

# 2020 FCC Unit Address List

FCC Unit: **13528**

FCC Unit Description: **Eastern Central Florida**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
150 Cranes Roost Blvd	Altamonte Springs	FL	32708
3301 E State Road 436	Apopka	FL	32703
1655 SR 472	Deland	FL	32724
1195 S. Woodland Blvd	Deland	FL	32720
3613 Grissom Lane	Kissimmee	FL	34741
680 Centerview Blvd	Kissimmee	FL	34741
2821 E. Irlo Bronson Memorial Hwy	Kissimmee	FL	34744
1060 Sand Pond	Lake Mary	FL	32746
485 N Keller Rd	Maitland	FL	32751
2251 Lucien Way	Maitland	FL	32751
720 Magnolia Avenue	Melbourne	FL	32935
901 Pegasus Ct	Melbourne	FL	32901
1420 N Harbor City Blvd	Melbourne	FL	32935
2251 Town Center Ave.	Melbourne	FL	32940
894 Maguire Rd	Ocoee	FL	34761
9557 West Colonial Drive	Ocoee	FL	34761
3767 All American Blvd	Orlando	FL	32810
65 S. Keller Road	Orlando	FL	32810
6373 All American Blvd	Orlando	FL	32810
2174 S. Semoran Blvd	Orlando	FL	32822
1906 South Semoran Blvd	Orlando	FL	32822
3464 Avalon Park East Blvd	Orlando	FL	32828
4104 Millenia Blvd	Orlando	FL	32839
3740 All American Blvd	Orlando	FL	32801
20 No. Orange Avenue	Orlando	FL	32801
6855 Eagle Watch Drive	Orlando	FL	32822
2380 S Orange Ave	Orlando	FL	32806
9620 Air Commerce Pkwy	Orlando	FL	32827
12402 Orange Blossom Trail, Ste 100	Orlando	FL	32837
2560 East Colonial Drive	Orlando	FL	32804
5944 Metropolis Way	Orlando	FL	32811
1121 Alafaya Trail	Oviedo	FL	32765
5509 South Williamson Blvd	Port Orange	FL	32128
100 Gordon St	Sanford	FL	32771
2011 WP Ball Blvd	Sanford	FL	32771
728 Cheney Highway	Titusville	FL	32780
3316 Breslay Dr	Viera	FL	32940
4311 Norfolk Pky	West Melbourne	FL	32904
1981 Aloma Avenue	Winter Park	FL	32792

Federal Communications Commission Washington, D.C. 20554	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<b>FCC 396-C</b>		
<b>Multi-Channel Video Program Distributor EEO Program Annual Report</b>		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 # 13528

**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

ORANGE, FL

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

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

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

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

#### SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

#### SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed		Title	GVP, LABOR & EMPLOYEE RELATIONS
Date	9/28/2020	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: 13528 Eastern Central Florida

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

## ***Holt Happenings Networking & Recruitment Night***

- October 16, 2019
- 170 W. Fairbanks Bldg – Winter Park, FL
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Large volume of attendees

## ***Orange Technical College Job Fair***

- November 7, 2019
- OTC Mid Florida Campus – Orlando, FL
- 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.

## ***Leading a Respectful Workplace***

Employees at this Charter FCC unit participated in the Leading a Respectful Workplace training. Leading a Respectful Workplace is a 3 day class room training that provides Charter's leaders with the skills and insights needed to achieve positive business results and engage employees in ways that inspire their best work. The course emphasizes leadership and legal responsibilities needed in addressing our most compelling and urgent priorities for creating and maintaining a professional, productive, and inclusive work environment. Key Learning Objectives: How leaders' behaviors directly impact business results. How leaders model organizational values and how they can best respond to issues when they come up. How leaders hold employees accountable and coach effectively for optimal performance. How inappropriate behavior can compromise even the most effective leadership practices. How leaders behave when they learn of an employee complaint. How social media impacts today's workplace, and understanding the most effective role for leaders.

# 2020 FCC Unit Outreach Source List

FCC Unit: 13528

FCC Unit Description: Eastern Central Florida

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
AARP	Denver	CO	80203	coarp@aarp.org	8665545376
AARP-SENIOR EMPLOYMENT PROGRAM	Denver	CO	80203	dewashington101@yahoo.com	7209462901
Ability Connection Colorado	Denver	CO	80230	rcompton@abilityconnectioncolorado.org	303-691-9339
Adams County Workforce & Business Center	Brighton	CO	80601	bhendricks@adcogov.org	720-523-6900
Adams County Workforce & Business Center	Brighton	CO	80601	jparriott@adcogov.org	720-523-6900
Adams County Workforce & Business Center (Aurora)	Aurora	CO	80011	rbanks@adcogov.org	303-375-2980
American Council of the Blind of Texas	Beaumont	TX	77704	semien@sbcglobal.net	409-866-5838
American GI Forum	Denver	CO	80211	dottiej42@aol.com	303-458-1700
American Job Center Serving Jefferson, Clear Creek and Gilpin Counties	Golden	CO	80401	bhendric@jeffco.us	303-271-4700
American Job Center Serving Jefferson, Clear Creek and Gilpin Counties	Black Hawk	CO	80422	jhoward@jeffco.us	303-582-6003
American Job Center Serving Jefferson, Clear Creek and Gilpin Counties	Black Hawk	CO	80422	lbarwick@jeffco.us	303-582-6003
American Job Center Serving Jefferson, Clear Creek and Gilpin Counties	Golden	CO	80401	tgallowa@jeffco.us	303-271-4700
Arapahoe Douglas Works! Workforce Center	Centennial	CO	80112	sharon.lindell@state.co.us	303-636-1160
Arapahoe/Douglas Works! Castle Rock Workforce Center	Castle Rock	CO	80104	dalred@arapahoegov.com	720-733-4321
ARCIL	Austin	TX	78753	valerie@arcil.com	5128326349
Austin Community College	Austin	TX	78736	jpcaia@austincc.edu	512-223-8001
Austin Recovery	Austin	TX	78745	mmorales@austinrecovery.org	512-997-0101
Brevard Achievement Center Inc.	Rockledge	FL	32955	jnederhoed@bacbrevard.com	321-632-8610
Brevard Bay Job Link-Palm Bay	Palm Bay	FL	32905	jlasser@careersourcebrevard.com	321-394-0701
Brevard Bay Job Link-Palm Bay	Palm Bay	FL	32905	rsantana@careersourcebrevard.com	321-394-0701
CAREER & FAMILY SUPPORT SVCS DIV/CO WORKS PGM	Golden	CO	80401	sralph@jeffco.us	3032711388
Career Development Services, LLC	Aurora	CO	80014	yasmin@careerdevservices.com	800-249-7845
Careers For Life	Austin	TX	78755	careersforlife@scic.com	512-349-3328
CareerSource Brevard	Titusville	FL	32780	jlasser@careersourcebrevard.com	321-504-7600
CareerSource Brevard	Palm Bay	FL	32905	jlasser@careersourcebrevard.com	321-504-7600
CareerSource Brevard	Rockledge	FL	32955	jlasser@careersourcebrevard.com	321-504-7600
CareerSource Brevard	Palm Bay	FL	32905	jlockett@brevardworkforce.com	321-504-7600
CareerSource Brevard	Rockledge	FL	32955	rsantana@brevardworkforce.com	321-504-7600
CareerSource Brevard	Rockledge	FL	32955	tthompson@brevardworkforce.com	321-504-7600
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 Northeast Florida	Jacksonville	FL	32216	arichmond@worksourcefl.com	904-997-3100
CareerSource Northeast Florida	Jacksonville	FL	32216	dmoore@worksourcefl.com	904-997-3100
CareerSource Research Coast	Port St. Lucie	FL	34986	mglass@careersourcerc.com	866-482-4473

