

## 2021 FCC Unit Structure

### FCC Unit: 13531 Eastern New York

Address	City	State	Postal Zip Code
104 Watervliet Ave	Albany	NY	12206
130 Washington Ave Ext	Albany	NY	12203
131 Colonie Ctr	Albany	NY	12205
337 New Karner Rd	Albany	NY	12205
114 Sanford Farms (HWY 30)	Amsterdam	NY	12010
4848 State Highway 30	Amsterdam	NY	12010
15 Clifton County Road	Clifton Park	NY	12065
279 Troy Road	East Greenbush	NY	12144
177 Canal St	Ellenville	NY	12428
227 Dix Ave	Glens Falls	NY	12801
2160 Amsterdam Rd	Glenville	NY	12302
500 Amsterdam Rd	Glenville	NY	12302
1161 Ulster Avenue	Kingston	NY	12401
142 Schwenk Drive	Kingston	NY	12401
20 Century Hill Dr	Latham	NY	12110
664 New Loudon Road	Latham	NY	12110
2778 State Rt 52	Liberty	NY	12754
3859 State Route 11	Malone	NY	12953
277 Andrews St	Massena	NY	13662
15 Industrial Dr	Middletown	NY	10941
2 Industrial Dr	Middletown	NY	10941
27 Industrial Dr	Middletown	NY	10941
90 Crystal Run Rd	Middletown	NY	10941
1223 Route 300	Newburgh	NY	12550
123 Corporate Dr	Oneonta	NY	13820
29 Plattsburgh Consumer Square	Plattsburgh	NY	12901
68 Bridge St	Plattsburgh	NY	12901
12 Reservoir Sq	Poughkeepsie	NY	12601
894 State Route 9	Queensbury	NY	12804
42 Champlain St	Rouses Point	NY	12979
488 Broadway	Saranac Lake	NY	12983
1 Marketplace Rd	Saratoga Springs	NY	12866
174 West Avenue	Saratoga Springs	NY	12866
1021 Highbridge Rd	Schenectady	NY	12303
262 Saratoga Road	Schenectady	NY	12302
412C Balltown Road.	Schenectady	NY	12304
50 Water Plant Rd	Troy	NY	12182
740 Hoosick Rd	Troy	NY	12180
438 Broadway	Ulster Park	NY	12487

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 # 13531

**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

ALBANY, NY

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) 7/1/2021-6/30/2021

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: 13531 Eastern New York

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

## **Brazen Virtual Job Fair**

- October 29, 2020
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

## **Albany Job Fair**

- April 21, 2021
- Holiday Inn Express- Latham, NY
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

