

2021 FCC Unit Structure

FCC Unit: 13527 Central Texas

Address	City	State	Postal Zip Code
1000 E 41st St, Suite 910	Austin	TX	78751
1109 E 5th Street	Austin	TX	78702
11920 Alterra Parkway	Austin	TX	78758
11921 N Mo Pac Expy	Austin	TX	78759
12012 N Mopac Expwy	Austin	TX	78758
13620 N FM 620	Austin	TX	78717
1708 Colorado St	Austin	TX	78701
2433 Rutland Dr	Austin	TX	78758
5400 Brodie Lane	Austin	TX	78745
730 W Stassney Ln	Austin	TX	78745
810 West Howard Ln	Austin	TX	78753
9600 S IH-35 building I	Austin	TX	78748
4255 Dowlen Road	Beaumont	TX	77706
495 Winscott Road	Benbrook	TX	76126
1335 E Whitestone Blvd	Cedar Park	TX	78613
11950 Don Haskins Dr	El Paso	TX	79936
1325 George Dieter Drive	El Paso	TX	79936
1359 Lomaland Drive	El Paso	TX	79935
20A Concord St	El Paso	TX	79906
6510 N Mesa St	El Paso	TX	79912
7010 Airport Rd	El Paso	TX	79906
3902 East Highway 377	Granbury	TX	76049
201 E Central Texas Expy.	Harker Heights	TX	76548
309 N College St	Killeen	TX	76541
1905 North Mays St	Round Rock	TX	78664
200 University Blvd	Round Rock	TX	78665
210 Louis Henna Blvd	Round Rock	TX	78664
1120 Highway 123	San Marcos	TX	78666
750 Barnes Drive	San Marcos	TX	78666
15 N 33rd St	Temple	TX	76502
3034 S 31st St	Temple	TX	76502
215 Factory Dr	Waco	TX	76710
2720 West Loop 340	Waco	TX	76711
5227 FM 813	Waxahachie	TX	75165

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

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 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) 7/1/2020-6/30/2021

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.

Name of Community

Location (State)

Type

Review the list of communities served on the previous year's submission and attach as Exhibit A any [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 9/24/2021	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: 13527 Central Texas

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

ACC and Workforce Solutions Hiring Event

- October 22, 2020
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

TX Workforce/Kelly Food Pantry Job Fair

- June 3, 2021
- Kelly Center for Hunger Relief- El Paso, TX
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

