

## 2021 FCC Unit Structure

### FCC Unit: 13530 Eastern North Carolina

Address	City	State	Postal Zip Code
2403 US Highway 52 N	Albemarle	NC	28001
2025 Creekside Landing, Space A-130	Apex	NC	27502
836 S Fayetteville St	Asheboro	NC	27203
1407 Boone Station Drive	Burlington	NC	27215
316 Huffman Mill Rd	Burlington	NC	27215
1153 Parkside Main Street	Cary	NC	27519
1279 NW Maynard Rd - Space 16	Cary	NC	27513
6501 Weston Parkway	Cary	NC	27513
829 Town Centre Blvd	Clayton	NC	27520
1000 Park Forty Plaza Drive	Durham	NC	27713
5446-A New Hope Commons Drive	Durham	NC	27707
924 Ellis Road	Durham	NC	27703
701 North Hughes Blvd	Elizabeth City	NC	27909
2805 Freedom Parkway DR	Fayetteville	NC	28314
6202 Raeford Rd	Fayetteville	NC	28304
910 Seventh St	Goldsboro	NC	27534
1206-H Bridford Parkway	Greensboro	NC	27407
1813 Spring Garden St	Greensboro	NC	27403
200 CentrePort Dr	Greensboro	NC	27409
3118 B Northline Ave	Greensboro	NC	27408
721 North Regional Rd	Greensboro	NC	27409
721A North Regional Rd	Greensboro	NC	27409
215 Young Street	Henderson	NC	27536
118 East State St	High Point	NC	27262
850 E Ocean Rd	Holly Ridge	NC	28445
128 Grand Hill Place	Holly Springs	NC	27540
2001 Marlin Drive Unit 500	Jacksonville	NC	27846
265 Center St	Jacksonville	NC	28546
399 Hunting Green Dr	Jacksonville	NC	28546
1040 S. Main St.	Kernersville	NC	27284
222 N Wilkinson Dr	Laurinburg	NC	28352
200 Lowes Blvd	Lexington	NC	27292
301 East Cornelius Harnett Blvd	Lillington	NC	27546
1506 Godwin Ave	Lumberton	NC	28358
5084 Fayetteville Road	Lumberton	NC	28353
5218 Hwy 70 W, Suite E	Morehead City	NC	28557
101 Innovation Ave	Morrisville	NC	27560
4200 Paramount Parkway	Morrisville	NC	27560
2400 South Virginia Dare Trail	Nags Head	NC	27959
500 Time Warner Dr	Newport	NC	28570
19 W Hargett St	Raleigh	NC	27601
2505 Atlantic Ave, Suite 102	Raleigh	NC	27604

Address	City	State	Postal Zip Code
3430 Tarheel Dr.	Raleigh	NC	27609
5900 Poyner Anchor Lane	Raleigh	NC	27616
6512 Glenwood Ave	Raleigh	NC	27612
1558 Freeway Dr Ste G	Reidsville	NC	27320
1034 Highway 48	Roanoke Rapids	NC	27870
253 Premier Blvd	Roanoke Rapids	NC	27870
349 County Home Rd	Rockingham	NC	28379
145 Weeks Drive	Roxboro	NC	27573
3056 South Horner Blvd	Sanford	NC	27332
390 West Pennsylvania Ave	Southern Pines	NC	28387
5587 N Croatan Hwy	Southern Shores	NC	27949
300 Caldcleugh Rd	Thomasville	NC	27360
508 S. White Street	Wake Forest	NC	27587
208 Columbus Corners Drive	Whiteville	NC	28472
1949 Dawson St	Wilmington	NC	28403
2321 Scientific Park Dr	Wilmington	NC	28405
932 Inspiration Dr	Wilmington	NC	28405
2102 Miller Rd	Wilson	NC	27893
2843 Raleigh Road Pkwy W	Wilson	NC	27896
360 E Hanes Mill Rd.	Winston - Salem	NC	27105
3320 Silas Creek Pkwy	Winston Salem	NC	27127
1410 Trade Mart Blvd	Winston-Salem	NC	27127
1900 North Main Street	Suffolk	VA	23434
216 Moore Ave	Suffolk	VA	23434
21222 Fairgrounds Road	Tasley	VA	23441

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

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 13530

**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

WAKE, NC

D. Category of Respondent (check applicable box)

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

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

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

**SECTION II COMMUNITY INFORMATION**

## System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

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

#### SECTION IV ADDITIONAL INFORMATION

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

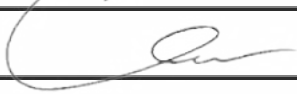
[Exhibit 3]

#### SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed 	Title GVP, LABOR & EMPLOYEE RELATIONS
Date 9/28/2021	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: 13530 Eastern North Carolina

- 1. #16 - Participation in any other activities reasonably calculated by the unit to further the goal of disseminating information about employment opportunities in multichannel video programming to job candidates who might otherwise be unaware of such opportunities.**

## **NC National Guard Employment Center Job Posting**

- April 14, 2021
- Description: Job Ad for the Greensboro, NC National Guard Employment Center
- Charter Representation: Recruiters
- How the activity promotes EEO:
  - "The Spectrum brands (including Spectrum Networks, Spectrum Enterprise and Spectrum Reach) are powered and innovated by Charter Communications. Charter Communications reaffirms its commitment to providing equal opportunities for employment and advancement to qualified employees and applicants. Individuals will be considered for positions for which they meet the minimum qualifications and are able to perform without regard to race, color, gender, age, religion, disability, national origin, veteran status, sexual orientation, gender identity, or any other basis protected by federal, state or local laws."*
- Targeted Positions: All open positions