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

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

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



2021 FCC Outreach Sources

FCC Unit: 13531 Eastern New York						
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
100 Hispanic Women-Westchester Chapter	Nereida@100HispanicWomenofWestchester.org	914-428-3710	81 Pondfield Road	Bronxville	NY	10708
Abenaki Nation of Missisquoi	eugene.rich@abenakination.com	(802) 868-6255	100 Grand Avenue	Swanton	VT	5488
Acces- VR - Mid-Hudson District Office	mary.oconnell@nysed.gov	(845) 452-5376	301 Manchester Road	Poughkeepsie	NY	12603
ACCES-VR Albany District Office	Kathleen.Demuth@nysed.gov	(518) 485-7748	80 Wolf Road	Albany	NY	12205
Ahrcnyc Employment & Business Services Corp	belma.dautovic@ahrcnyc.org	718-639-5500	38-18 Woodside Avenue	Queens	NY	11104
Alfred University	crandallj@alfred.edu	(607) 871-2798	1 Saxon Drive	Alfred Station	NY	14803
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928
Association of Black Journalists -Hofstra University	kristal.zook@hofstra.edu	(800) 463-7872	1000 Hempstead Turnpike	Hempstead	NY	11550
Austin Community College	jpcaïn@austinncc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	TX	78752-4390
Bill J. Priest Institute for Economic Development	eccjobs@dcccd.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111
Bronx Workforce 1 Career Center	ozias.batista@labor.ny.gov	718-960-7901	400 East Fordham Road	The Bronx	NY	10458
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
Buffalo Downtown - Career Center	greg.corral@labor.ny.gov	716-851-2600	284 Main Street	Buffalo	NY	14202
Buffalo State College	joneska@buffalostate.edu	716-878-6210	415 Cleveland Hall	Buffalo	NY	14222
CDO Workforce - Chenango County	david.croston@labor.state.ny.us	607-778-3004	1 O' Hara Drive	Norwich	NY	13815
CDO Workforce Center	William.Haines@labor.state.ny.us	(607) 432-4800	8-12 Dietz Street	Oneonta	NY	13820
Center For Employment Opportunities HQ (CEO)	cwatler@ceoworks.org	(212) 422-4430	50 Broadway	New York	NY	10004
Centerstate CEO	CEO@centerstateceo.com	315-470-8000	572 South Salina Street	Syracuse	NY	13202
Chenango Chamber of Commerce	arobinson@chenangony.org	607-334-1400	15 South Broad Street	Norwich	NY	13815
City College of New York	rchristian@ccny.cuny.edu	212-650-5327	Convent Ave. @138th Street	New York	NY	10031
Columbia Greene Workforce New York	Pradeep.Inampudi@labor.ny.gov	(518) 828-4654	4400 Route 23	Hudson	NY	12534
Creative Artists Agency	helen@aaaa.org	212-682-2500	405 Lexington Avenue, 19th Floor	New York	NY	10174
Delaware Valley Job Corps Center	Hill.Hunter@jobcorps.org	(845) 887-5400	9368 State Route 97	Callicoon	NY	12723
Disabled American veterans - Marcelle Nolan #158	wdw229s@aol.com	518-877-4786	15 Old Gick Rd Golden Corral	Saratoga Springs	NY	12866
Disciples for Christ Community Outreach, Inc	disciplescommunityoutreach@yahoo.com	585-719-8721	71 Rockview Terrace	Rochester	NY	14606
Dutchess County Regional Chamber of Commerce	christine@dcrcoc.org	845-454-1700	Suite 400	Poughkeepsie	NY	12601
Dutchess County Veterans Service Agency	pcondon@co.dutchess.ny.us		22 Market Street	Poughkeepsie	NY	12601
East End Disability Associates, Inc.	services@eed-a.org	631-369-7345	107 Roanoke Avenue	Riverhead	NY	11901
Elnu Abenaki Tribe	gitceedadann@yahoo.com		5243 Vermont 30	Jamaica	VT	5343
ESGR - Employer Support of the Guard and Reserve - New York	darlene.a.stanton.ct@mail.mil	518-786-4911		New York	NY	10286
Fordham University - Lincoln Center Campus	casingal@fordham.edu	212-636-6284	Lincoln Center Campus	New York	NY	10023
Hostos Community College-City University of New York	gventura@hostos.cuny.edu	718-518-4468	120 E. 149th Street	Bronx	NY	13081
Islamic Society of Vermont	salam@isvt.org	(802) 655-6711	182 Hegeman Avenue	Colchester	VT	5446
Jewish Disability Empowerment Centre	lweinstein@yadempowers.org	212-284-6936	576 5th Avenue	New York	NY	10036
LDA of New York - Western New York	arodriguez@ldaofwny.org		2555 Elmwood Avenue	Buffalo	NY	14217
Lehman College Art Gallery	career.services@lehman.cuny.edu	718-960-8232	250 Bedford Park Boulevard West	The Bronx	NY	10468
Long Island University - C.W. Post Campus	post-careersuccess@liu.edu	(516) 299-3214	CW Post Campus	Brookville	NY	11548
Managed Care Network	battaglia@managedcarenetwork.com	585-314-3057	1625 Buffalo Avenue	Niagara Falls	NY	14303