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

Interviewing Basics

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

2021 FCC Outreach Sources

FCC Unit: 13527 Central Texas							
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip	
100 Black Men of Greater Beaumont, Inc.	vernon.durden@att.net	409-752-2552	Po Box 6534	Beaumont	TX	77725-0534	
100 Black Men of Greater Dallas, Inc.	rbtapley@gmail.com	972-898-0186	Po Box 226081	Dallas	TX	75222-6081	
100 Black Men of Metro Houston, Inc.	info@100blackmenhou.org	713-838-8997	5330 Griggs Rd Ste 79	Houston	TX	77021-3788	
Alamo Asian American Chamber of Commerce	elva_adams@msn.com	210-701-1889	Po Box 12082	San Antonio	TX	78212-0082	
ALFPA-Association of Latino Professionals in Finance and Accounting-University of Texas	alpha.external@gmail.com	214-662-9314	Po Box 8058	Austin	TX	78713-8058	
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928	
Anson County Veterans Service	tward@co.anson.nc.us	740-694-4418	111 North Green Street	Wadesboro	NC	28170	
ARCIL San Marcos	guy@arcil.com	(512) 396-5790	618 S Guadalupe St Ste 103	San Marcos	TX	78666-6977	
ARCIL San Marcos	juanz@arcil.com	(512) 396-5790	618 S Guadalupe St Ste 103	San Marcos	TX	78666-6977	
Austin Community College	jpcairn@austinctc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	TX	78752-4390	
Austin Community College	twelch2@austinctc.edu	512-223-4222	5930 Middle Fiskville Rd	Austin	TX	78752-4390	
Austin Vet Center	Angela.Young@va.gov	512-416-1314	2015 S Interstate 35	Austin	TX	78741-3809	
Bastrop County Women's Shelter	fcc@familycrisiscenter.us	512-303-7755	Po Box 736	Bastrop	TX	78602-0736	
Belmont Abbey College	careerservices@bac.edu	704-825-6700	100 Belmont-Mt.Holly Rd	Belmont	NC	28012	
Bill J. Priest Institute for Economic Development	eccjobs@dcccd.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111	
Brookhaven College	bhcjobs@dcccd.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906	
Brown Girls Doc Mafia	bgdmoutreach@gmail.com		570 Jamaica Avenue	Brooklyn	NY	11208	
Campbell University	career@campbell.edu	910-814-5707	227 Main St	Buies Creek	NC	27506	
Catawba County JobLink Career Center	russ.vickers@nccommerce.com	828-466-5596	3301 Hwy 70 South East	Newton	NC	28658	
Catholic Social Services, Refugee Resettlement Office	ccdoc@charlottediocese.org	(704) 370-3262	1123 South Church Street	Charlotte	NC	28203	
Charlotte Chamber of Commerce	krunyon@charlotttechamber.com		615 South College Street	Charlotte	NC	28202	
Cisco College	misty.taylor@cisco.edu		101 College Hts	Cisco	TX	76437-1900	
Claflin University	tonyetta.mcdaniel@claflin.edu	803-535-5307	400 Magnolia Street	Orangeburg	SC	29115	
Columbia Southern University	Chasity.Douyon@columbiasouthern.edu	(877) 297-6192	21982 University Lane	Orange Beach	AL	36561	
Commonwealth Charlotte	cjones@commonwealthcharlotte.org	(704) 650-3867	5300 Wilkinson Boulevard	Charlotte	NC	28208	
Community Options - El Paso Office	mario.saenz@comop.org	915-771-7764	1420 Geronimo Dr	El Paso	TX	79925-1855	
Cornerstone Community Development Corporation	keelanpg@aol.com	214-565-0311	1402 Corinth St Ste 146	Dallas	TX	75215-2111	
Creative Achievements	karen@creative-achievements.org	817-238-7802	4524 Boat Club Rd Ste 194	Fort Worth	TX	76135-7025	
Dallas Baptist University	marion@dbu.edu	214-333-5556	3000 Mountain Creek Pkwy	Dallas	TX	75211-6700	
Dallas Housing Authority - Resident Employment & Training	ethomas@dhadal.com	214-525-3600	3939 N Hampton Rd	Dallas	TX	75212-1630	
David Carrasco Job Corps Center	Sepulveda.lilia@jobcorps.org	(915) 594-0022	11155 Gateway Blvd W	El Paso	TX	79935-5401	
Del Mar College	placement@delmar.edu	361-698-1200	101 Baldwin Blvd	Corpus Christi	TX	78404-3805	
Disabled American Veterans - Northeast Chapter 187	dav187@att.net	915-751-5800	8888 Dyer St Ste 515	El Paso	TX	79904-2034	
Dress For Success - Charlotte	fmckyer@dressforsuccesscharlotte.org	704-525-7706	500 A Clanton Road	Charlotte	NC	28217	
Dress for Success - Dallas	Boutiquecoordinator@dressforsuccessdallas.org	972-392-9770	13331 Preston Rd Ste 1094	Dallas	TX	75240-1155	
East Texas Baptist University	bprevost@etbu.edu	903-923-2055	1 Tiger Dr	Marshall	TX	75670-1412	
El Paso Center of Family Violence, Inc.	sgarcia@cafiv.org	915-593-7377	Po Box 26219	El Paso	TX	79926-6219	
El Paso Community Foundation	bjohnson@epcf.org	915-533-4020	333 N Oregon St	El Paso	TX	79901-1317	
El Paso State Supported Living Center	joana.alferez@dads.state.tx.us	915-782-6300	6700 Delta Dr	El Paso	TX	79905-5506	
Families in Crisis, Inc.	ficinc@earthlink.net	254-634-1184	Po Box 25	Killeen	TX	76540-0025	
Fort Bliss AUSA (American United State Army)	jmorrison@beaconelp.com	(910) 273-8287	Po Box 6264	Fort Bliss	TX	79906-0264	
Fort Worth Metropolitan Black Chamber of Commerce	bbolden@fwmbcc.org	817-871-6538	1150 South Fwy	Fort Worth	TX	76104-5159	
Frank Phillips College	mcooper@fpctx.edu	806-457-4200	Po Box 5118	Borger	TX	79008-5118	
Freedom House	marylou_curry@hotmail.com	817-596-7543	1149 Fort Worth Hwy	Weatherford	TX	76086-4555	
Friendship Community Development Corporation (FCDC)	info@friendshipcfdc.org	(980) 771-3965	3239 Beatties Ford Road	Charlotte	NC	28216	
Gaston County JobLink Career Center	sharon.riggan@nccommerce.com	704-853-5328	1391 Bessemer City Road	Gastonia	NC	28052	
Goodwill Southern Piedmont	Lizbeth.Romero@goodwillsp.org	(704) 332-0294	5301 Wilkinson Boulevard	Charlotte	NC	28208	
Grand Prairie Workforce Center	keith.davis@tvc.texas.gov	972-264-5881	801 S State Highway 161	Grand Prairie	TX	75051-1456	
Grayson County College	rossc@grayson.edu	903-465-6030	6101 State Highway 691	Denison	TX	75020-8238	
Green Doors	info@greendoors.org	512-469-9130	Po Box 685065	Austin	TX	78768-5065	
Hardin-Simmons University	careerservices@hsutx.edu		2200 Hickory St	Abilene	TX	79601-2345	
Hays-Caldwell Women's Center	info@hcwc.org	512-396-3404	Po Box 234	San Marcos	TX	78667-0234	
Hope Alliance	maxine.chatman@hopealliancetxt.org	512-255-1212		1111 Austin	TX	41084	
Innervation NC	tmitchell@innervationnc.org	(704) 377-5042		Charlotte	NC	28202	
Iredell County Joblink - Mooresville /Employment Security Commission	esc.jobs.mooresville@nccommerce.com		415 East 4th Street	Mooresville	NC	28115	
Jacksonville College	slacefield@jacksonville-college.edu	(903) 586-2518	470 North Broad Street	Jacksonville	TX	75766-4759	
Lamar State College-Orange	judy.choate@lsco.edu	409-882-3379	105 B J Albritton Dr	Orange	TX	77630-5802	
Latin American Coalition, Inc.	lgmerino@mylac.org	(704) 531-3848	4938 Central Ave. Suite 101	Charlotte	NC	28205	
Lone Star College Kingwood	Donna.Washington@lonestar.edu	(832) 813-6500	20000 Kingwood Dr	Kingwood	TX	77339-3801	
Lyon College	vicki.webb@lyon.edu	870-307-7000	2300 Highland Rd	Batesville	AR	72501-3629	
Men's Shelter of Charlotte	Stephanie.Shatto@MensShelterofCharlotte.org	(704) 334-3187	1210 North Tryon Street	Charlotte	NC	28206	
Mosaic Family Services, Inc.	mirjanao@mosaiccservices.org	214-821-5393	4144 N Central Expy Ste 530	Dallas	TX	75204-2105	
NC Employment Security Commission-Charlotte South	bill.dodgen@nccommerce.com	704-565-6865	7140 Forest Point Boulevard	Charlotte	NC	28217	
NCWorks Career Center - Cabarrus County	joseph.dismuke@nccommerce.com	704-694-6551	845 North Church Street Suite 201	Concord	NC	28025	
