1	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
263608BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	4	4	0
		Internet - Indeed	4	4	2
		Direct Sourcing - Sourcing Specialist	1	1	0
Grand Total			26423	4887	1719