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
CareerSource Tampa Bay	Tampa	FL	33612	baileyd@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	cleggc@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	colone@careersourcetb.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	hilsmana@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	karfeldb@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	monteilhp@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	papiusj@careersourcetb.com	813-930-7400
Center for Work Education and employment	Denver	CO	80204	leads@cwee.org	303-892-8444
Clear Creek County Workforce Center	Idaho Springs	CO	80452	jhoward@jeffco.us	303-670-7548
CO DEPT OF HUMAN SVCS/AGING & ADULT SVCS	Denver	CO		rochelle.hayes@state.co.us	3038662846
CO DIV OF VOCATIONAL REHABILITATION	Denver	CO	80203	annette.bernal@state.co.us	3038664150
CollegeAmerica	Denver	CO	80222	nathan.mizell@collegeamerica.edu	303-300-8740
Colorado Department of Rehabilitation	Aurora	CO	80014	david.atkinson@state.co.us	303-335-7591
Colorado Division of Vocational Rehabilitation	Parker	CO	80134	jobplacementcolorado@gmail.com	7203949958
Colorado Workforce Development Council	Denver	CO	80202	elaine.edon@state.co.us	303-318-8038
Colorado Workforce Development Council	Denver	CO	80202	kathy.ford@state.co.us	303-318-8038
CONCORDE CAREER COLLEGE	Aurora	CO	80010	eantwine@concorde.edu	720-207-0397
Crossroads Career Network - New Beginnings Cathedral of Worship	Aurora	CO	80011	nbcworkofourhands@gmail.com	303-341-7500
Crossroads Career Network - The Masters Touch International Church	Longwood	FL	32779	mymonarchcareer@gmail.com	321-304-4111
DARS DBS	Austin	TX	78756	cecilia.berrios@dars.state.tx.us	5123770575
Denver First Church - Denver Job Networks	Englewood	CO	80113	dfilter@highpointgrp.com	303-588-1946
Denver Speer Workforce Center	Denver	CO	80204	felicia.miranda@denvergov.org	720-865-5619
Denver Speer Workforce Center	Denver	CO	80204	james.roina@denvergov.org	720-865-5619
Denver Speer Workforce Center	Denver	CO	80204	tony.anderson@denvergov.org	720-865-5619
Denver Westside Workforce Center	Denver	CO	80204	lee.tibbetts@denvergov.org	720-944-1615
Denver Workforce Center at Montbello	Denver	CO	80293	dana.williams@denvergov.org	720-865-4800
Denver Workforce Development	Denver	CO	80201	tony.anderson@denvergov.org	720-913-1648
Epilepsy Assoc Of Cent Fl	Orlando	FL	32804	contact@epilepsyassociation.com	407-422-1416
Epilepsy Foundation	Austin	TX	78752	kflores@nfbtx.org	512-323-5444
First Presbyterian Church of Titusville	Titusville	FL	32780	vickyintitusville@yahoo.com	
Florida Division of Vocational Rehabilitation	Orlando	FL	32803	gale.riddle@vr.fldoe.org	407-893-3171
FOCUS POINT FAMILY RESOURCES	Denver	CO	80216	info@focuspoints.org	3032923203
Freedom Christian Center – Viera	Melbourne	FL	32940	kleach1227@gmail.com	321-622-6330
Goodwill Career Center	Aurora	CO	80013	smarshall@goodwilldenver.org	303-577-0186
Goodwill Career Center	Stapleton	CO	80238	ssineros@goodwilldenver.org	720-317-2237
Goodwill Industries of Central Texas	Austin	TX	78702	roberto.perez@austingoodwill.org	512-480-0772
Goodwill Industries of Denver	Denver	CO	80221	dscarpella@goodwilldenver.org	720-495-7495
Goodwill Industries of Denver at Arapahoe Co	Aurora	CO		sking@goodwilldenver.org	3036361955
Goodwill Self Sufficiency Job Centers	Kissimmee	FL	34741	lvazquez@goodwillcfl.org	407-847-0696
Hire Heroes USA		TX		ltalbot@hireheroesusa.org	
Hire Heroes USA (Vet Center)		CO		ereyes@hireheroesusa.org	