NCWorks Career Center- Mecklenburg County	kenno.telfaire@rescare.com	(704) 566-2870	5601 Executive Center Drive	Charlotte	NC	28212	
North Central Texas WorkForce	workforce@dfwjobs.com	817-695-9187	Po Box 5888	Arlington	TX	76005-5888	
Palo Alto College	nriojas6@alamo.edu	(210) 486-3118	1400 W Villaret Blvd	San Antonio	TX	78224-2417	
Panhandle Crisis Center	jamie.casdorph@panhandlecrisiscenter.org	806-435-5008	301 S Ash St	Perryton	TX	79070-3156	
Prairie View A&M University	careers@pvamu.edu	936-261-3570	Po Box 188	Prairie View	TX	77446-0188	
Project A.R.R.I.B.A., Inc.	publicinfo@projectarriba.org	915-843-4055	1155 Westmoreland Rd	El Paso	TX	79925-5659	
Richland College	celes@dcccd.edu	972-238-6921	12800 Abrams Rd Rm E093	Dallas	TX	75243-2104	
SC Works Chester Center	twhitesides@dew.sc.gov	803-377-8147	764 Wilson Street	Chester	SC	29706	
SMU Cox School of Business	cdunkel@cox.smu.edu	214-768-1943	Po Box 750333	Dallas	TX	75275-0333	
Soldier for Life Transition Assistance Program - Fort Myer	Juan.C.rodriguez64.civ@mail.mil		126 Forrest Circle	Arlington	VA	22211	
Southwestern Assemblies of God University	careerservices@sagu.edu		1200 Sycamore St	Waxahachie	TX	75165-2397	
Southwestern University	career_services@southwestern.edu		1001 E University Ave	Georgetown	TX	78626-6100	
Texarkana College	shawna.watkins@texarkanacollege.edu	(903) 832-5565	2500 N Robison Rd	Texarkana	TX	75599-0001	
Texas A&M University- Corpus Christi	sharon.herrera@tamucc.edu	3618255976	6300 Ocean Dr	Corpus Christi	TX	78412-5503	
Texas Governor's Committee on People with Disabilities	gcpd@governor.state.tx.us	512-463-5739	1100 San Jacinto Blvd	Austin	TX	78701-1935	
The University of Texas Permian Basin - UTPB	careerservices@utpb.edu	432-552-3634	4901 E University Blvd	Odessa	TX	79762-8122	
The Women's Center - Richardson	asalemin@utdallas.edu	972-883-6555	800 W Campbell Rd	Richardson	TX	75080-3021	
Univeristy of North Carolina Charlotte	Recruit@uncc.edu	(704) 687-8622	9201 University City Boulevard	Charlotte	NC	28223	
University of Texas at El Paso	emaldonado6@utep.edu	915-747-5640	500 W University Ave	El Paso	TX	79968-8900	
Urban League of Central Carolinas	carl.moore@urbanleaguetc.org	704-373-2256 x232	740 West 5th Street	Charlotte	NC	28202	
Veterans County Service Officers Association of Texas - Comal	vetmbd@co.comal.tx.us	830-221-1170	345 Landa St Ste 190	New Braunfels	TX	78130-5457	
Veterans County Service Officers Association of Texas - Guadalupe	bmacallister@co.guadalupe.tx.us	210-945-9708	1101 Elbel Rd	Schertz	TX	78154-2053	
Veterans County Service Officers Association of Texas - Hays	jude.prather@co.hays.tx.us	512-392-8387	102 N Lbj Dr Ste 207	San Marcos	TX	78666-5699	
Veterans County Service Officers Association of Texas - Hill	hillvso@co.hill.tx.us	254-582-4074	Po Box 882	Hillsboro	TX	76645-0882	
Veterans County Service Officers Association of Texas - Johnson	kathryn@johnsoncountytexas.org	817-556-6352	2 No. Main Street	Cleburne	TX	76033-5404	
Veterans County Service Officers Association of Texas - Lampasas	matthew.reed@co.lampasas.tx.us	512-556-8271	Po Box 231	Lampasas	TX	76550-0029	
Veterans County Service Officers Association of Texas - McLennan	steve.hernandez@co.mclennan.tx.us	254-759-5617	212 N 7th St	Waco	TX	76701-1330	
Veterans County Service Officers Association of Texas - Milam	mcvso@milamcounty.net	254-697-7031	204 N Central Ave	Cameron	TX	76520-3339	
Veterans County Service Officers Association of Texas - Palo Pinto	veterans@co.Palo-Pinto.tx.us	940-659-1275	Po Box 113	Palo Pinto	TX	76484-0113	
Veterans County Service Officers Association of Texas - Travis	susan.lewis@co.travis.tx.us	512-854-9340	Po Box 1748	Austin	TX	78767-1748	
Veterans County Service Officers Association of Texas - Williamson	karen.walker@wilco.org	(512) 943-1900	3151 Se Inner Loop Ste C	Georgetown	TX	78626-6343	
Wayland Baptist University - Lubbock	hendleyr@wbu.edu	806-785-9285	801 N Quaker Ave	Lubbock	TX	79416-2408	
White Rock Center of Hope	wrched@yahoo.com	214-324-8996	10021a Garland Rd	Dallas	TX	75218-2918	
Women's Center - SMU	wdonahue@smu.edu	214-768-2436	3140 Dyer St	Dallas	TX	75205-1977	
Women's Resource Center - UTEP	wrc@utep.edu	915-747-5291	500 W University # Ave	El Paso	TX	79968-8900	
Workforce Solutions - Irving	margaret.young@tvc.texas.gov	972-573-3500	2520 W Irving Blvd Ste 100	Irving	TX	75061-4256	
Workforce Solutions - Rural Capital Area	angela.martinez@ruralcapital.net	512-398-3491	117 N Main St	Lockhart	TX	78644-2119	
Workforce Solutions - Rural Capital Area	Jessica.buenger@ruralcapital.net	210-581-0169	117 N Main St	Lockhart	TX	78644-2119	
Workforce Solutions - South	James.Juarez@tvc.texas.gov	512-381-4219	6505 Burleson Rd	Austin	TX	78744-2315	
Workforce Solutions - South	max.torres@tvc.state.tx.us	512-381-4216	6505 Burleson Rd	Austin	TX	78744-2315	
Workforce Solutions - South	paul.julio@tvc.texas.gov	512-381-4221	6505 Burleson Rd	Austin	TX	78744-2315	
Workforce Solutions Alamo - South Flores	della.lopez@tvc.texas.gov	210-928-3985	6723 S Flores St Ste 100	San Antonio	TX	78221-1741	
Workforce Solutions Alamo - South Flores	gregory.pyrek@tvc.texas.gov	210-928-3985	6723 S Flores St Ste 100	San Antonio	TX	78221-1741	
Workforce Solutions Alamo - South Flores	mark.renninger@tvc.texas.gov	210-581-0169	6723 S Flores St Ste 100	San Antonio	TX	78221-1741	
Workforce Solutions Alamo - South Flores	victor.barnes@tvc.texas.gov	210-581-0190	6723 S Flores St Ste 100	San Antonio	TX	78221-1741	
Workforce Solutions Alamo Career Center	charles.benson@tvc.texas.gov	210-582-1555	7008 Marbach Rd	San Antonio	TX	78227-1940	
Workforce Solutions Alamo Career Center	ray.curriel@tvc.texas.gov	210-582-1555	7008 Marbach Rd	San Antonio	TX	78227-1940	
Workforce Solutions Alamo Career Center	richard.guerrero@tvc.texas.gov	210-582-1854	7008 Marbach Rd	San Antonio	TX	78227-1940	
Workforce Solutions Alamo Career Center	todd.arend@tvc.texas.gov	210-582-1555	7008 Marbach Rd	San Antonio	TX	78227-1940	
Workforce Solutions Alamo East Houston	patrick.driscoll@tvc.texas.gov	210-581-0177	4535 E Houston St	San Antonio	TX	78220-1701	
Workforce Solutions Alamo New Braunfels	joel.hart@tvc.texas.gov	830-629-2010	183 S Interstate 35	New Braunfels	TX	78130-4817	
Workforce Solutions Alamo Walzem	James.szecsi@tvc.texas.gov	(210) 582-1645	4615 Walzem Rd Ste 100	San Antonio	TX	78218-1668	
Workforce Solutions Alamo Walzem	laurie.pimentel-johnson@tvc.texas.gov	210-822-7640	4615 Walzem Rd Ste 100	San Antonio	TX	78218-1668	
Workforce Solutions Career Center - East (Texas Veterans Commission)	tony.ramirez@tvc.texas.gov	325-653-2321	3401 Webberville Rd	Austin	TX	78702-3004	
Workforce Solutions for North Central Texas	danny.wyatt@tvc.texas.gov	972-937-8114	1712 W Highway 287 Business	Waxahachie	TX	75165-4707	
Workforce Solutions for North Central Texas - Plano	arose@dfwjobs.com	469-229-0099 x3200	820 Jupiter Dr Ste 100	Plano	TX	75057-7464	
Workforce Solutions for Tarrant County - Northside Workforce Center	curtis.chalupa@tvc.texas.gov	817-548-5295	2315 N Main St Ste 100	Fort Worth	TX	76164-8582	
Worksource Solutions - Rural Capital Area	Jessica.buenger@tvc.texas.gov	512-303-3916	202 S C M Allen Pkwy # 3	San Marcos	TX	78666-6327	
Wounded Warrior Project	mbarnes@woundedwarriorproject.org	904-755-2945	12672 Silicon Dr Ste 105	San Antonio	TX	78249-3450	
YWCA El Paso Del Norte Region							