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

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

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



2021 FCC Outreach Sources

FCC Unit: 13530 Eastern North Carolina							
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip	
100 Black Men of Central Virginia	hairston@k12albemarle.org	434-531-6107		111 Centreville	VA	22959	
AARP Senior Employment - SCSEP Program, Norfolk	scbmurphy@aol.com	757-625-7001		Norfolk	VA	23510	
Adult Learning Center	bonnie.flora@vbschools.com	757-648-6050	201 Granby Street	Virginia Beach	VA	23462	
Alamance County Veteran Services	Brenda.Perry@alamance-nc.com		217 College Street	Graham	NC	27253	
Albemarle University	kelvin_brown78@albemarle.edu	(252) 122-2243	132 Russell Twiford Road	Elizabeth City	NC	40812	
All Faith Consortium	abrooks@all-faith.org	202-671-1600	2000 14th Street Northwest	Washington	DC	20009	
Alliance of Disability Advocates - ADA	vicki@adanc.org	(919) 833-1117	401 Oberlin Road	Raleigh	NC	27605	
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928	
American Business Women's Association - Heart of the Piedmont Chapter	terryshoward@earthlink.net		3121 West Gate City Boulevard	Greensboro	NC	27407	
Anson County Veterans Service	tward@co.anson.nc.us	740-694-4418	111 North Green Street	Wadesboro	NC	28170	
Association of Croatian American Professionals	raleighdurham@croampro.com		118 1/2 East Main Street	Durham	NC	27701	
Austin Community College	jpcaim@austinctc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	TX	78752-4390	
Beaufort County North Carolina - Veterans Services	karen.melton@co.beaufort.nc.us	(252) 946-8016	1308 Highland Drive	Washington	NC	27889	
Belmont Abbey College	careerservices@bac.edu	704-825-6700	100 Belmont-Mt.Holly Rd	Belmont	NC	28012	
Bertie County JobLink Career Center	wayne.bray@nccommerce.com		1001 South King Street	Windsor	NC	27983	
Bertie County North Carolina - Veterans Services	milton.parker@bertie.nc.gov		106 Dundee Street	Windsor	NC	27983	
Bill J. Priest Institute for Economic Development	eccjobs@dcccd.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111	
Black Organizations Council - Virginia Tech	kaylaw@vt.edu	(703) 939-7367	126 A Squires Student Center (0138)	Blacksburg	VA	24061	
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	
Bryant & Stratton College - Hampton	AEHaywood@bryantstratton.edu	757-896-6001	4410 East Claiborne Square	Hampton	VA	23666	
C.V. Cummings Chapel Hill Post 9100	lheavlin@gmail.com	(919) 741-5183	Post 9100	Chapel Hill	NC	9414	
Campbell University	career@campbell.edu	910-814-5707	227 Main St	Buies Creek	NC	27506	
Cape Fear Community College	sadams@cfcc.edu		411 North Front Street	Wilmington	NC	28401	
Capital Area JobLink Career Center - Cary ESC	darnell.thoms@nccommerce.com	919-469-1406	742 East Chatham Street	Cary	NC	27511	
Capital Area JobLink Career Center - Cary ESC	thomas.palmer@nccommerce.com	919-469-1406	742 East Chatham Street	Cary	NC	27511	
Capital Area JobLink Career Center - DWS Smithfield Veteran Services	johnnie.v.carpenter@nccommerce.com	919-934-0536	224 East Peedin Road	Smithfield	NC	27577	
Carteret County JobLink Career Center - Veteran Services	bob.pyer@nccommerce.com	252-726-7151	309 Commerce Avenue	Morehead City	NC	28557	
Carteret County JobLink Career Center - Veteran Services	rebecca.sotirky@nccommerce.com	252-726-7151	309 Commerce Avenue	Morehead City	NC	28557	
Chatham Connecting	admin@chathamconnecting.org	919-533-9840	N/A	Pittsboro	NC	27312	
Chatham Recovery	JHall@ChathamRecovery.com		1758 East 11th Street	Siler City	NC	27344	
Chowan County Veteran Services	Ronnie.Sawyer@Chowan.nc.gov		305 West Freemason Street	Edenton	NC	27932	
City of Norfolk Human Services	ninette.adams@norfolk.gov	(757) 644-6139	201 East Little Creek Road	Norfolk	VA	23505	
Columbus County NCWorks Career Center	joseph.stanley@nccommerce.com	910-642-7141	4564 Chadbourn Highway	Whiteville	NC	28472	
Craven County Joblink Career Center - Veteran Services	reeshema.walker@nccommerce.com	252-514-4828	2836 Neuse Boulevard	New Bern	NC	28562	
Cumberland County - NCWorks Career Center	jacqueline.yi@nccommerce.com	910-486-1010	414 Ray Avenue	Fayetteville	NC	28301	
Cumberland County - NCWorks Career Center	victor.glover@nccommerce.com	910-486-1010	414 Ray Avenue	Fayetteville	NC	28301	
Cumberland County Veteran Services	jrodriguez@co.cumberland.nc.us	910-677-2970	109 Bradford Avenue	Fayetteville	NC	28301	
Department of Veterans Affairs - HCHV Program	MaryBeth.Barnes@va.gov	(910) 494-4535	2300 Ramsey Street	Fayetteville	NC	28301	
Disabled American Veterans - Cheraw #50	MDMVV@yahoo.com	(843) 287-0475	233 Jersey Street	Cheraw	SC	29520	
Disabled American Veterans - J Robert Graham #26	ec.virginiadav@gmail.com	(757) 236-0661	1012 Crowell Avenue	Chesapeake	VA	23324	
Displaced Homemaker Program - Brunswick	edasst@atmc.net	910-754-5726	1053 Old Ocean Hwy	Bolivia	NC	28422	
Displaced Homemaker Program - Halifax	drichard22@hotmail.com	252-586-4017	39021 Hwy. 561	Hollister	NC	27844	
Displaced Homemaker Program - New Hanover	exd@ywca-lowercapefear.org		2815 South College Road	Wilmington	NC	28412	
Displaced Homemaker Program - Person	ahamptonssafehaven@gmail.com	336-599-0216	Po Box 474	Roxboro	NC	27573	
Displaced Homemaker Program - Person	frankieblackwell60@yahoo.com	(336) 599-0216	Po Box 474	Roxboro	NC	27573	
Division of Employment Security - Central Office	ken.siragusa@nccommerce.com		700 Wade Avenue	Raleigh	NC	27605	
Dress for Success- Triangle NC	megan.eilenberger@dfstrianglenc.org	(919) 286-2128	1812 Tillery Place	Raleigh	NC	27604	
Durham County North Carolina - Veterans Services	ncdva6jb@frontier.com	919-560-6672	414 East Main Street, 2nd Floor	Durham	NC	27701	
Durham JobLink Career Center	gary.blue@nccommerce.com	919-560-6880	1105 South Briggs Avenue	Durham	NC	27703	
East Carolina University - College of Business	parks19@ecu.edu	(252) 328-5329	701 East 5th Street	Greenville	NC	27858	
Eastern Shore Workforce Center	Alexander.Hightower@vec.virginia.gov	757-302-2029	25036 Lankford Highway	Onancock	VA	23417	
Edgecombe/Nash JobLink Career Center	brenda.j.simmons@nccommerce.com		121 South Fairview Road	Rocky Mount	NC	27801	
Flatwoods Job Corps Center	Branham.Jill@jobcorps.org	276-395-3384	2803 Dunganon Road	Coeburn	VA	24230	
Forsyth County North Carolina - Veterans Services	ncdva8@bellsouth.net	336-766-1496	2511 Neudorf Road, Suite 1	Clemmons	NC	27012	
Franklin Center	kathy.hodges@franklincountyva.gov	540-483-0179	50 Claiborne Avenue	Rocky Mount	VA	24151	
Greater Wilmington Chamber of Commerce	czechlewski@wilmingtonchamber.org		9 Estell Lee Place	Wilmington	NC	28401	
Greensboro Chamber of Commerce	spost@greensboro.org	336-275-8675	111 West February 1 Place	Greensboro	NC	27401	
Greensboro College	wilsonm@gcsnc.com	336-370-8300	815 West Market Street	Greensboro	NC	27401	
Guilford County Veterans Services	richard.d.johnson@nccommerce.com		1203 Maple Street	Greensboro	NC	27405	
Harnett County Workforce Center-Lillington	kevin.hunt@nccommerce.com		1137 East Cornelius Harnett Boulevard	Lillington	NC	27546	
Henry Seeman Post 2740	VFWPOST2740@GMAIL.COM	919-220-7630		111 Durham	NC	27704	
Hertford County North Carolina - Veterans Services	chad.stephens@hertfordcountync.gov	(252) 358-7811	704 North King Street	Winton	NC	27986	
James Sprunt Community College	klanton@jamespsrunt.edu	(910) 296-2400	133 James Sprunt Drive	Kenansville	NC	28349	
Johnston County North Carolina - Veterans Services	Veterans@johnstonnc.com	(919) 989-5067	309 East Market Street	Smithfield	NC	27577	