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Hire Heroes USA (Vet Center)		CO		nhenderson@hireheroesusa.org	
Independent Living Centers	Austin	TX	78745	sandra@txsilc.org	512-371-7353
Job Ministry - Zion Baptist Church	Denver	CO	80205	sharon_simpsonsdesigns@yahoo.com	303-861-0686
LARADON HALL	Denver	CO	80216	ann.austin@laradon.org	3032965906
LDS EMPLOYMENT	Aurora	CO		wel-ec-denver@ldschurch.org	3033719181
LIFT Orlando	Orlando	FL	32801	natalie@liftorlando.org	407-480-5054
Ministerio de Asistencia de Empleos - Iglesia El Calvario	Orlando	FL	32809	rosichrodriguez@yahoo.com	407-233-5350
National Alliance on Mental Illness	Austin	TX	78704	kjeschke@namitexas.org	
North Texas Job Corps	McKinney	TX		taylor.loretta@jobcorps.org	972-547-7720
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	
Ready, Set, Work - Life Fellowship Church	Westminster	CO	80020	deborah.lockwood@comcast.net	303-451-5433
RED ROCK COMMUNITY COLLEGE	Arvada	CO	80002	nancy.carlson@rrcc.edu	3039146389
Rehabilitation Center for the Blind and Visually Impaired	Daytona Beach	FL	32114	edward.hudson@dbs.fldoe.org	386-258-4444
ROCKY MOUNTAIN SER-JOBS FOR PROGRESS	Denver	CO	80211	sandra@rmser.org	3034809394
SALVATION ARMY	Denver	CO		christy.rubano@usw.salvationarmy.org	3038614833
Seminole State College of Florida	Sandford	FL	32773	bordersm@seminolestate.edu	407-708-4722
SENIORS' RESOURCE CENTER	Wheat Ridge	CO	80212	twager@srcaging.org	3032356933
Service Source / Warrior Bridge	Clearwater	FL	33760	elyce.wimmer@servicesource.org	727-538-7370
Space Coast Center For Independent Living	Cocoa Beach	FL	32922	lfowler@bellsouth.net	321-784-9008
TIME TO CHANGE	Denver	CO	80216	dinomartinez@timetochange.cc	7203770900
Ucf-Multicultural Services	Orlando	FL	32816	wjackson@mail.ucf.edu	407-823-2716
UNITED 4 U, INC. CHRISTIAN JOB CLUB - St. James Missionary Baptist Church	Melbourne	FL	32935	united4u@gmail.com	
UNIVERSITY OF TEXAS-EL PASO	El Paso	TX		careers@utep.edu	9157475640
Urban League Workforce Development	Austin	TX	78754	darnise_bowens@aaul.org	512-478-7176
USDOL - VETS	Denver	CO	80202	martinez.jovita@dol.gov	303-844-1175
VET AFFAIRS COMPENSATED WORK THERAPY PROGRAM	Denver	CO	80220	joseph.thomas5@va.gov	3033998020
Veteran Employment Center - CO		CO		rebecca.s.small.ctr@mail.mil	
Veteran Employment Center - TX		TX		norma.gutierrez.ctr@mail.mil	
Veterans Memorial Center	Merritt Island	FL	32922	forestbvc@bellsouth.net	321-453-1776
VOA Veteran Service Center	Denver	CO	80204	anthony.medina@denvergov.org	720-501-3368
VOA Veteran Service Center	Denver	CO	80204	tony.anderson@denvergov.org	720-501-3368
Westside Tech	Winter Garden	FL	34787	terri.anderson@ocps.net	407-857-2480
Women'S Resource Center	Orlando	FL	32856	cflwrc@bellsouth.net	407-426-7960
Workforce Solutions	Lockhart	TX	78644	janie.chavez@ruralcapital.net	512-398-3491
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, Rural Capital Area	Round Rock	TX	78681	craig.henry@ruralcapital.net	
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	rhonda.mack@ruralcapital.net	

# 2020 FCC Source Evaluation Report

FCC Unit: 13528

FCC Unit Description: Eastern Central Florida

Source	Applicant Count	Interview Count	Hire Count
Ad - Broadcasting and Cable	3	3	1
Ad - TV Commercial Advertisement	2	2	1
Campaign - Indeed	165	165	93
College - Campus Recruiting	2	2	2
Contractor - Conversion	1	1	1
Direct Sourcing - ATS	216	212	134
Direct Sourcing - Indeed	44	44	25
Direct Sourcing - LinkedIn	7	7	7
Direct Sourcing - Other	6	6	6
Direct Sourcing - Recruiter Networking	2	2	1
Direct Sourcing - Sourcing Specialist	32	32	21
Former Employee - Rehire	32	32	28
Goodwill	1	0	0
Holt Happenings Networking & Recruitment Night	1	0	0
Internal - Internal Hire	84	81	75
Internet - Career Builders	3	3	3
Internet - Glassdoor.com	4	4	2
Internet - Google	24	23	21
Internet - Indeed	560	559	378
Internet - LinkedIn	5	5	4
Internet - Monster	1	1	1
Internet - Other	1	1	1
Internet - Ziprecruiter	16	16	10
Job Fair - External	5	5	5
Job Fair - Internal	14	14	8
Organization - Military/Veteran	1	1	1
Recruit Military Veterans Job Fair	1	0	0
Referral - Employee Referral	212	211	158
Referral - Manager Referral	20	20	18
Website - External Career Site	29386	1935	211
<b>Grand Total</b>	<b>30851</b>	<b>3387</b>	<b>1216</b>

## 2020 FCC Source Report

FCC Unit: 13528  
FCC Unit Description: Eastern Central Florida

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
242925BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	494	24	8
		Internet - Indeed	7	7	7
		Referral - Employee Referral	5	5	3
		Internal - Internal Hire	1	1	1
243933BR	Financial Analyst Exempt				
		Website - External Career Site	124	7	1
244338BR	Direct Sales Rep Exempt				
		Website - External Career Site	19	1	0
		Direct Sourcing - ATS	10	10	4
		Referral - Employee Referral	3	3	3
		Internal - Internal Hire	2	2	1
244559BR	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	39	0	0
		Internal - Internal Hire	1	1	1
		Direct Sourcing - ATS	1	1	1
		Direct Sourcing - LinkedIn	1	1	1
244730BR	Store Associate Nonexempt				
		Website - External Career Site	130	1	0
		Direct Sourcing - ATS	2	2	1
		Referral - Employee Referral	1	1	1
244750BR	Store Associate Nonexempt				
		Website - External Career Site	156	5	0
		Direct Sourcing - ATS	2	2	1
244797BR	Field Technician I Nonexempt				
		Website - External Career Site	102	7	2
		Internet - Google	1	1	1
		Internet - Indeed	1	1	1
244798BR	Field Technician I Nonexempt				
		Website - External Career Site	167	19	4
		Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	1
244799BR	Field Technician I Nonexempt				
		Website - External Career Site	95	11	4
		Internet - Indeed	3	3	1
		Referral - Employee Referral	2	2	2
244800BR	Field Technician I Nonexempt				
		Website - External Career Site	137	17	3
244801BR	Field Technician I Nonexempt				
		Website - External Career Site	131	10	3
		Internet - Indeed	2	2	1
		Internet - Google	1	1	1
244808BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	25	7	0
		Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	1	1	1
		Direct Sourcing - Recruiter Networking	1	1	1
		Internal - Internal Hire	1	1	1
244923BR	Administrative Assistant Nonexempt				
		Website - External Career Site	227	5	1
244953BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	620	48	17
		Internet - Indeed	21	21	16
		Internal - Internal Hire	7	7	6
		Referral - Employee Referral	7	7	6
		Ad - TV Commercial Advertisement	1	1	1
244954BR					