2021 FCC Source Evaluation Report

FCC Unit: 13527 Central Texas

Source	Applicant Count	Interview Count	Hire Count
Ad - Print	1	1	1
Ad - TV Commercial Advertisement	5	5	3
Brazen	4	4	3
Campaign - Indeed	622	621	288
College - Campus Recruiting	2	2	1
Contractor - Conversion	12	12	12
Direct Sourcing - ATS	36	35	21
Direct Sourcing - Indeed	209	209	95
Direct Sourcing - LinkedIn	18	18	17
Direct Sourcing - Other	26	26	8
Direct Sourcing - Recruiter Networking	4	4	4
Former Employee - Rehire	5	55	38
Intern - Conversion	1	1	1
Internal - Internal Hire	90	90	0
Internet - Career Builders	2	2	1
Internet - Facebook.com	30	30	15
Internet - Glassdoor.com	5	5	2
Internet - Google	25	24	19
Internet - Indeed	532	532	328
Internet - LinkedIn	25	25	18
Internet - Monster	3	3	0
Internet - Other	10	10	6
Internet - Ziprecruiter	20	20	9
Job Fair - External	14	14	13
Job Fair - Military/Veterans	3	3	3
Job Fair - Veterans	1	1	1
Other	11	11	7
Referral - Employee Referral	487	484	307
Referral - Manager Referral	18	18	12
TextRecruit TextApply Ad	1	1	0
Website - External Career Site	24277	2091	193
Total	26499	4357	1426