Lee County JobLink Career Center - Veteran Services	kevin.hunt@nccommerce.com		1909 Lee Avenue	Sanford	NC	27330	
Lee County JobLink Career Center - Veteran Services	leon.jackson@nccommerce.com	919-775-2241	1909 Lee Avenue	Sanford	NC	27330	
Lee County NCWorks Career Center	paige.crafton@nccommerce.com	252-438-6129	1909 Lee Avenue	Sanford	NC	27330	
Marine Corp Transition Readiness Program	Myranda.Brown@usmc-mccs.org	(910) 451-3212	824 Stone Street	Camp Lejeune	NC	28547	
Marine For Life - Spartanburg	charlie.hall1@usmc.mil		Spartanburg	Spartanburg	SC	29301	
Miller-Motte Technical College - Raleigh	christopher.mesecar@miller-motte.edu		3901 Capital Boulevard	Raleigh	NC	27604	
Montgomery County NCWorks Career Center	delton.mingia@nccommerce.com	336-570-6800	2301 West Meadowview Road	Greensboro	NC	27407	
Montgomery County Veteran Services	gracia.pack@montgomerycountync.com	(910) 576-4711	219 South Main Street	Troy	NC	27371	
Moore County Chamber of Commerce	info@moorecountychamber.com	910-692-3926	10677 Hwy 15-501	Southern Pines	NC	28387	
National AMVETS Riders - Chapter 845	cib2marine@yahoo.com	704-279-6812	427 Link St	Rockwell	NC	28138	
NC Department of Commerce (Div Workforce Solutions)	james.smith@nccommerce.com	(910) 618-5500	289 Corporate Drive	Lumberton	NC	28358	
NC Employment Security Commission - Asheboro	ronald.davis@nccommerce.com		355 South Fayetteville Street	Asheboro	NC	27203	
NC Employment Security Commission - Whiteville	stephanie.inness@nccommerce.com	910-862-3255	630 South Madison Street	Whiteville	NC	28472	
NC Employment Security Commission-Burgaw	carolyn.moss@nccommerce.com	910-251-5777	904 South Walker Street	Burgaw	NC	28425	
NC4ME	rebecca.sotirky@nccommerce.com	252-726-7151	461 Western Boulevard	Jacksonville	NC	28546	
NCWorks Career Center - Cabarrus County	joseph.dismuke@nccommerce.com	704-694-6551	845 North Church Street Suite 201	Concord	NC	28025	
NCWorks Career Center - Edgecombe / Nash County	andreae.howard@nccommerce.com	252-977-3306	110 Fountain Park Drive	Battleboro	NC	27809	
NCWorks Career Center - Raleigh at Tillery Place	saul.mcclroyen@nccommerce.com	919-560-6880	1830 Tillery Place	Raleigh	NC	27604	
NCWorks Career Center - Vance County	paige.crafton@nccommerce.com	252-438-6129	857 South Beckford Drive	Henderson	NC	27536	
NCWorks Career Center- Alamance County	douglas.fricker@nccommerce.com	(336) 570-6800	2640 Columbine Lane	Burlington	NC	27215	
NCWorks Career Center- Alamance County	henry.williams@nccommerce.com	336-570-6800	2640 Columbine Lane	Burlington	NC	27215	
NCWorks Career Center- Bladen County	gabrilla.garrett@nccommerce.com	910-862-3255	401 Mercer Mill Road	Elizabethtown	NC	28337	
NCWorks Career Center- Bladen County	stephanie.inness@nccommerce.com	910-862-3255	401 Mercer Mill Road	Elizabethtown	NC	28337	
NCWorks Career Center- Hoke County	benjamin.thomas@nccommerce.com	910-276-4260	304 Birch Street	Raeford	NC	28376	
NCWorks Career Center- Hoke County	james.smith@nccommerce.com	(910) 875-5059	304 Birch Street	Raeford	NC	28376	
NCWorks Career Center- Hoke County	robertjohnson@nccommerce.com		304 Birch Street	Raeford	NC	28376	
NCWorks Career Center- Iredell County/ Statesville	atlantis.smith@nccommerce.com		133 Island Ford Road	Statesville	NC	28625	
NCWorks Career Center- Iredell County/ Statesville	shirley.butler@nccommerce.com		133 Island Ford Road	Statesville	NC	28625	
NCWorks Career Center- Moore County	kenneth.kelley@nccommerce.com	910-944-7697	245 Shepherd Trail	Aberdeen	NC	28315	
NCWorks Career Center- Moore County	samuel.levinson@nccommerce.com	(910) 944-7697	245 Shepherd Trail	Aberdeen	NC	28315	
NCWorks Career Center- Onslow County	firstname.lastname@nccommerce.com		461 Western Boulevard	Jacksonville	NC	28546	
NCWorks Career Center- Onslow County	gerardo.cruz@nccommerce.com	910-347-2121	461 Western Boulevard	Jacksonville	NC	28546	
NCWorks Career Center- Onslow County	kelley.hamilton@nccommerce.com		461 Western Boulevard	Jacksonville	NC	28546	
NCWorks Career Center- Onslow County	reginald.roy@nccommerce.com		461 Western Boulevard	Jacksonville	NC	28546	
NCWorks Career Center- Richmond County	matthew.odom@nccommerce.com	910-997-9180	115 West Franklin Street	Rockingham	NC	28379	
NCWorks Career Center- Richmond County	robertjohnson@nccommerce.com		115 West Franklin Street	Rockingham	NC	28379	
NCWorks Career Center- Sampson County	dwight.butler@nccommerce.com	910-486-1010	115 North Boulevard	Clinton	NC	28328	
NCWorks Career Center- Sampson County	robert.shelly@nccommerce.com	910-592-5756	115 North Boulevard	Clinton	NC	28328	
NCWorks Career Center- Surry County	jennifer.carter@nccommerce.com	(336) 786-4169	541 West Pine Street	Mount Airy	NC	27030	
NCWorks Career Center -Warren County	esc.jobs.warrenton@nccommerce.com		210 West Ridgeway Street	Warrenton	NC	27589	
NCWorks Career Center -Warren County	gary.blue@nccommerce.com	919-560-6880	210 West Ridgeway Street	Warrenton	NC	27589	
NCWorks Career Center -Warren County	paige.crafton@nccommerce.com	252-438-6129	210 West Ridgeway Street	Warrenton	NC	27589	
NCWorks Career Center- Wilson County	andreae.howard@nccommerce.com	252-977-3306	302 Tarboro Street West	Wilson	NC	27893	
NCWorks Career Center- Wilson County	tony.conner@nccommerce.com	252-234-1129	302 Tarboro Street West	Wilson	NC	27893	
NCWorks Career Center-Guilford County	donw13@roadrunner.com	(336) 297-9444	2301 West Meadowview Road	Greensboro	NC	27407	
New Hanover County North Carolina - Veterans Services	jbrown@nhcgov.com	(910) 798-7611	1650 Greenfield Street	Wilmington	NC	28401	
New Hanover County Workforce Center - Veteran Services	carolyn.moss@nccommerce.com	910-251-5777	717 Market Street	Wilmington	NC	28401	
New Hanover County Workforce Center - Veteran Services	joseph.stanley@nccommerce.com	910-642-7141	717 Market Street	Wilmington	NC	28401	
Norfolk Vet Center	michelle.hendrickson@va.gov	757-623-7584	3132 Lynnhurst Boulevard	Chesapeake	VA	23321	
North Carolina Commission of Indian Affairs	elk.richardson@doa.nc.gov	(919) 807-4444	116 West Jones Street	Raleigh	NC	27603	
North Carolina Department of Health and Human Services	Jeffrey.Gallagher@dhhs.nc.gov	919-855-3553	805 Ruggles Drive	Raleigh	NC	27603	
North Carolina Department of Labor, Division of Workforce Solutions - Veteran Services	dave.taylor@nccommerce.com	910-891-2915	101 Hunt Valley Drive	Dunn	NC	28334	
North Carolina Division of Services for the Blind - Winston-Salem District Office	edith.jackson-cabell@dhhs.nc.gov	919-527-6707	4265 Brownsboro Road	Winston-Salem	NC	27106	
North Carolina Division of Services for the Blind - Winston-Salem District Office	sheryl.dotson@dhhs.nc.gov	800-422-0373	4265 Brownsboro Road	Winston-Salem	NC	27106	
North Carolina Division of Veteran's Affairs	daniel.hackley@doa.nc.gov	919-715-0111	3905 Reedy Creek Road	Raleigh	NC	27607	
North Carolina Senior Community Service Employment Program (SCSEP)	Kelly.Johnson@dhhs.nc.gov	(919) 855-3458	2101 Mail Service Ctr	Raleigh	NC	27699	
North Carolina Senior Community Service Employment Program (SCSEP)	liz.needham@dhhs.nc.gov		2101 Mail Service Ctr	Raleigh	NC	27699	
Northampton County North Carolina - Veterans Services	Edwin.Horsley@nhcnc.net		104 Atherton Street	Jackson	NC	27845	
Onslow County JobLink Career Center	davis.williams@nccommerce.com		461 Western Boulevard	Jacksonville	NC	28546	
Pamlico County North Carolina - Veterans Services	gail.vergato@pamlicocounty.org	(252) 745-4086	828 Main Street	Bayboro	NC	28515	
Piedmont Community College - Person County Campus	Christina.perry@piedmontcc.edu	(336) 599-1181	1715 College Drive	Roxboro	NC	27573	
Raleigh Vet Center	moses.gloria@va.gov	(919) 361-6419	8851 Ellstree Lane	Raleigh	NC	27	



Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
The Arc of Moore County	arcmoorefif@embarqmail.com	910-692-8272	673 South Bennett Street	Southern Pines	NC	28387
Thomasville JobLink Career Center	brian.mobley@ncommerce.com	336-474-2655	211 West Colonial Drive	Thomasville	NC	27360
UNCG	cggoetz@uncg.edu	(336) 334-5000	1400 Spring Garden Street	Greensboro	NC	27412
University of North Carolina at Chapel Hill	tholt@email.unc.edu	919-962-4481	CB# 5140	Chapel Hill	NC	27599
University of South Carolina - Beaufort	careerservices@uscb.edu	843-521-4100	801 Carteret Street	Beaufort	SC	29902
US Department of Veteran Affairs	Lori.Pringle@va.gov	910-451-7917	14 McHugh Boulevard	Camp Lejeune	NC	28547
USO of North Carolina, Fort Bragg Center	chris.collister@ncommerce.com		2843 Normandy Drive	Fort Bragg	NC	28310
Vance County JobLink Career Center	esther.yarbrough@ncommerce.com	252-438-6129	945 D. West Andrews Ave.	Henderson	NC	27536
Veterans Bridge Home	pvacho@veteransbridgehome.org	704-332-8802	2200 East 7th Street	Charlotte	NC	28204
Veterans' Employment & Training Service	faulkner.lacarole@dol.gov	215-861-5390	170 South Independence Mall West	Philadelphia	PA	19106
Vet-Span, LLC	sandraerogers@gmail.com	252-902-4743	104 Regalwood Road	Greenville	NC	27858
Virginia Career Works - Hampton Roads Region	paige.glass@vec.virginia.gov	757-865-5815	600 Butler Farm Road	Hampton	VA	23666
Virginia Career Works (DUPLICATE OF: 54027)	LTaylor@vcwpeninsula.com	757-766-4900	600 Butler Farm Road	Hampton	VA	23666
Virginia Employment Commission - Portsmouth	Alexander.Hightower@vec.virginia.gov	757-302-2029	4824 George Washington Highway	Portsmouth	VA	23702
Virginia Employment Commission - Portsmouth	david.ollison@vec.virginia.gov	757-558-4455	4824 George Washington Highway	Portsmouth	VA	23702
Virginia Employment Commission- Cedar Bluff VEC Field Office	cedarbluff@vec.virginia.gov	276-964-4007	679 Claypool Hill Mall Road	Cedar Bluff	VA	24609
Virginia Vocational Rehabilitation - Norfolk Office	melissa.edmonds@drs.virginia.gov	757-451-7101	6340 Center Drive	Norfolk	VA	23502
Virginia Vocational Rehabilitation-Hampton/Newport News Office	Kimberly.Shepard@drs.virginia.gov	757-865-4863	303 Butler Farm Road	Hampton	VA	23666
Vocational Rehabilitation-Brevard	kathryn.mcintyre@dhhs.nc.gov		106 East Morgan Street	Brevard	NC	28712
Vocational Rehabilitation-Chapel Hill	dvr.web.C0800@dhhs.nc.gov	919-969-7350	548 Smith Level Rd	Chapel Hill	NC	27516
Vocational Rehabilitation-Creedmoor	dvr.web.C2300@dhhs.nc.gov	919-528-0227	402 N Main St	Creedmoor	NC	27522
Vocational Rehabilitation-Graham	dvr.web.C2100@dhhs.nc.gov		609 Ray Street	Graham	NC	27253
Vocational Rehabilitation-Greensboro	ronald.tatton@dhhs.nc.gov	3362997337	3401 West Wendover Avenue	Greensboro	NC	27407
Vocational Rehabilitation-Henderson	dvr.web.C2300@dhhs.nc.gov	252-492-3141	10 Medical Court	Henderson	NC	27536
Vocational Rehabilitation-High Point	dvrweb.C0600@dhhs.nc.gov		919 Phillips Avenue	High Point	NC	27262
Vocational Rehabilitation-Kenansville	dvrweb.E2600@dhhs.nc.gov		103 Hill St	Kenansville	NC	28349
Vocational Rehabilitation-Kinston	dvrweb.E1100@dhhs.nc.gov		1003 Hardee Road	Kinston	NC	28504
Vocational Rehabilitation-Lenoir	dvrweb.W0300@dhhs.nc.gov		675 Pennton Avenue Southwest	Lenoir	NC	28645
Vocational Rehabilitation-Lexington	dvrweb.C2200@dhhs.nc.gov		414 Piedmont Drive	Lexington	NC	27295
Vocational Rehabilitation-Louisburg	dvrweb.C2300@dhhs.nc.gov		101 North Main Street	Louisburg	NC	27549
Vocational Rehabilitation-Marion	dvrweb.W2000@dhhs.nc.gov		451 North Main Street	Marion	NC	28752
Vocational Rehabilitation-Marshall	dvrweb.W0100@dhhs.nc.gov		415 Elderberry Lane	Marshall	NC	28753
Vocational Rehabilitation-Mocksville	dvrweb.C2200@dhhs.nc.gov		1211 Salisbury Road	Mocksville	NC	27028
Vocational Rehabilitation-Monroe	dvr.web.W3200@dhhs.nc.gov	704-289-2543	1121 Skyway Drive	Monroe	NC	28110
Vocational Rehabilitation-Morganton	roberta.seagle@dhhs.nc.gov		517 West Fleming Drive	Morganton	NC	28655
Vocational Rehabilitation-Mount Airy	amanda.lowe@dhhs.nc.gov		784 West Lebanon Street	Mount Airy	NC	27030
Vocational Rehabilitation-New Bern	dvrweb.E3600@dhhs.nc.gov		2832 Neuse Boulevard	New Bern	NC	28562
Vocational Rehabilitation-Newland	holly.ricker@dhhs.nc.gov		815 Pineola Street	Newland	NC	28657
Vocational Rehabilitation-Roanoke Rapids	dvr.web.E3700@dhhs.nc.gov	252-537-1126	615 Julian Alsbrook	Roanoke Rapids	NC	27870
Vocational Rehabilitation-Rockingham	dvrweb.C2400@dhhs.nc.gov		1793 East Broad Avenue	Rockingham	NC	28379
Vocational Rehabilitation-Rocky Mount	dvrweb.E3700@dhhs.nc.gov		301 South Church Street	Rocky Mount	NC	27804
Vocational Rehabilitation-Roxboro	dvr.C2300@dhhs.nc.gov		157 Semora Road	Roxboro	NC	27573
Vocational Rehabilitation-Salisbury	dvrweb.W0400@dhhs.nc.gov		205 Guffy Street	Salisbury	NC	28147
Vocational Rehabilitation-Sanford	dvrweb.C0800@dhhs.nc.gov		201 Commercial Court	Sanford	NC	27330
Wake County Veteran Services	sonya.fedrickbridges@wakegov.com	919-856-6161	567 East Hargett Street	Raleigh	NC	27601
Wilkes County JobLink Career Center - Veteran Services	george.loebe@ncommerce.com	336-982-5627	312 Wilkesboro Avenue	North Wilkesboro	NC	28659
Wilson County Veteran Services	donald.evans@doa.nc.gov		1901 Tarboro Street Southwest	Wilson	NC	27893
Winston-Salem Urban League	jperry@wsurban.org	(336) 717-1233	201 West 5th Street	Winston-Salem	NC	27101
Women Marines Association (Area 3)	AD3@womenmarines.org	843-747-5478	6134F Rolling Rock Fork Rd.	Raleigh	NC	29406
Women's Resource Center of Greensboro	Heather@WomensCenterGSO.org	(336) 275-6090	628 Summit Avenue	Greensboro	NC	27405
Work & Family Life JEB Little Creek - Fort Story	regionaljva@gmail.com	(757) 462-7563	1450 D Street	Virginia Beach	VA	23459
Wounded Warrior Regiment - United States Marine Corps	brian.t.bilski@usmc.mil	703-432-1874	3025 John Quick Road	Quantico	VA	22134
Wounded Warrior Regiment - United States Marine Corps	John.Berrigan@usmc.mil	(703) 432-1874	3025 John Quick Road	Quantico	VA	22134