<b>Requisition</b>	<b>Job Title</b>	<b>Source</b>	<b>Applicant Count</b>	<b>Interview Count</b>	<b>Hire Count</b>
<b>244957BR</b>	<b>Rep 1, Cust Svc Internet/Voice Nonexempt</b>	Website - External Career Site	790	57	14
		Internet - Indeed	38	38	24
		Referral - Employee Referral	11	11	5
		Internet - Glassdoor.com	2	2	0
		Internet - Monster	1	1	1
<b>244958BR</b>	<b>Rep 1, Cust Svc Internet/Voice Nonexempt</b>	Website - External Career Site	2002	84	11
		Internet - Indeed	65	65	45
		Referral - Employee Referral	3	3	2
		Internet - Ziprecruiter	2	2	2
<b>245015BR</b>	<b>MAE - Major Account Exec Exempt</b>	Website - External Career Site	1146	86	30
		Internet - Indeed	42	42	32
		Referral - Employee Referral	19	19	14
		Former Employee - Rehire	3	3	3
		Internal - Internal Hire	1	1	1
		Internet - Glassdoor.com	1	1	1
		Job Fair - Internal	1	1	1
<b>245260BR</b>	<b>Account Executive Exempt</b>	Website - External Career Site	21	0	0
		Direct Sourcing - LinkedIn	1	1	1
<b>245486BR</b>	<b>Store Associate Nonexempt</b>	Website - External Career Site	23	1	1
<b>245531BR</b>	<b>Direct Sales Rep Exempt</b>	Website - External Career Site	146	5	0
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	0
<b>245666BR</b>	<b>Store Associate Nonexempt</b>	Website - External Career Site	48	3	0
		Direct Sourcing - ATS	6	6	2
		Referral - Employee Referral	1	1	1
<b>245778BR</b>	<b>Maintenance Technician I Nonexempt</b>	Website - External Career Site	100	0	0
		Direct Sourcing - ATS	1	1	1
<b>245819BR</b>	<b>Maintenance Technician I Nonexempt</b>	Website - External Career Site	29	0	0
		Internet - Indeed	1	1	1
<b>245825BR</b>	<b>Store Associate Nonexempt</b>	Website - External Career Site	25	1	0
		Internet - Indeed	1	1	1
<b>246027BR</b>	<b>EAM-Enterprise Account Manager Exempt</b>	Website - External Career Site	41	0	0
		Referral - Employee Referral	1	1	1
		Referral - Employee Referral	1	1	0
<b>246148BR</b>	<b>Direct Sales Rep Exempt</b>	Website - External Career Site	27	0	0
		Referral - Employee Referral	3	3	2
		Direct Sourcing - ATS	1	1	1
<b>246178BR</b>	<b>Direct Sales Rep Exempt</b>	Website - External Career Site	13	1	0
		Direct Sourcing - ATS	2	2	2
<b>246179BR</b>	<b>Photojournalist Nonexempt</b>	Website - External Career Site	48	3	1
<b>246289BR</b>	<b>Store Associate Nonexempt</b>	Website - External Career Site	87	0	0
		Referral - Manager Referral	1	1	1
<b>246338BR</b>	<b>Asst Mgr, Store Exempt</b>				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
246350BR	Store Associate Nonexempt	Website - External Career Site	67	3	0
		Direct Sourcing - ATS	1	1	1
246418BR	Direct Sales Rep Exempt	Website - External Career Site	136	13	0
		Direct Sourcing - ATS	9	8	4
		Referral - Employee Referral	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	0
		Internal - Internal Hire	1	1	1
246471BR	Field Technician I Nonexempt	Website - External Career Site	215	15	0
		Internet - Indeed	9	9	5
		Internal - Internal Hire	2	2	0
246486BR	Dir, Human Resources Exempt	Website - External Career Site	80	9	0
		Direct Sourcing - ATS	1	1	1
246547BR	Field Technician II Nonexempt	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Internet - Indeed	1	1	1
246669BR	Area Manager Exempt	Website - External Career Site	157	8	0
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
246725BR	Store Associate Nonexempt	Website - External Career Site	65	0	0
		Referral - Manager Referral	1	1	1
246733BR	Store Associate Nonexempt	Website - External Career Site	57	0	0
		Direct Sourcing - ATS	2	2	2
		Referral - Employee Referral	1	1	1
246929BR	Field Technician V Nonexempt	Website - External Career Site	1	1	1
247010BR	Store Associate Nonexempt	Website - External Career Site	19	0	0
		Direct Sourcing - ATS	1	1	1
247053BR	Field Technician I Nonexempt	Website - External Career Site	140	8	0
		Internet - Indeed	6	5	4
		Internet - Google	1	1	0
		Referral - Employee Referral	1	1	1
247054BR	Field Technician I Nonexempt	Website - External Career Site	222	8	0
		Internet - Indeed	10	10	6
		Referral - Employee Referral	2	2	1
		Internet - Google	1	1	1
		Internal - Internal Hire	1	1	1
247055BR	Field Technician I Nonexempt	Website - External Career Site	106	8	0
		Internet - Indeed	4	4	4
		Internet - Google	1	1	1
		Referral - Manager Referral	1	1	1
247056BR	Field Technician I Nonexempt	Website - External Career Site	188	12	0
		Referral - Employee Referral	3	3	3
		Internet - Indeed	1	1	0
		Referral - Manager Referral	1	1	0
247057BR	Field Technician I Nonexempt	Website - External Career Site	185	6	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
247391BR	Field Mktg Specialist Exempt	Internet - Indeed	6	6	2
		Internet - Google	1	1	1
		Referral - Manager Referral	1	1	1
247439BR	Store Associate Nonexempt	Website - External Career Site	66	6	1
247448BR	Production Spec I, News Nonexempt	Website - External Career Site	31	1	0
		Referral - Employee Referral	1	1	1
247460BR	Field Technician II Nonexempt	Website - External Career Site	122	1	0
		Direct Sourcing - ATS	1	1	1
247537BR	Field Technician II Nonexempt	Referral - Manager Referral	2	2	2
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
247541BR	Facilities Assistant II Nonexempt	Internet - Google	1	0	1
247638BR	Store Associate Nonexempt	Website - External Career Site	54	2	1
		Website - External Career Site	77	2	0
248171BR	Dir, Human Resources Exempt	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	1
		Website - External Career Site	182	7	0
248183BR	Mgr, Facilities Exempt	Internet - LinkedIn	1	1	1
		Website - External Career Site	103	1	0
248230BR	Mgr, Store Exempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	92	2	0
248376BR	Account Executive 3 Exempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	44	0	0
248480BR	Store Associate Nonexempt	Direct Sourcing - ATS	1	0	1
		Website - External Career Site	64	4	0
248573BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	20	2	0
248715BR	Multi-Tenant Sales Rep Exempt	Direct Sourcing - ATS	13	13	7
		Website - External Career Site	11	1	0
248724BR	Field Technician II Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	1	0
248760BR	Mgr, Communications-Bus Unit Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	165	3	0
248772BR	Direct Sales Rep Exempt	Direct Sourcing - Other	1	1	1
		Website - External Career Site	2	0	0
248824BR	Direct Sales Rep Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	31	0	0
248929BR	Account Executive Exempt	Direct Sourcing - ATS	7	7	5
		Referral - Employee Referral	2	2	2
		Website - External Career Site	2	2	2