2021 FCC Source Report

FCC Unit: 13527 Central Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
265911BR	Multimedia Journalist	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	167	0	0
		Campaign - Indeed	41	41	21
		College - Campus Recruiting	1	1	1
		Direct Sourcing - Indeed	10	10	7
266018BR	Residential Inbound Sales Rep	Direct Sourcing - Other	4	4	0
		Former Employee - Rehire	1	1	1
		Internet - Google	1	1	1
		Internet - Indeed	10	10	6
		Job Fair - External	1	1	1
		Referral - Employee Referral	27	27	19
		TextRecruit TextApply Ad	1	1	0
		Website - External Career Site	611	63	7
		Campaign - Indeed	4	4	3
		Internal - Internal Hire	1	1	0
267450BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	17	17	11
		Internet - Ziprecruiter	2	2	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	301	39	0
		Former Employee - Rehire	1	1	0
267584BR	Rep 1, CustSvc SB Tech Support	Internal - Internal Hire	3	3	0
		Internet - Indeed	8	8	1
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	192	79	0
267843BR	Residential Inbound Sales Rep	Ad - Print	1	1	1
		Brazen	1	1	0
		Campaign - Indeed	55	55	28
		Direct Sourcing - ATS	2	2	0
		Direct Sourcing - Indeed	55	55	26
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	2	2	0
		Internet - Indeed	28	28	12
		Internet - LinkedIn	2	2	1
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	50	50	25
		Website - External Career Site	888	261	22
268144BR	Producer, Segments	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	90	3	0
268145BR	Sr Video Editor, SpecNetworks	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	176	0	0
268146BR	Sup, Sr Producer	Contractor - Conversion	1	1	1
		Website - External Career Site	27	0	0
268278BR	Sr Designer, Virtual Sets Exempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	17	0	0
268329BR	Network Developer III	Contractor - Conversion	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	9	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
268650BR	Residential Retention Rep	Campaign - Indeed	30	30	1
		Direct Sourcing - Indeed	13	13	0
		Direct Sourcing - Other	2	2	0
		Internet - Google	2	2	1
		Internet - Indeed	24	24	0
		Internet - LinkedIn	1	1	0
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	31	31	0
		Referral - Manager Referral	2	2	1
		Website - External Career Site	197	17	0
268884BR	Account Executive	Direct Sourcing - ATS	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	58	14	0
268952BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	7	7	2
		Former Employee - Rehire	4	4	0
		Internet - Facebook.com	1	1	0
		Internet - Indeed	4	4	1
		Internet - LinkedIn	1	1	0
		Internet - Monster	1	1	0
		Referral - Employee Referral	3	3	1
		Website - External Career Site	399	15	0
269017BR	Bus Controls Analyst-Cust Ops	Referral - Manager Referral	1	1	1
		Website - External Career Site	138	7	0
269100BR	Enterprise Tech Support I Nonexempt	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	3	3	0
		Website - External Career Site	485	74	3
269143BR	Rep 1, CustSvc SB Tech Support	Internal - Internal Hire	4	4	0
		Internet - Indeed	8	8	4
		Internet - LinkedIn	3	3	3
		Internet - Ziprecruiter	1	1	1
		Other	1	1	1
		Referral - Employee Referral	4	4	2
		Website - External Career Site	256	101	3
269190BR	Intern	Brazen	1	1	1
		Website - External Career Site	37	2	0
269194BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	79	0	0
269195BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	99	1	0
269492BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	20	20	13
		Former Employee - Rehire	1	1	1
		Internet - Career Builders	1	1	1
		Internet - Google	4	4	4
		Internet - Indeed	12	12	8
		Internet - LinkedIn	2	2	2
		Referral - Employee Referral	2	2	2
		Website - External Career Site	640	37	0
269505BR	Intern	Brazen	1	1	1
		Website - External Career Site	185	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
269562BR	Intern	Brazen	1	1	1
		Website - External Career Site	13	2	0
269580BR	Sr Human Resources Generalist	Former Employee - Rehire	1	1	1
		Website - External Career Site	134	0	0
269683BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	6	6	3
		Job Fair - External	1	1	1
		Job Fair - Veterans	1	1	1
		Referral - Employee Referral	8	8	6
		Website - External Career Site	269	50	2
269794BR	Strategic Account Spec - HC	Direct Sourcing - LinkedIn	1	1	0
		Website - External Career Site	24	3	1
269822BR	Dir, Regional RE & Facilities Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	471	6	0
269876BR	Direct Sales Rep	Campaign - Indeed	12	12	4
		Former Employee - Rehire	1	1	1
		Website - External Career Site	65	65	0
269877BR	Residential Retention Rep	Campaign - Indeed	47	47	16
		Direct Sourcing - Indeed	20	20	7
		Direct Sourcing - Other	5	5	1
		Internal - Internal Hire	1	1	0
		Internet - Glassdoor.com	2	2	1
		Internet - Indeed	14	14	5
		Internet - LinkedIn	2	2	1
		Internet - Ziprecruiter	5	5	2
		Referral - Employee Referral	31	31	13
		Referral - Manager Referral	1	1	0
		Referral - Manager Referral	1	1	0
		Website - External Career Site	187	44	7
269887BR	Recruiter I	Direct Sourcing - LinkedIn	2	2	2
		Website - External Career Site	254	1	0
269960BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	159	3	0
269961BR	Intern	Website - External Career Site	52	1	1
270143BR	Network Developer I	Former Employee - Rehire	1	1	1
		Website - External Career Site	82	5	0
270345BR	Direct Sales Rep	Campaign - Indeed	2	2	2
		Website - External Career Site	39	39	0
270397BR	Strategic Account Spec - HC	Direct Sourcing - LinkedIn	1	1	1
		Referral - Manager Referral	1	1	0
		Website - External Career Site	54	9	0
270421BR	Sup, Direct Sales	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	15	2	0
270557BR	Intern	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	97	6	0
270734BR	Construction Coordinator I	Former Employee - Rehire	1	1	1
		Website - External Career Site	18	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270744BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	40	2	0
270827BR	Multimedia Journalist	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	78	0	0
270930BR	Acct Exec, Comm Sol Exempt	Campaign - Indeed	1	1	1
		Website - External Career Site	36	3	0
271040BR	Sup, Resi Retention	Direct Sourcing - ATS	2	2	1
		Internal - Internal Hire	3	3	0
		Website - External Career Site	58	10	0
271141BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	47	10	0
271149BR	Field Technician II	Former Employee - Rehire	1	1	0
		Internet - Google	1	1	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	49	10	2
271154BR	Field Technician II	Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	0
		Website - External Career Site	45	15	1
271345BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	4	4	3
		Internal - Internal Hire	2	2	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	235	15	0
271347BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	10	10	7
		Internet - Facebook.com	1	1	1
		Internet - Glassdoor.com	2	2	1
		Internet - Google	2	2	1
		Internet - Indeed	14	14	9
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	4	4	4
		Website - External Career Site	544	57	4
271358BR	Residential Retention Rep	Campaign - Indeed	19	19	9
		Direct Sourcing - Indeed	11	11	4
		Direct Sourcing - Other	4	4	2
		Internet - Facebook.com	2	2	1
		Internet - Indeed	4	4	2
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	14	14	7
		Referral - Manager Referral	1	1	1
		Website - External Career Site	145	10	2
271365BR	Residential Inbound Sales Rep	Campaign - Indeed	31	31	20
		Direct Sourcing - Indeed	21	21	17
		Former Employee - Rehire	1	1	0
		Internet - Indeed	3	3	1
		Referral - Employee Referral	13	13	10
		Website - External Career Site	409	43	7
271374BR	Direct Sales Rep	Campaign - Indeed	6	6	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	46	7	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271392BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	10	1	0
271421BR	Rep 1, Cust Svc SB Billing	Ad - TV Commercial Advertisement	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	9	9	4
		Internet - Other	2	2	1
		Referral - Employee Referral	1	1	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	385	51	3
271422BR	Rep 1, CustSvc SB Tech Support	Internet - Indeed	3	3	3
		Internet - Ziprecruiter	1	1	1
		Website - External Career Site	112	45	1
271426BR	Direct Sales Rep	Campaign - Indeed	2	2	0
		Direct Sourcing - Other	1	1	1
		Website - External Career Site	52	52	0
271524BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	1
		Former Employee - Rehire	3	3	3
		Website - External Career Site	19	5	0
271595BR	Direct Sales Rep	Campaign - Indeed	3	3	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	44	43	0
271605BR	Direct Sales Rep	Campaign - Indeed	4	4	2
		Website - External Career Site	53	52	0
271606BR	Direct Sales Rep	Campaign - Indeed	7	7	5
		Direct Sourcing - ATS	4	4	2
		Referral - Employee Referral	2	2	2
		Website - External Career Site	72	15	0
271705BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	17	0	0
271728BR	Dir, App Architect & Data Eng Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	93	11	0
271782BR	Facilitator	Internet - LinkedIn	1	1	1
		Website - External Career Site	49	11	0
271786BR	Human Resources Generalist	Internet - Indeed	1	1	1
		Website - External Career Site	204	0	0
271876BR	Account Executive	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	0
		Referral - Manager Referral	1	1	1
		Website - External Career Site	52	31	0
272041BR	Direct Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	18	18	0
272061BR	Field Technician II	Internet - Indeed	1	1	1
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	39	12	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272063BR	Field Technician II	Internet - Indeed	1	1	0
		Website - External Career Site	43	9	1
272078BR	Mgr, Customer Service	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	54	1	0
272079BR	Sup, Customer Service	Direct Sourcing - ATS	3	3	3
		Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	248	21	0
272221BR	SAM - Strategic AM Healthcare	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	29	3	0
272303BR	Producer, Digital Cont Assoc Nonexempt	Website - External Career Site	92	5	1
272330BR	Dir, Human Resources	Former Employee - Rehire	1	1	1
		Website - External Career Site	192	3	0
272365BR	Store Associate - PT	Referral - Employee Referral	1	1	1
		Website - External Career Site	20	1	0
272406BR	Recruiter I	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	121	10	1
272422BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	11	11	8
		Former Employee - Rehire	1	1	1
		Internet - Indeed	10	10	10
		Referral - Employee Referral	1	1	0
		Website - External Career Site	487	44	2
272545BR	Strategic Account Spec - HC	Referral - Employee Referral	1	1	1
		Website - External Career Site	9	0	0
272566BR-1	Direct Sales Rep	Website - External Career Site	118	117	1
272608BR	Sup, Direct Sales	Campaign - Indeed	2	2	1
		Website - External Career Site	23	10	0
272725BR	Direct Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	39	39	0
272850BR	Store Associate	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	26	1	0
272929BR	Rep 1, Cust Svc Video Repair	Internet - Facebook.com	2	2	1
		Internet - Indeed	51	51	44
		Job Fair - External	1	1	1
		Referral - Employee Referral	27	27	24
		Referral - Manager Referral	3	3	2
		Website - External Career Site	444	122	7
272930BR	Rep 1, Cust Svc Video Repair	Internet - Google	2	2	1
		Internet - Indeed	16	16	12
		Internet - LinkedIn	1	1	1
		Internet - Other	2	2	1
		Referral - Employee Referral	6	6	5
		Website - External Career Site	447	121	9