## 2021 FCC Source Evaluation Report

FCC Unit: 13530 Eastern North Carolina

Source	Applicant Count	Interview Count	Hire Count
Ad - TV Commercial Advertisement	3	2	2
Campaign - Indeed	33	33	25
Contractor - Conversion	3	1	2
Direct Sourcing - ATS	25	23	20
Direct Sourcing - Indeed	187	158	74
Direct Sourcing - LinkedIn	3	3	3
Direct Sourcing - Other	24	24	18
Direct Sourcing - Other	1	1	0
Direct Sourcing - Recruiter Networking	2	2	2
Former Employee - Rehire	73	58	47
Internal - Internal Hire	44	31	2
Internet - Career Builders	2	2	1
Internet - Facebook.com	2	1	2
Internet - Google	4	2	3
Internet - Indeed	813	579	460
Internet - LinkedIn	9	6	7
Internet - Other	30	18	19
Internet - RecruitMilitary.com	1	0	1
Internet - Ziprecruiter	5	5	2
Job Fair - External	54	17	15
Job Fair - Internal	2	2	0
Job Fair - Military/Veterans	2	2	1
Organization - Community Outreach	4	4	3
Organization - Military/Veteran	4	0	4
Other	6	5	3
Referral - Employee Referral	284	232	179
Referral - Manager Referral	12	8	7
Website - External Career Site	22630	1215	57
<b>Total</b>	<b>24262</b>	<b>2434</b>	<b>959</b>