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
249204BR	Sup, Customer Service Exempt	Website - External Career Site	20	4	0
		Referral - Employee Referral	1	1	1
249333BR	Maintenance Technician I Nonexempt	Website - External Career Site	71	4	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	0
249500BR	Account Executive Exempt	Website - External Career Site	6	0	0
		Internet - Google	1	1	1
		Organization - Military/Veteran	1	1	1
249556BR	Direct Sales Rep Exempt	Website - External Career Site	111	5	0
		Referral - Employee Referral	1	1	1
249667BR	Editor Exempt	Website - External Career Site	3	0	0
		Direct Sourcing - ATS	1	1	1
249830BR	Field Technician II Nonexempt	Website - External Career Site	106	6	1
		Referral - Employee Referral	1	1	0
249865BR	Store Associate Nonexempt	Internet - Google	1	1	1
		Website - External Career Site	34	1	0
250016BR	Maintenance Technician I Nonexempt	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	35	1	0
250173BR	Multi-Tenant Sales Rep Exempt	Internal - Internal Hire	3	3	3
		Former Employee - Rehire	1	1	1
		Website - External Career Site	24	1	0
250193BR	Field Technician I Nonexempt	Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	179	25	2
250291BR	Multimedia Journalist Exempt	Internet - Indeed	8	8	7
		Referral - Employee Referral	6	6	5
		Website - External Career Site	78	3	0
250338BR	Sup, Customer Service Exempt	Direct Sourcing - Other	2	2	2
		Website - External Career Site	175	7	0
250356BR	Field Technician I Nonexempt	Internet - Indeed	2	2	2
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
		Website - External Career Site	74	9	0
250358BR	Field Technician I Nonexempt	Internet - Indeed	3	3	3
		Internet - Google	2	2	2
		Website - External Career Site	262	25	2
250359BR	Field Technician I Nonexempt	Internet - Indeed	7	7	4
		Referral - Employee Referral	1	1	1
250361BR	Field Technician I Nonexempt	Website - External Career Site	128	12	1
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
250362BR	Field Technician I Nonexempt	Website - External Career Site	96	8	0
		Internet - Google	3	3	2
		Referral - Employee Referral	2	2	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
250460BR		Website - External Career Site	76	7	0
		Internet - Google	3	3	3
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
	Account Executive Exempt				
250534BR		Website - External Career Site	89	6	1
	Direct Sales Rep Exempt				
250661BR		Website - External Career Site	37	4	0
		Direct Sourcing - ATS	32	32	8
		Referral - Employee Referral	1	1	1
	Store Associate Nonexempt				
250666BR		Website - External Career Site	144	1	0
		Referral - Employee Referral	1	1	1
	Store Associate Nonexempt				
250709BR		Website - External Career Site	47	0	0
		Job Fair - External	1	1	1
	Direct Sales Rep Exempt				
250948BR		Website - External Career Site	30	0	0
		Direct Sourcing - ATS	1	1	1
	Store Associate Nonexempt				
251173BR		Website - External Career Site	41	1	0
		Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	1
	Sales Support Coordinator I Nonexempt				
251375BR		Website - External Career Site	99	10	3
		Referral - Employee Referral	3	3	2
		Referral – Manager Referral	2	2	2
		Job Fair - External	1	1	1
		Goodwill	1	0	0
		Holt Happenings Networking & Recruitment Nig	1	0	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
	Multimedia Journalist Exempt				
251454BR		Website - External Career Site	75	1	0
		Referral - Employee Referral	1	1	1
	Intern Nonexempt				
251457BR		Website - External Career Site	59	0	0
		Internal - Internal Hire	1	0	1
	Intern Nonexempt				
251582BR		Website - External Career Site	31	0	1
	Field Technician II Nonexempt				
251591BR		Internet - Google	2	2	2
		Referral - Employee Referral	1	1	1
	Store Associate Nonexempt				
251593BR		Website - External Career Site	53	0	0
		Direct Sourcing - ATS	1	1	1
	Store Associate Nonexempt				
251656BR		Website - External Career Site	48	1	0
		Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	0
	Sup, Field Operations Exempt				
251726BR		Website - External Career Site	41	11	1
		Internal - Internal Hire	1	1	1
	Account Coordinator Nonexempt				
251829BR		Website - External Career Site	56	5	1
		Internet - Glassdoor.com	1	1	1
		Referral - Employee Referral	1	1	1
	Field Technician I Nonexempt				
251830BR		Website - External Career Site	55	4	0
		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>
251831BR	Field Technician I Nonexempt	Website - External Career Site	120	7	1
	Field Technician I Nonexempt	Website - External Career Site	68	4	1
251832BR	Field Technician I Nonexempt	Internet - Indeed	3	3	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	85	9	0
251833BR	Field Technician I Nonexempt	Internet - Indeed	3	3	1
		Website - External Career Site	147	10	0
251906BR	Field Technician II Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	1	1	1
251961BR	Producer Nonexempt	Website - External Career Site	59	3	0
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
252060BR	Recruiter I Exempt	Website - External Career Site	192	4	1
252138BR	Account Planner Exempt	Website - External Career Site	18	2	0
		Referral - Employee Referral	1	1	1
252301BR	Field Research Analyst Exempt	Website - External Career Site	60	3	1
252394BR	Talent Sourcing Partner 2 Exempt	Website - External Career Site	26	0	0
		Direct Sourcing - Indeed	1	1	1
252428BR	Store Associate Nonexempt	Website - External Career Site	13	1	0
		Referral - Employee Referral	1	1	1
252430BR	Store Associate Nonexempt	Website - External Career Site	53	1	0
		Referral - Employee Referral	2	1	1
		Former Employee - Rehire	2	2	2
		Direct Sourcing - ATS	1	1	1
252480BR	Sup, Resi Retention Exempt	Website - External Career Site	94	6	0
		Internal - Internal Hire	4	4	4
		Former Employee - Rehire	2	2	2
252566BR	MAE - Major Account Exec Exempt	Website - External Career Site	43	0	0
		Direct Sourcing - ATS	1	1	1
252592BR	Direct Sales Rep Exempt	Website - External Career Site	46	0	0
		Direct Sourcing - ATS	8	8	4
252772BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	473	31	6
		Job Fair - Internal	13	13	7
		Internet - Indeed	6	6	4
		Referral - Employee Referral	1	1	1
252779BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	791	19	7
		Internet - Indeed	8	8	5
		Referral - Employee Referral	5	5	5
		Former Employee - Rehire	1	1	1
		Ad - TV Commercial Advertisement	1	1	0
		Internal - Internal Hire	1	0	1
252955BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	453	45	6