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272932BR	Sup, Customer Service	Internal - Internal Hire	1	1	0
		Website - External Career Site	54	12	4
272950BR	Residential Retention Rep	Campaign - Indeed	29	29	10
		Direct Sourcing - Indeed	8	8	6
		Direct Sourcing - Other	2	2	1
		Former Employee - Rehire	1	1	0
		Internet - Facebook.com	8	8	5
		Internet - Indeed	2	2	0
		Internet - LinkedIn	1	1	1
		Internet - Ziprecruiter	1	1	0
		Other	1	1	0
		Referral - Employee Referral	17	17	12
272952BR	Sup, Customer Service	Website - External Career Site	180	19	2
		Internet - LinkedIn	1	1	1
272998BR	Sup, Customer Service	Website - External Career Site	74	0	0
		Internet - Indeed	1	1	1
273009BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	34	11	0
273031BR	Network Developer III	Campaign - Indeed	6	6	3
		Website - External Career Site	54	7	0
273078BR	Field Technician II	Contractor - Conversion	2	2	2
		Website - External Career Site	2	0	0
		Internal - Internal Hire	3	3	0
		Internet - Indeed	3	3	1
		Internet - LinkedIn	1	1	1
273106BR	Account Executive	Referral - Employee Referral	3	3	2
		Website - External Career Site	101	17	0
		Internal - Internal Hire	1	1	0
273148BR	Mgr, Human Resources	Referral - Employee Referral	1	1	1
		Website - External Career Site	40	6	0
		Direct Sourcing - LinkedIn	1	1	1
273187BR	Direct Sales Rep	Website - External Career Site	63	3	0
		Campaign - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
273204BR	Residential Inbound Sales Rep	Website - External Career Site	35	34	0
		Campaign - Indeed	10	10	4
		Direct Sourcing - Indeed	5	5	1
		Direct Sourcing - Other	1	1	1
		Internal - Internal Hire	2	2	0
		Internet - Google	1	1	1
		Internet - Indeed	3	3	3
		Internet - Ziprecruiter	1	1	1
		Job Fair - External	1	1	1
		Referral - Employee Referral	11	11	8
273295BR	Field Technician II	Website - External Career Site	323	33	4
		Former Employee - Rehire	1	1	0
		Internet - Facebook.com	1	1	1
		Internet - Indeed	4	4	3
		Referral - Employee Referral	2	2	0
273295BR	Field Technician II	Website - External Career Site	43	8	1
		Referral - Employee Referral	2	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273488BR	Mgr, Facilities	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	23	2	0
273490BR	Facilitator	Direct Sourcing - LinkedIn	1	1	1
		Internal - Internal Hire	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	154	20	0
273491BR	Administrative Assistant Nonexempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	168	1	0
273498BR	Mgr, Customer Service	Internet - Indeed	1	1	1
		Website - External Career Site	23	4	0
273501BR	Human Resources Generalist	Internal - Internal Hire	1	1	0
		Website - External Career Site	40	3	1
273505BR	HR Coordinator Nonexempt	Website - External Career Site	200	10	1
273524BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	0
		Other	1	1	1
		Website - External Career Site	3	1	0
273707BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	7	7	6
		Internet - Indeed	8	8	6
		Referral - Employee Referral	3	3	2
		Website - External Career Site	384	56	2
273831BR	EAM-Enterprise Account Manager	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	49	7	0
273856BR	Store Associate	Internal - Internal Hire	1	1	0
		Website - External Career Site	13	2	1
273972BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Internet - Ziprecruiter	1	1	0
		Website - External Career Site	40	39	0
274029BR	Field Technician II	Internet - Google	1	1	1
		Internet - Indeed	3	3	3
		Website - External Career Site	47	13	2
274030BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	2
		Referral - Employee Referral	2	2	1
		Website - External Career Site	50	13	0
274134BR	Residential Retention Rep	Campaign - Indeed	33	33	18
		Direct Sourcing - Indeed	5	5	2
		Direct Sourcing - Other	2	2	0
		Internet - Facebook.com	2	2	0
		Internet - Indeed	10	10	4
		Referral - Employee Referral	7	7	5
		Website - External Career Site	185	29	2
274189BR	Rep 1, CustSvc SB Tech Support	Ad - TV Commercial Advertisement	1	1	0
		Internal - Internal Hire	5	5	0
		Internet - Indeed	8	8	8
		Referral - Employee Referral	1	1	0
		Website - External Career Site	141	69	2