## 2021 FCC Source Report

### FCC Unit: 13530 Eastern North Carolina

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
265939BR	Anchor/Reporter	Internet - LinkedIn	1	1	1
		Website - External Career Site	196	13	0
266172BR	Multimedia Journalist	Direct Sourcing - ATS	2	2	2
		Direct Sourcing - Other	1	1	1
		Other	1	1	1
		Website - External Career Site	150	4	0
267134BR	Rep 1, Community Solutions Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	544	71	1
267637BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	1	1	0
		Internet - Indeed	23	23	1
		Job Fair - External	24	24	0
		Website - External Career Site	563	29	0
267814BR	Planning Editor Nonexempt	Contractor - Conversion	1	1	1
		Direct Sourcing - ATS	1	1	1
		Website - External Career Site	73	9	0
267818BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	1	1	0
		Direct Sourcing - Other	1	1	0
		Former Employee - Rehire	3	3	0
		Internet - Indeed	46	46	3
		Organization - Community Outreach	1	1	0
		Referral - Employee Referral	16	16	1
		Website - External Career Site	318	34	1
267988BR	Producer	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	31	0	0
268361BR	Rep 1, Community Solutions	Internet - Indeed	9	9	2
		Internet - Indeed	9	9	4
		Referral - Employee Referral	8	8	5
		Referral - Employee Referral	8	8	2
		Referral - Manager Referral	1	1	0
		Referral - Manager Referral	1	1	0
		Website - External Career Site	519	13	1
		Website - External Career Site	519	13	0
268461BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	6	6	2
		Referral - Employee Referral	10	10	5
		Website - External Career Site	165	57	0
268462BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	11	11	6
		Referral - Employee Referral	11	11	7
		Referral - Manager Referral	1	1	0
		Website - External Career Site	273	100	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
268466BR	Field Technician II	Former Employee - Rehire	3	3	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	23	23	1
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	2	2	0
		Website - External Career Site	439	69	0
268468BR	Field Technician II	Internet - Indeed	3	3	1
		Referral - Employee Referral	3	3	1
		Website - External Career Site	86	9	0
268469BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Google	1	1	0
		Internet - Indeed	6	6	1
		Website - External Career Site	73	14	0
268709BR	Field Technician II	Internet - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	36	1	0
268968BR	Field Technician II	Former Employee - Rehire	1	1	0
		Internet - Indeed	2	2	0
		Referral - Employee Referral	4	4	3
		Website - External Career Site	104	6	0
269171BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	110	7	0
269510BR	Sup, Direct Sales	Former Employee - Rehire	1	1	1
		Website - External Career Site	26	24	0
269591BR	Rep 1, Community Solutions Nonexempt	Internet - Indeed	18	18	16
		Referral - Employee Referral	6	6	6
		Referral - Manager Referral	1	1	1
		Website - External Career Site	623	12	0
269838BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	30	30	16
		Job Fair - External	16	16	8
		Website - External Career Site	609	40	0
270028BR	Direct Sales Rep	Internet - Indeed	7	7	2
		Website - External Career Site	22	20	0
270032BR	Account Executive	Internet - LinkedIn	1	1	1
		Website - External Career Site	20	0	0
270068BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	84	5	0
270074BR	Store Associate - PT	Internet - Indeed	1	1	1
		Website - External Career Site	26	0	0
270079BR	Store Associate	Internet - Indeed	2	2	1
		Website - External Career Site	40	3	0
270156BR	Store Greeter Nonexempt	Internet - Indeed	1	1	0
		Website - External Career Site	44	10	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270279BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	5	5	3
		Direct Sourcing - Other	4	4	1
		Former Employee - Rehire	6	6	3
		Internal - Internal Hire	2	2	0
		Internet - Google	1	1	1
		Internet - Indeed	27	27	13
		Referral - Employee Referral	11	11	3
		Referral - Manager Referral	1	1	0
		Website - External Career Site	250	30	3
270283BR	Rep 1, Cust Svc Internet/Voice	Internal - Internal Hire	1	1	0
		Internet - Indeed	11	11	8
		Internet - Other	7	7	4
		Job Fair - Military/Veterans	1	1	1
		Referral - Employee Referral	4	4	3
		Website - External Career Site	396	13	0
270321BR	Store Associate	Internet - Indeed	2	2	2
		Website - External Career Site	66	8	0
270389BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	105	8	0
270487BR	Store Associate	Direct Sourcing - Other	2	2	1
		Internet - Indeed	6	6	2
		Website - External Career Site	74	6	0
270491BR	Store Associate - PT	Internet - Indeed	2	2	1
		Website - External Career Site	56	5	0
270498BR	Store Associate	Internal - Internal Hire	2	2	0
		Internet - Indeed	3	3	1
		Website - External Career Site	125	20	0
270534BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	34	34	28
		Job Fair - External	4	4	4
		Referral - Employee Referral	2	2	2
		Website - External Career Site	666	63	0
270700BR	Field Technician II	Former Employee - Rehire	1	1	0
		Internet - Google	1	1	1
		Internet - Indeed	10	10	6
		Referral - Employee Referral	3	3	1
		Referral - Manager Referral	2	2	2
		Website - External Career Site	160	14	1
270767BR	Store Associate	Internet - Indeed	1	1	1
		Internet - Other	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	56	7	0
270915BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	34	6	0
270931BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	47	2	1
270956BR	EAE-Enterprise Account Exec	Referral - Employee Referral	1	1	1
		Website - External Career Site	17	6	0
271042BR	Sup, Customer Service	Internal - Internal Hire	1	1	0
		Website - External Career Site	90	7	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271071BR	Field Technician III	Website - External Career Site	1	1	1
271075BR	Direct Sales Rep	Direct Sourcing - Indeed	15	15	0
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	34	33	0
271076BR	Direct Sales Rep	Direct Sourcing - ATS	3	3	3
		Direct Sourcing - Indeed	24	24	2
		Referral - Employee Referral	2	2	1
		Website - External Career Site	46	42	0
271231BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	3
		Website - External Career Site	9	9	0
271301BR	Enterprise Data MSS Spec Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	50	5	0
271400BR	Rep 1, Cust Svc Internet/Voice	Former Employee - Rehire	1	1	1
		Internet - Career Builders	1	1	0
		Internet - Facebook.com	1	1	1
		Internet - Indeed	11	11	10
		Internet - LinkedIn	1	1	1
		Internet - Other	6	6	4
		Referral - Employee Referral	10	10	7
		Website - External Career Site	640	14	0
271514BR	Business Retention Rep	Campaign - Indeed	29	29	21
		Direct Sourcing - Indeed	10	10	7
		Former Employee - Rehire	7	7	5
		Internal - Internal Hire	4	4	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	9	9	6
		Website - External Career Site	269	51	5
271589BR	Asst Mgr, Store	Internet - LinkedIn	1	1	1
		Website - External Career Site	18	0	0
271607BR	Account Executive	Referral - Employee Referral	1	1	1
		Referral - Manager Referral	1	1	0
		Website - External Career Site	47	14	0
271614BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	17	2	0
271730BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	2	2	2
		Former Employee - Rehire	4	4	3
		Internal - Internal Hire	3	3	0
		Internet - Google	1	1	1
		Internet - Indeed	21	21	9
		Other	2	2	0
		Referral - Employee Referral	10	10	7
		Website - External Career Site	224	25	4
271905BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	1	1	0
		Internet - Indeed	36	36	25
		Website - External Career Site	636	31	0
271955BR	Store Greeter Nonexempt	Internet - Indeed	5	5	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	105	13	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271979BR	Direct Sales Rep	Internet - Indeed	4	4	1
		Website - External Career Site	25	23	0
271980BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	19	0	0
271984BR	Direct Sales Rep	Internet - Indeed	5	5	2
		Website - External Career Site	17	15	0
272036BR	Rep 1, Community Solutions Nonexempt	Internet - Indeed	13	13	8
		Referral - Employee Referral	2	2	1
		Website - External Career Site	826	4	0
272114BR	Store Associate	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	135	8	0