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
252974BR		Internet - Indeed	11	11	4
		Referral - Employee Referral	4	4	2
		Internet - Career Builders	1	1	1
252993BR	Field Technician II Nonexempt	Internal - Internal Hire	1	0	1
		Referral – Manager Referral	1	1	1
		Internet - Google	1	1	1
253061BR	Field Business Plan Analyst Exempt	Website - External Career Site	33	4	0
		Former Employee - Rehire	1	1	1
		EAE-Enterprise Account Exec Exempt			
253203BR		Website - External Career Site	22	0	0
		Direct Sourcing - LinkedIn	1	1	1
		Assoc Technical Specialist Nonexempt			
253240BR		Website - External Career Site	57	2	0
		Contractor - Conversion	1	1	1
		SAM - Strategic AM Hospitality Exempt			
253517BR		Website - External Career Site	77	2	0
		Direct Sourcing - LinkedIn	1	1	1
		Field Technician II Nonexempt			
253561BR		Referral – Manager Referral	1	1	1
		Enterprise Tech Support I Nonexempt			
		Website - External Career Site	128	7	2
253627BR	Store Associate Nonexempt	Website - External Career Site	21	2	0
		Direct Sourcing - ATS	1	1	1
		Store Associate Nonexempt			
253628BR		Website - External Career Site	79	6	0
		Direct Sourcing - ATS	1	1	1
		Store Associate Nonexempt			
253652BR		Website - External Career Site	27	0	0
		Direct Sourcing - ATS	1	1	1
		Store Associate Nonexempt			
253667BR		Website - External Career Site	34	1	0
		Direct Sourcing - ATS	1	1	1
		Associate Producer Nonexempt			
253745BR		Website - External Career Site	57	0	0
		Former Employee - Rehire	1	1	1
		Store Associate Nonexempt			
253829BR		Website - External Career Site	41	0	0
		Direct Sourcing - ATS	1	1	1
		Sales Support Coordinator I Nonexempt			
254295BR		Website - External Career Site	141	20	2
		Referral - Employee Referral	7	7	4
		Internal - Internal Hire	3	3	3
		Former Employee - Rehire	2	2	1
		Internet - Indeed	2	2	1
		Recruit Military Veterans Job Fair	1	0	0
		Internet - Google	1	1	0
		MAE - Major Account Exec Exempt			
254343BR		Website - External Career Site	9	0	0
		Direct Sourcing - ATS	1	1	1
		Field Technician V Nonexempt			
254473BR		Website - External Career Site	34	3	0
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
254499BR	Store Associate Nonexempt	Website - External Career Site	29	2	0
		Former Employee - Rehire	1	1	1
		254521BR			