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274217BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	33	9	1
274279BR	Master Control Operator 1 Nonexempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	50	0	0
274446BR	Enterprise Tech Support I Nonexempt	Direct Sourcing - Other	1	1	1
		Internal - Internal Hire	2	2	0
		Website - External Career Site	112	25	1
274466BR	Ent Client Service Rep Nonexempt	Contractor - Conversion	1	1	1
		Website - External Career Site	30	2	0
274490BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	12	0	0
274491BR	Store Associate	Website - External Career Site	9	1	1
		Internal - Internal Hire	1	1	0
274525BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	53	53	32
		Job Fair - External	1	1	1
		Referral - Employee Referral	27	27	19
		Referral - Manager Referral	1	1	1
		Website - External Career Site	517	131	15
		Former Employee - Rehire	2	2	2
274530BR	Rep 1, Cust Svc SB Billing	Internal - Internal Hire	1	1	0
		Internet - Facebook.com	1	1	0
		Internet - Indeed	9	9	8
		Referral - Employee Referral	2	2	2
		Website - External Career Site	281	79	0
		Former Employee - Rehire	2	2	2
274566BR	Direct Sales Rep	Campaign - Indeed	5	5	3
		Direct Sourcing - ATS	5	5	1
		Referral - Employee Referral	8	8	4
		Website - External Career Site	75	12	0
274583BR	EAE-Enterprise Account Exec	Referral - Manager Referral	1	1	1
		Website - External Career Site	20	1	0
274629BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	10	10	8
		Referral - Employee Referral	6	6	5
		Website - External Career Site	271	31	3
274631BR	Network Engineer II	Contractor - Conversion	1	1	1
		Website - External Career Site	23	0	0
274673BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	4	4	4
		Internal - Internal Hire	4	4	0
		Internet - Google	2	2	2
		Internet - Indeed	5	5	2
		Job Fair - Military/Veterans	1	1	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	308	32	6
274732BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	35	4	1
274757BR	Rep 1, CustSvc SB Tech Support	Internal - Internal Hire	2	2	0
		Internet - Indeed	3	3	3
		Job Fair - Military/Veterans	1	1	1
		Website - External Career Site	103	61	4

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275023BR	Direct Sales Rep	Campaign - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	20	20	0
275028BR	Residential Inbound Sales Rep	Campaign - Indeed	6	6	2
		Direct Sourcing - Indeed	3	3	1
		Internet - Google	1	1	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	5	5	3
		Website - External Career Site	133	16	0
275039BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	7	1	0
275056BR	EAE-Enterprise Account Exec	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	10	1	0
275085BR	Direct Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	7	7	0
275134BR	Field Technician II	Ad - TV Commercial Advertisement	1	1	1
		College - Campus Recruiting	1	1	0
		Internet - Indeed	2	2	2
		Website - External Career Site	32	14	2
275172BR	Sup, Customer Service	Website - External Career Site	61	21	6
275179BR	NOC Technician - Int Nonexempt	Contractor - Conversion	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	73	8	1
275252BR	Direct Sales Rep	Job Fair - External	2	2	2
		Website - External Career Site	40	39	0
275457BR	Multi-Tenant Sales Rep	Job Fair - External	5	5	5
		Referral - Employee Referral	1	1	1
		Website - External Career Site	14	2	0
275473BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	4	0	0
275548BR	Direct Sales Rep	Campaign - Indeed	9	9	3
		Website - External Career Site	22	22	0
275594BR	Business Analyst - Cust Ops	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	43	8	0
275595BR	Reports Specialist	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	23	0	0
275598BR	Facilities Coordinator Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	17	0	0
275615BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	12	0	0
275655BR	Workforce Management Analyst	Referral - Employee Referral	1	1	1
		Website - External Career Site	33	9	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275690BR	Direct Sales Rep	Campaign - Indeed	9	9	5
		Internal - Internal Hire	1	1	0
		Internet - Indeed	3	3	1
		Website - External Career Site	57	6	0
275713BR	Residential Retention Rep	Campaign - Indeed	21	21	11
		Direct Sourcing - Indeed	20	20	10
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Facebook.com	1	1	1
		Internet - Indeed	7	7	3
		Other	1	1	1
		Referral - Employee Referral	10	10	9
275769BR	HR Coordinator Nonexempt	Website - External Career Site	171	29	1
		Internet - Indeed	1	1	1
275823BR	Data & Reporting Analyst	Website - External Career Site	158	41	0
		Internet - Indeed	1	1	0
275848BR	Field Technician II	Internet - LinkedIn	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	34	12	1
		Campaign - Indeed	2	2	1
276011BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	3	3	2
		Internet - Facebook.com	1	1	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	8	8	5
		Website - External Career Site	82	14	1
		Campaign - Indeed	1	1	1
276044BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	2	2	0
		Internet - Career Builders	1	1	0
		Internet - Facebook.com	3	3	2
		Internet - Google	2	2	2
		Internet - Indeed	8	8	7
		Internet - Monster	2	2	0
		Internet - Ziprecruiter	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	254	51	1
		Former Employee - Rehire	1	1	0
276115BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	5	5	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	161	19	3
		Former Employee - Rehire	1	1	1
276163BR	Store Associate	Website - External Career Site	21	1	0
		Campaign - Indeed	1	1	1
276213BR	Sup, Direct Sales	Website - External Career Site	13	3	0
		Internet - LinkedIn	1	1	1
276308BR	Workforce Mgmt Care Coord I Nonexempt	Website - External Career Site	116	20	0
		Direct Sourcing - ATS	5	5	3
276323BR	Sup, Customer Service	Website - External Career Site	168	23	0
		Direct Sourcing - ATS	5	5	3