272144BR	Store Associate	Internet - Indeed	2	2	2
		Website - External Career Site	92	13	0
272172BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	2	2	0
		Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	12	1	0
272173BR	Multimedia Journalist	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	114	5	0
272224BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	68	1	0
272285BR	Field Technician III	Former Employee - Rehire	1	1	1
272374BR	Recruiter II	Former Employee - Rehire	1	1	1
		Website - External Career Site	38	0	0
272413BR	Asst Mgr, Store	Campaign - Indeed	1	1	1
		Website - External Career Site	13	3	0
272454BR	Store Greeter Nonexempt	Website - External Career Site	38	6	1
272461BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	43	7	0
272492BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	189	11	0
272494BR	Account Executive	Website - External Career Site	31	10	1
272632BR	Direct Sales Rep	Direct Sourcing - Indeed	5	5	2
		Former Employee - Rehire	2	2	2
		Website - External Career Site	22	22	0
272914BR	Rep 1, Cust Svc Internet/Voice	Internal - Internal Hire	3	3	0
		Internet - Career Builders	1	1	1
		Internet - Indeed	24	24	14
		Internet - LinkedIn	1	1	1
		Internet - Other	6	6	5
		Referral - Employee Referral	11	11	7
		Website - External Career Site	538	14	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272918BR	Residential Inbound Sales Rep	Ad - TV Commercial Advertisement	1	1	0
		Direct Sourcing - Indeed	3	3	2
		Direct Sourcing - Other	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	30	30	18
		Internet - Ziprecruiter	2	2	2
		Referral - Employee Referral	13	13	11
		Website - External Career Site	179	18	1
272988BR	Commission Reporting Analyst	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	70	1	0
272993BR	Store Associate - PT	Internet - Indeed	4	4	1
		Website - External Career Site	101	9	0
273012BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	24	24	7
		Referral - Employee Referral	4	4	3
		Website - External Career Site	61	59	0
273038BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	22	1	0
273049BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Indeed	14	14	12
		Internet - Indeed	21	21	16
		Referral - Employee Referral	3	3	3
		Website - External Career Site	858	41	0
273064BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	1
		Website - External Career Site	203	7	0
273066BR	Field Technician II	Internet - Indeed	1	1	0
		Other	1	1	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	45	7	0
273075BR	Maintenance Technician I Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	10	2	0
273076BR	Rep 1, Community Solutions Nonexempt	Internet - Facebook.com	1	1	1
		Internet - Indeed	17	17	11
		Referral - Employee Referral	3	3	3
		Website - External Career Site	1414	22	0
273172BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	0
		Direct Sourcing - Indeed	20	20	9
		Former Employee - Rehire	1	1	1
		Job Fair - External	3	3	0
		Referral - Employee Referral	8	8	5
		Website - External Career Site	42	40	1
273174BR	Direct Sales Rep	Internet - Indeed	2	2	2
		Website - External Career Site	18	18	0
273175BR	Direct Sales Rep	Internet - Indeed	4	4	3
		Website - External Career Site	20	19	0
273263BR	Store Associate	Internet - Indeed	4	4	3
		Website - External Career Site	41	4	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273273BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	54	1	0
273274BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	11	0	0
273275BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	2
		Organization - Military/Veteran	1	1	1
		Referral - Employee Referral	5	5	2
		Website - External Career Site	197	7	1
273276BR	Store Associate	Direct Sourcing - Other	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	35	1	0
273277BR	Field Technician II	Organization - Military/Veteran	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	37	1	0
273278BR	Field Technician II	Contractor - Conversion	1	1	1
		Website - External Career Site	30	3	0
273279BR	Field Technician II	Internet - Indeed	1	1	0
		Referral - Manager Referral	1	1	1
		Website - External Career Site	35	3	0
273294BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	79	10	0
273302BR	Store Associate	Internet - Indeed	3	3	3
		Website - External Career Site	42	3	0
273591BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	13	2	0
273746BR	Business Retention Rep	Campaign - Indeed	1	1	1
		Former Employee - Rehire	2	2	2
		Internal - Internal Hire	2	2	0
		Internet - Indeed	5	5	1
		Referral - Employee Referral	4	4	1
		Website - External Career Site	101	15	2
273806BR	Store Associate - PT	Internet - Indeed	2	2	2
		Website - External Career Site	25	5	0
273807BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	4	4	2
		Direct Sourcing - Other	2	2	2
		Former Employee - Rehire	5	5	4
		Internal - Internal Hire	2	2	0
		Internet - Indeed	52	52	31
		Other	2	2	2
		Referral - Employee Referral	8	8	6
		Website - External Career Site	250	31	3
273820BR	Store Associate	Campaign - Indeed	1	1	1
		Website - External Career Site	63	0	0
273932BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	19	7	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273995BR	Store Associate	Website - External Career Site	21	2	1
274062BR	MAE - Major Account Exec	Referral - Employee Referral	2	2	1
		Website - External Career Site	26	0	0
274063BR	Account Executive	Internet - LinkedIn	1	1	1
		Website - External Career Site	31	3	0
274222BR	Rep 1, Community Solutions Nonexempt	Internal - Internal Hire	2	2	0
		Internet - Indeed	8	8	8
		Referral - Employee Referral	2	2	1
		Website - External Career Site	1000	8	0
274437BR	Account Executive	Website - External Career Site	11	1	1
274510BR	Sup, Resi Inbound Sales	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	3	3	0
		Website - External Career Site	32	3	0
274727BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	7	7	5
		Internet - Other	4	4	2
		Referral - Employee Referral	4	4	4
		Website - External Career Site	327	15	0
274763BR	HR Coordinator Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	111	3	0
274831BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	12	8	0
274836BR	Store Associate	Campaign - Indeed	1	1	1
		Internet - Indeed	1	1	0
		Website - External Career Site	79	14	0
274853BR	EAE-Enterprise Account Exec	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	2	0
274919BR	Store Associate - PT	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	34	8	0
274977BR	Facilities Coordinator Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	54	3	0
275336BR	Account Executive	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	34	12	0
275484BR	Strategic Account Spec - HC	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	20	2	0
275505BR	Rep 1, Cust Svc Internet/Voice	Ad - TV Commercial Advertisement	1	1	1
		Internal - Internal Hire	3	3	0
		Internet - Indeed	15	15	12
		Internet - LinkedIn	1	1	0
		Internet - Other	4	4	2
		Referral - Employee Referral	2	2	2
		Website - External Career Site	258	7	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275508BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	34	0	0
275541BR	Residential Inbound Sales Rep	Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	0
		Website - External Career Site	33	6	3
275592BR	Producer	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	47	2	0
275648BR	Store Associate	Website - External Career Site	35	2	1
275696BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	17	2	0
275736BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	26	3	0
275969BR	Direct Sales Rep	Direct Sourcing - Indeed	12	12	2
		Job Fair - External	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	29	28	0
276056BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Indeed	18	18	9
		Former Employee - Rehire	1	1	1
		Job Fair - External	4	4	0
		Referral - Employee Referral	4	4	2
		Website - External Career Site	45	44	0
276080BR	Residential Inbound Sales Rep	Direct Sourcing - Other	5	5	4
		Former Employee - Rehire	3	3	0
		Internet - Indeed	44	44	23
		Organization - Community Outreach	1	1	1
		Referral - Employee Referral	7	7	5
		Website - External Career Site	183	41	2