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
254557BR	Asst Mgr, Store Exempt	Website - External Career Site	107	1	0
		Referral – Manager Referral	1	1	1
254568BR	Store Associate Nonexempt	Website - External Career Site	64	0	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Job Fair - External	1	1	1
254674BR	Field Technician I Nonexempt	Website - External Career Site	140	25	2
		Internet - Indeed	8	8	5
		Referral - Employee Referral	1	1	1
255109BR	ISP Engineer I Exempt	Website - External Career Site	80	7	0
		Direct Sourcing - LinkedIn	1	1	1
255169BR	Sup, Field Operations Exempt	Website - External Career Site	55	10	0
		Internet - Indeed	1	1	1
255207BR	Direct Sales Rep Exempt	Website - External Career Site	44	1	0
		Direct Sourcing - ATS	14	12	12
		Referral - Employee Referral	1	1	0
255210BR	Store Associate Nonexempt	Website - External Career Site	98	1	0
		Referral - Employee Referral	6	6	5
		Direct Sourcing - ATS	4	4	4
		Internal - Internal Hire	1	1	0
		Referral – Manager Referral	1	1	1
255256BR	Asst Mgr, Store Exempt	Website - External Career Site	34	1	0
		Referral - Employee Referral	1	1	1
255324BR	Mgr, Sales Mid Markets Exempt	Website - External Career Site	56	0	0
		Referral – Manager Referral	1	1	1
255404BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	25	4	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	2
255499BR	Residential Retention Rep Nonexempt	Website - External Career Site	254	57	0
		Internet - Indeed	26	26	14
		Campaign - Indeed	23	23	9
		Internal - Internal Hire	17	17	14
		Direct Sourcing - Indeed	5	5	5
		Referral - Employee Referral	1	1	1
255501BR	Store Associate Nonexempt	Website - External Career Site	67	5	0
		Direct Sourcing - ATS	1	1	1
255626BR	Store Greeter Nonexempt	Website - External Career Site	94	5	0
		Direct Sourcing - ATS	1	1	1
255720BR	Store Associate Nonexempt	Website - External Career Site	65	1	0
		Direct Sourcing - ATS	1	1	1
255725BR	Field Technician I Nonexempt	Website - External Career Site	153	3	0
		Internet - Indeed	3	3	3
		Referral – Manager Referral	1	1	1
255727BR	Field Technician I Nonexempt	Website - External Career Site	123	5	0
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
255861BR	Field Technician I Nonexempt	Website - External Career Site	116	4	0
		Internet - Indeed	2	2	1
		College - Campus Recruiting	1	1	1
		Referral - Manager Referral	1	1	1
255896BR	Account Executive Exempt	Website - External Career Site	45	1	0
		Referral - Employee Referral	1	1	1
255960BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	453	50	9
		Internet - Indeed	17	17	15
		Referral - Employee Referral	8	8	6
		Internal - Internal Hire	2	2	2
		Former Employee - Rehire	1	1	0
256012BR	Field Technician II Nonexempt	Website - External Career Site	1	1	1
256137BR	Direct Sales Rep Exempt	Website - External Career Site	30	0	0
		Direct Sourcing - ATS	1	1	1
256348BR	Facilitator Exempt	Website - External Career Site	58	4	1
		Internal - Internal Hire	1	1	1
256557BR	Field Technician II Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	1	0	0
		Referral - Employee Referral	1	1	1
256565BR	Store Associate Nonexempt	Website - External Career Site	26	0	0
		Referral - Employee Referral	2	2	1
256572BR	Mgr, Human Resources Exempt	Website - External Career Site	90	4	0
		Internal - Internal Hire	1	1	1
256646BR	Store Associate Nonexempt	Website - External Career Site	41	2	0
		Direct Sourcing - ATS	1	1	1
256651BR	Mgr, Training Delivery Exempt	Website - External Career Site	61	2	0
		Internal - Internal Hire	1	1	1
256722BR	Asst Mgr, Store Exempt	Website - External Career Site	45	2	0
		Referral - Employee Referral	1	1	1
256777BR	Intern Nonexempt	Website - External Career Site	23	2	2
257087BR	Human Resources Generalist Exempt	Website - External Career Site	105	0	0
		Former Employee - Rehire	1	1	1
257141BR	Residential Retention Rep Nonexempt	Website - External Career Site	577	93	1
		Campaign - Indeed	74	74	46
		Direct Sourcing - Indeed	21	21	8
		Internet - Indeed	17	17	6
		Referral - Employee Referral	9	9	5
		Direct Sourcing - Sourcing Specialist	8	8	6
		Internal - Internal Hire	8	8	8
		Direct Sourcing - ATS	5	5	3
		Referral - Manager Referral	1	1	0
		Internet - Ziprecruiter	1	1	0
		Direct Sourcing - Recruiter Networking	1	1	0
257231BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	32	2	0
		Direct Sourcing - ATS	1	1	1

<b>Requisition</b>	<b>Job Title</b>	<b>Source</b>	<b>Applicant Count</b>	<b>Interview Count</b>	<b>Hire Count</b>
<b>257323BR</b>	<b>EAM-Enterprise Account Manager Exempt</b>	Website - External Career Site	43	1	0
		Direct Sourcing - LinkedIn	1	1	1
<b>257522BR</b>	<b>Producer Exempt</b>	Website - External Career Site	59	3	0
		Direct Sourcing - Other	1	1	1
		Internal - Internal Hire	1	1	1
<b>257559BR</b>	<b>Direct Sales Rep Exempt</b>	Website - External Career Site	20	7	0
		Direct Sourcing - ATS	8	8	2
<b>257561BR</b>	<b>Rep 1, Cust Svc Internet/Voice Nonexempt</b>	Website - External Career Site	1266	131	8
		Internet - Indeed	34	34	27
		Referral - Employee Referral	14	14	11
		Internal - Internal Hire	2	2	2
		Internet - LinkedIn	1	1	1
		Internet - Career Builders	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Google	1	1	1
<b>257741BR</b>	<b>Rep 1, Cust Svc Internet/Voice Nonexempt</b>	Website - External Career Site	832	36	4
		Internet - Indeed	5	5	4
		Referral - Employee Referral	3	3	3
		Job Fair - External	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Ziprecruiter	1	1	1
<b>257767BR</b>	<b>Store Associate Nonexempt</b>	Website - External Career Site	28	2	0
		Referral - Employee Referral	1	1	1
<b>257780BR</b>	<b>HR Coordinator Nonexempt</b>	Website - External Career Site	162	3	0
		Referral - Employee Referral	1	1	1
<b>257911BR</b>	<b>Store Associate Nonexempt</b>	Website - External Career Site	26	0	0
		Referral - Employee Referral	1	1	1
<b>258042BR</b>	<b>Field Technician II Nonexempt</b>	Internet - Google	1	1	1
		Referral - Employee Referral	1	1	0
		Internet - Indeed	1	1	1
<b>258099BR</b>	<b>Enterprise Tech Support I Nonexempt</b>	Website - External Career Site	186	14	5
		Internal - Internal Hire	2	2	2
<b>258122BR</b>	<b>Principal Engineer II Exempt</b>	Website - External Career Site	10	0	0
		Direct Sourcing - ATS	1	1	1
<b>258183BR</b>	<b>Facilities Coordinator Nonexempt</b>	Website - External Career Site	31	4	0
		Internet - Indeed	1	1	1
<b>258417BR</b>	<b>Store Associate Nonexempt</b>	Website - External Career Site	26	0	0
		Referral - Employee Referral	1	1	1
<b>258419BR</b>	<b>Direct Sales Rep Exempt</b>	Website - External Career Site	12	3	0
		Direct Sourcing - ATS	4	4	1
<b>258481BR</b>	<b>Direct Sales Rep Exempt</b>	Website - External Career Site	27	5	0
		Direct Sourcing - ATS	6	6	5
<b>258481BR</b>	<b>Residential Retention Rep Nonexempt</b>	Website - External Career Site	303	42	6
		Internet - Indeed	36	36	20
		Campaign - Indeed	17	17	6
		Direct Sourcing - Indeed	13	13	8