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276327BR	Human Resources Generalist	Former Employee - Rehire	1	1	1
		Website - External Career Site	68	6	0
276473BR	Direct Sales Rep	Campaign - Indeed	3	3	0
		Website - External Career Site	28	26	1
276474BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	41	5	0
276476BR	Field Technician II	Internet - Indeed	6	6	4
		Referral - Employee Referral	2	2	2
		Website - External Career Site	60	18	1
276521BR	EAE-Enterprise Account Exec	Referral - Manager Referral	1	1	1
		Website - External Career Site	8	0	0
276585BR	Network Engineer II	Former Employee - Rehire	1	1	1
		Website - External Career Site	30	7	0
276591BR	Network Developer III	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
276623BR	Residential Inbound Sales Rep Nonexempt	Campaign - Indeed	42	42	29
		Direct Sourcing - Indeed	5	5	2
		Internet - Indeed	8	8	6
		Internet - Other	1	1	1
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	15	15	9
		Website - External Career Site	764	65	5
276658BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	13	2	0
277118BR	Intern	Referral - Employee Referral	1	1	1
		Website - External Career Site	185	8	0
277183BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Website - External Career Site	10	10	0
277183BR-1	Direct Sales Rep	Website - External Career Site	13	13	1
277192BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	2	0	0
277413BR	Construction Coordinator I	Website - External Career Site	23	11	1
277542BR	Producer, Digital Cont Assoc Nonexempt	Website - External Career Site	55	5	1
277619BR	Rep 1, Cust Svc Video Repair	Internet - Facebook.com	4	4	2
		Internet - Google	1	1	1
		Internet - Indeed	30	30	17
		Other	2	2	1
		Referral - Employee Referral	12	12	10
		Referral - Manager Referral	1	1	0
		Website - External Career Site	254	119	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277647BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	2	2	2
		Internet - Indeed	16	16	13
		Referral - Employee Referral	5	5	4
		Website - External Career Site	430	91	3
277668BR	Residential Retention Rep	Campaign - Indeed	28	28	11
		Direct Sourcing - Indeed	10	10	1
		Former Employee - Rehire	3	3	2
		Internal - Internal Hire	2	2	0
		Internet - Facebook.com	2	2	0
		Internet - Indeed	9	9	3
		Internet - LinkedIn	1	1	1
		Other	1	1	1
		Referral - Employee Referral	7	7	5
		Website - External Career Site	302	37	1
277701BR	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	1	1	0
		Website - External Career Site	137	22	1
277744BR	Sup, Master Control	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	22	0	0
277814BR	ISP Engineer I	Other	1	1	1
		Website - External Career Site	7	0	0
277883BR	Network Developer I	Intern - Conversion	1	1	1
		Website - External Career Site	4	0	0
277973BR	Store Associate	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	14	2	0
278006BR	Rep 1, Cust Svc SB Billing	Ad - TV Commercial Advertisement	1	1	0
		Internet - Google	1	1	1
		Internet - Indeed	5	5	4
		Referral - Employee Referral	8	8	6
		Website - External Career Site	90	30	0
278012BR	Rep 1, CustSvc SB Tech Support	Ad - TV Commercial Advertisement	1	1	1
		Internal - Internal Hire	23	23	0
		Internet - Facebook.com	1	1	0
		Internet - Glassdoor.com	1	1	0
		Internet - Google	1	1	0
		Internet - Indeed	12	12	7
		Job Fair - Military/Veterans	1	1	1
		Referral - Employee Referral	3	3	3
		Website - External Career Site	256	76	2
278210BR	Ent Client Service Rep Nonexempt	Contractor - Conversion	1	1	1
		Internal - Internal Hire	3	3	0
		Website - External Career Site	13	5	0
278236BR	Direct Sales Rep	Campaign - Indeed	5	5	2
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	22	21	0
278254BR	Sup, Resi Inbound Sales	Direct Sourcing - ATS	1	1	0
		Website - External Career Site	11	3	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278279BR	EAE-Enterprise Account Exec	Former Employee - Rehire	1	1	1
		Website - External Career Site	18	0	0
278333BR	VP, Customer Service	Website - External Career Site	1	1	1
278408BR	Account Executive	Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	13	2	0
278581BR	Direct Sales Rep	Campaign - Indeed	2	2	1
		Former Employee - Rehire	2	2	2
		Referral - Employee Referral	3	3	3
		Website - External Career Site	29	23	0
278597BR	Network Developer II	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
278600BR	Facilitator	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	22	5	0
278700BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	3	3	1
		Website - External Career Site	19	5	1
278828BR	Residential Inbound Sales Rep Nonexempt	Campaign - Indeed	27	27	11
		Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Indeed	6	6	4
		Former Employee - Rehire	1	1	1
		Internet - Indeed	10	10	6
		Internet - Other	4	4	2
		Referral - Employee Referral	14	14	14
		Website - External Career Site	367	43	6
278863BR	Multi-Tenant Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	1	0
278934BR	Producer, Digital	Website - External Career Site	23	1	1
278965BR	Mgr, Customer Service	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	61	5	0
278985BR	Associate Producer Nonexempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	30	0	0
279087BR	Store Greeter Nonexempt	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	14	1	0
279093BR	Store Greeter Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	17	2	0
279117BR	Store Associate	Former Employee - Rehire	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	17	0	0
279239BR	Direct Sales Rep	Campaign - Indeed	4	4	1
		Former Employee - Rehire	2	2	0
		Website - External Career Site	35	32	0
279239BR-1	Direct Sales Rep	Website - External Career Site	41	38	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
279285BR	Workforce Management Admin Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	67	10	0
279367BR	Mgr, ISP	Direct Sourcing - Other	1	1	1
		Website - External Career Site	15	2	0
279427BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	18	6	0
279555BR	EAE-Enterprise Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	11	0	0
279669BR	Dir, Field Engineering	Internet - LinkedIn	1	1	1
		Website - External Career Site	21	1	0
279691BR	Operations Analyst II	Internet - Indeed	1	1	1
		Website - External Career Site	18	10	0
279707BR	Multimedia Journalist	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	37	0	0
279774BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	13	11	0
279817BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	27	6	0
279915BR	Asst Mgr, Store	Referral - Employee Referral	1	1	1
		Website - External Career Site	7	2	0
279976BR	Store Associate	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	9	1	0
280540BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	50	14	0
280541BR	Field Technician II	Internet - Indeed	3	3	3
		Referral - Employee Referral	2	2	1
		Website - External Career Site	43	5	2
280556BR	Network Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	64	0	0
280707BR	Store Associate - PT	Former Employee - Rehire	1	1	1
		Website - External Career Site	11	0	0
280742BR	Instructional Designer	Referral - Employee Referral	1	1	1
		Website - External Career Site	52	21	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
280753BR	Residential Retention Rep	Campaign - Indeed	9	9	2
		Direct Sourcing - Indeed	5	5	2
		Former Employee - Rehire	4	4	4
		Internal - Internal Hire	3	3	0
		Internet - Google	1	1	0
		Internet - Indeed	5	5	2
		Internet - LinkedIn	1	1	0
		Internet - Other	1	1	1
		Referral - Employee Referral	14	13	6
		Website - External Career Site	206	16	1
281154BR	Direct Sales Rep	Campaign - Indeed	1	1	0
		Job Fair - External	1	1	0
		Other	3	3	1
		Website - External Career Site	5	5	0
281204BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	0
		Job Fair - External	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	21	2	0
281267BR	Field Technician II	Internet - Google	1	1	0
		Website - External Career Site	61	18	2
281615BR	Network Developer I	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
281703BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	17	17	0
281801BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	2	0	0
281934BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Website - External Career Site	13	11	0
281937BR	Direct Sales Rep	Campaign - Indeed	2	2	1
		Website - External Career Site	27	20	0
282354BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	7	6	0