276083BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	26	0	0
276084BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	79	0	0
276085BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	6	6	6
		Website - External Career Site	198	13	0
276086BR	Field Technician II	Internet - Indeed	3	3	2
		Website - External Career Site	18	1	0
276087BR	Field Technician II	Organization - Military/Veteran	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	34	1	0
276091BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	43	3	0
276095BR	Field Technician II	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	42	3	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276147BR	EAM-Enterprise Account Manager	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	25	3	0
276170BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	22	4	0
276185BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	26	5	0
276195BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	57	3	0
276198BR	Field Technician II	Internet - Indeed	1	1	1
		Internet - RecruitMilitary.com	1	1	1
		Website - External Career Site	50	4	0
276422BR	Sup, Customer Service	Internal - Internal Hire	2	2	0
		Internet - Other	1	1	1
		Website - External Career Site	78	5	0
276534BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	25	0	0
276627BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	5	4	0
276632BR	Intern	Referral - Employee Referral	1	1	1
276635BR	Direct Sales Rep	Internal - Internal Hire	1	1	1
		Job Fair - Internal	2	2	0
		Website - External Career Site	3	3	0
276749BR	Mgr, Executive Producer	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	10	2	0
276856BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	13	11	0
276907BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	1	1	1
		Direct Sourcing - Other	4	4	4
		Former Employee - Rehire	2	2	2
		Internet - Indeed	23	23	14
		Internet - Ziprecruiter	2	2	0
		Job Fair - External	2	2	2
		Organization - Community Outreach	2	2	2
		Referral - Employee Referral	6	6	6
		Website - External Career Site	234	29	3
276945BR	Rep 1, Community Solutions Nonexempt	Internal - Internal Hire	1	1	0
		Internet - Indeed	4	4	3
		Referral - Employee Referral	2	1	1
		Website - External Career Site	661	0	0
276991BR	Business Retention Rep	Former Employee - Rehire	1	1	0
		Internet - Indeed	5	5	4
		Referral - Employee Referral	4	4	3
		Website - External Career Site	59	12	0
277149BR	Store Greeter Nonexempt	Website - External Career Site	20	2	1
277168BR	Asst Mgr, Store	Website - External Career Site	7	3	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277215BR	Store Associate	Internet - Indeed	2	2	1
		Website - External Career Site	27	1	0
277300BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	4	1	0
277306BR	Client Success Coordinator Nonexempt	Website - External Career Site	19	4	1
277338BR	Store Associate	Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	19	5	0
277377BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	52	0	0
277509BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	12	2	0
277899BR	Store Associate - PT	Internet - Indeed	1	1	1
		Website - External Career Site	32	3	0
277902BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	5	0	0
277910BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	6	4	0
278034BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	15	3	0
278036BR	Sr Mgr, Government Affairs	Website - External Career Site	47	7	1
278051BR	Store Associate	Internet - Indeed	2	2	2
		Website - External Career Site	30	3	0
278070BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	68	5	0
278071BR	Field Technician II	Former Employee - Rehire	1	1	1
		Website - External Career Site	14	1	0
278072BR	Field Technician II	Former Employee - Rehire	2	2	1
		Internet - Indeed	3	3	2
		Referral - Employee Referral	2	2	0
		Referral - Manager Referral	2	2	2
		Website - External Career Site	140	9	0
278074BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	2
		Referral - Employee Referral	2	2	2
		Website - External Career Site	37	1	0
278075BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	27	4	0
278281BR	Direct Sales Rep	Direct Sourcing - Indeed	20	20	6
		Referral - Employee Referral	3	3	2
		Website - External Career Site	58	57	0
278350BR	EAM-Enterprise Account Manager	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	7	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278390BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	35	3	0
278429BR	Residential Inbound Sales Rep	Direct Sourcing - Other	3	3	3
		Former Employee - Rehire	5	5	3
		Internet - Indeed	27	27	19
		Internet - Other	1	1	0
		Internet - Ziprecruiter	1	1	0
		Job Fair - Military/Veterans	1	1	0
		Referral - Employee Referral	9	9	7
		Website - External Career Site	211	32	2
278929BR	Store Associate - PT	Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	16	1	0
279264BR	Store Associate - PT	Referral - Employee Referral	1	1	1
		Website - External Career Site	15	4	0
279488BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	7	0	0
279589BR	Facilitator	Internet - Indeed	1	1	1
		Website - External Career Site	30	4	0
279848BR	Store Associate - PT	Internet - Indeed	1	1	1
		Website - External Career Site	10	0	0
279856BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	44	6	0
280043BR	HR Coordinator Nonexempt	Website - External Career Site	156	3	1
280157BR	Comm Sol Cntrl Ops Spec I Nonexempt	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	26	1	0
280190BR	Residential Inbound Sales Rep Nonexempt	Ad - TV Commercial Advertisement	1	1	1
		Direct Sourcing - Other	1	1	1
		Direct Sourcing - Recruiter Networking	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	31	31	17
		Referral - Employee Referral	7	7	4
		Website - External Career Site	309	42	2
280278BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	7	3	0
280297BR	Store Associate	Website - External Career Site	13	1	1
280400BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	24	4	0
280536BR	Mgr, Direct Sales	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	30	10	0
280640BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	20	5	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
280645BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	11	0	0
280666BR	Field Technician II	Referral - Employee Referral	2	2	1
		Website - External Career Site	14	1	0
280667BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	92	12	1
280668BR	Field Technician II	Internet - Indeed	1	1	1
		Organization - Military/Veteran	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	29	2	0
280669BR	Field Technician II	Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	19	2	0
280673BR	Field Technician II	Former Employee - Rehire	1	1	1
		Website - External Career Site	27	2	0
280674BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	27	3	1
280688BR	Field Technician II	Contractor - Conversion	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	63	4	0
280968BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	6	0	0
281086BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	2	1	0
281146BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	15	2	0
281168BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	7	0	0
281249BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	18	0	0
281475BR	Store Associate	Website - External Career Site	17	2	1
281527BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	24	5	0
281777BR	Acct Exec, Comm Sol Exempt	Website - External Career Site	6	1	1
281873BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	27	1	0
281953BR	Store Associate - PT	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	9	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
282080BR	EAE-Enterprise Account Exec	Referral - Employee Referral	1	1	1
		Website - External Career Site	7	0	0
282239BR	Store Associate	Website - External Career Site	11	1	1
282280BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	0	0
283651BR	Store Specialist Nonexempt	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	21	0	0
283660BR	Store Specialist Nonexempt	Former Employee - Rehire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	43	0	0
283667BR	Store Specialist Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	9	0	0