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
258575BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Internet - Ziprecruiter	10	10	6
		Direct Sourcing - Sourcing Specialist	8	8	4
		Referral - Employee Referral	5	5	4
		Internal - Internal Hire	2	2	2
		Former Employee - Rehire	2	2	0
		Direct Sourcing - ATS	1	1	0
		Internet - Other	1	1	1
		Ad - Broadcasting and Cable	1	1	0
258641BR	Store Associate Nonexempt	Website - External Career Site	2499	134	4
		Internet - Indeed	26	26	21
		Referral - Employee Referral	3	3	0
		Internet - Career Builders	1	1	1
		Internal - Internal Hire	1	1	1
		Internet - Google	1	1	1
		258741BR	Multimedia Journalist Exempt	Website - External Career Site	54
Direct Sourcing - ATS	1			1	1
258749BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	7	3	0
		Direct Sourcing - Other	1	1	1
258871BR	Store Associate Nonexempt	Website - External Career Site	29	0	0
		Direct Sourcing - ATS	1	1	1
258955BR	Workforce Management Admin Exempt	Website - External Career Site	24	0	0
		Internet - Indeed	1	1	1
259077BR	Store Associate Nonexempt	Website - External Career Site	66	3	0
		Direct Sourcing - Sourcing Specialist	2	2	1
		Internal - Internal Hire	1	1	1
		259213BR	Store Associate Nonexempt	Website - External Career Site	40
Direct Sourcing - ATS	1			1	1
259390BR	Store Associate Nonexempt	Website - External Career Site	49	1	0
		Former Employee - Rehire	1	1	1
259752BR	Store Associate Nonexempt	Website - External Career Site	84	2	0
		Direct Sourcing - ATS	1	1	1
259823BR	Store Associate Nonexempt	Website - External Career Site	91	0	0
		Referral - Employee Referral	1	1	1
259898BR	Operations Analyst I Exempt	Website - External Career Site	240	2	0
		Internet - Indeed	1	1	1
259901BR	Asst Mgr, Store Exempt	Website - External Career Site	47	0	0
		Internal - Internal Hire	1	1	0
259931BR	Field Technician I Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	85	10	0
260239BR	Associate Producer Nonexempt	Internet - Indeed	7	7	2
		Referral - Employee Referral	2	2	1
		Website - External Career Site	60	1	0
260257BR	Field Technician I Nonexempt	Direct Sourcing - ATS	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>
260259BR	Field Technician I Nonexempt	Website - External Career Site	100	6	0
		Internet - Indeed	3	3	1
260260BR	Field Technician I Nonexempt	Website - External Career Site	33	3	0
		Internet - Indeed	6	6	4
		Referral - Employee Referral	1	1	1
260261BR	Field Technician I Nonexempt	Website - External Career Site	80	4	0
		Internet - Indeed	5	5	1
260268BR	Field Technician I Nonexempt	Website - External Career Site	90	2	0
		Internet - Indeed	1	1	1
		Referral - Manager Referral	1	1	1
260632BR	Direct Sales Rep Exempt	Website - External Career Site	25	4	0
		Direct Sourcing - ATS	3	3	1
261173BR	MAE - Major Account Exec Exempt	Website - External Career Site	19	1	0
		Direct Sourcing - LinkedIn	1	1	1
261524BR	Store Associate Nonexempt	Website - External Career Site	76	2	0
		Referral - Employee Referral	1	1	1
261620BR	Human Resources Generalist Exempt	Website - External Career Site	149	1	0
		Referral - Manager Referral	1	1	1
261675BR	Assoc Bus Planning Analyst Exempt	Website - External Career Site	181	1	0
		Direct Sourcing - ATS	2	2	2
261718BR	Store Associate Nonexempt	Website - External Career Site	21	0	0
		Direct Sourcing - Sourcing Specialist	1	1	1
261755BR	Account Executive Exempt	Website - External Career Site	39	3	0
		Internet - LinkedIn	1	1	1
261786BR	Multimedia Journalist Exempt	Website - External Career Site	42	0	0
		College - Campus Recruiting	1	1	1
262126BR	Maintenance Technician I Nonexempt	Website - External Career Site	7	3	0
		Internal - Internal Hire	2	2	2
		Former Employee - Rehire	1	1	1
262170BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	2216	211	8
		Internet - Indeed	56	56	44
		Referral - Employee Referral	7	7	6
		Internal - Internal Hire	1	1	1
		Internet - LinkedIn	1	1	0
262288BR	Store Associate Nonexempt	Website - External Career Site	42	1	0
		Direct Sourcing - ATS	1	1	1
262288BR	Residential Retention Rep Nonexempt	Website - External Career Site	373	79	14
		Campaign - Indeed	51	51	32
		Internet - Indeed	13	13	4
		Referral - Employee Referral	10	10	7
		Direct Sourcing - Sourcing Specialist	6	6	4
		Internal - Internal Hire	3	3	3
		Direct Sourcing - Indeed	3	3	2
		Former Employee - Rehire	3	3	3
		Ad - Broadcasting and Cable	2	2	1
		Internet - Ziprecruiter	2	2	1
		Direct Sourcing - Other	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>
262465BR	Store Associate Nonexempt	Direct Sourcing - ATS	1	1	1
		Job Fair - External	1	1	1
262520BR	Account Executive Exempt	Website - External Career Site	200	6	1
		Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Sourcing Specialist	1	1	1
262540BR	Store Associate Nonexempt	Website - External Career Site	7	0	0
		Internet - LinkedIn	1	1	1
262715BR	Store Associate Nonexempt	Website - External Career Site	137	2	0
		Direct Sourcing - ATS	1	1	1
262903BR	Store Associate Nonexempt	Website - External Career Site	44	3	0
		Referral - Employee Referral	1	1	1
262949BR	Maintenance Technician I Nonexempt	Website - External Career Site	55	1	0
		Direct Sourcing - ATS	1	1	1
263219BR	Direct Sales Rep Exempt	Website - External Career Site	41	1	0
		Former Employee - Rehire	1	1	1
263281BR	Direct Sales Rep Exempt	Website - External Career Site	19	3	0
		Direct Sourcing - ATS	10	10	7
		Referral - Employee Referral	2	2	0
263609BR	Store Associate Nonexempt	Website - External Career Site	6	1	0
		Direct Sourcing - ATS	2	2	1
263679BR	Direct Sales Rep Exempt	Website - External Career Site	72	7	0
		Direct Sourcing - Sourcing Specialist	1	1	1
263733BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	4	4	2
264052BR	Store Associate Nonexempt	Direct Sourcing - ATS	8	8	6
Grand Total		Website - External Career Site	35	0	0
		Referral - Employee Referral	1	1	1
			30851	3387	1216