Managed Care Network	jkubek@managedcarenetwork.com	585-314-3057	1625 Buffalo Avenue	Niagara Falls	NY	14303
Manhattan College	bernadette.blocker@manhattan.edu	718-862-7965	Manhattan College Parkway	Riverdale	NY	10471
Marine For Life - Buffalo	kara.blome@sig.com	(716) 885-6529	3 Porter Avenue	Buffalo	NY	14202
Middletown Vet Center	Jerry.Sutter@va.gov		726 East Main Street	Middletown	NY	10940
Montclair State University	freedmand@mail.montclair.edu	973-655-5194		Montclair	NJ	7043
Montgomery County Veterans Service Agency	dthompson@co.montgomery.ny.us	518-853-8152	P. O. Box 1500	Fonda	NY	12068
NABJ National Association of Black Journalists - New York	rwatson@buffnews.com			Buffalo	NY	14240
Nassau Community College	studentjobs@ncc.edu	516-572-7132	One Education Drive	Garden City	NY	11530
New York State Department of Labor	Lisa.Padilla-Hansen@labor.ny.gov		521 Boices Lane	Kingston	NY	12401
New York State Educational Department (VESID) - Albany	jtedesco@mail.nysed.gov	518-485-1759	80 Wolf Road	Colonie	NY	12205
New York State Educational Department (VESID) - Mid-Hudson District	Linda.Schramm@nysed.gov	(845) 452-5425	301 Manchester Road	Poughkeepsie	NY	12603
North Country Community College	jcarpenter@ncccd.edu	(518) 891-2915	23 Santanoni Avenue	Saranac Lake	NY	12983
Nulhegan Abenaki Tribe	chiefdonstevens@comcast.net		156 Bacon Drive	Shelburne	VT	5482
NYS Department of Labor - Putnam Workforce Partnership	michelle.davis@labor.ny.gov	845-808-1651 x46611	110 Old Route 6	Carmel Hamlet	NY	10512
NYS Division of Veterans Services - Albany	dvsinfo@veterans.ny.gov	(518) 626-5680	113 Holland Avenue	Albany	NY	12208
Passaic County Community College	mpowell@pccc.edu	(973) 684-6136	1 College Boulevard	Paterson	NJ	7505
Rochester Association of Black Journalists	rmccollo@gmail.com	(585) 442-3728	P.O. Box 60210	Rochester	NY	14603
Rockland Community College	dreyes@sunyrockland.edu	845-574-4000	145 College Road	Suffern	NY	10901
Schoharie County Community Action Program, Inc.	mholmes@sccapinc.org		795 East Main Street	Cobleskill	NY	12043
Schoharie County Community Action Program, Inc.	ralph.grugnale@labor.ny.gov	518-842-3676	795 East Main Street	Cobleskill	NY	12043
Sheltering Arms	bkimbiz@shelteringarmsny.org	212-675-1000	305 7th Avenue	New York	NY	10001
Soldier for Life Transition Assistance Program - Fort Myer	juan.c.rodriiguez64.civ@mail.mil		126 Forrest Circle	Arlington	VA	22211
Soldiers for Life Transition Assistance Program - Fort Drum	santina.e.ddoldo.ctr@mail.mil	315-772-2048	10000 10th Mountain Division Drive	Watertown	NY	13602
South Burlington Vet Center	marie.milord@va.gov	802-862-1806	19 Gregory Drive Suite 201	South Burlington	VT	5403
St. Bonaventure University	career@sbu.edu			St. Bonaventure	NY	14778
St. Francis College	chughes@sfc.edu	(718) 489-5360	180 Remsen Street	Brooklyn	NY	11201
St. Lawrence County One Stop Career Center - Canton	Jamie.Demers@labor.ny.gov	(315) 386-3276	80 New York 310	Canton	NY	13617
St. Lawrence County One Stop Career Center - Massena	Melissa.Baretsky@labor.ny.gov	(315) 769-3596	35 Glenn Street	Massena	NY	13662
Stratton VA Medical Center	erin.leblanc@va.gov	518-764-0668	113 Holland Avenue	Albany	NY	12208
Suffolk County Community College	richare@sunysuffolk.edu	(631) 451-4049	533 College Road	Selden	NY	11784
Sullivan County Career Center - Monticello	laura.quigley@co.sullivan.ny.us	845-794-3340	50 North Street	Monticello	NY	12701
SUNY - Cobleskill	pestadh@cobleskill.edu		State Route 7	Cobleskill	NY	12043
SUNY - Purchase College	rachael.remenyi@purchase.edu		735 Anderson Hill Road	Harrison	NY	10577
SUNY Plattsburgh	urbanse@plattsburgh.edu	(518) 564-2000	101 Broad Street	Plattsburgh	NY	12901
The Arc of Berkshire County	rhawes@bcarc.org	413-443-1038	395 South Street	Pittsfield	MA	1201
The College of New Rochelle	martorres@cnr.edu		29 Castle Place	New Rochelle	NY	10805
Triversity	poconocin@gmail.com	(484) 269-8862	201 West Harford Street	Milford	PA	18337
Turning Point Center, Recovering Programs	chuckh@turningpointcentervt.org	(802) 861-3150	179 South Winooski Avenue	Burlington	VT	5401
Turning Point Center, Recovering Programs	johnng@turningpointcentervt.org		179 South Winooski Avenue	Burlington	VT	5401
Ulster County Veteran's Services	mcoz@co.ulster.ny.us	(845) 340-3190	308 Flatbush Avenue	Kingston	NY	12401
Ulster County Veteran's Services	smas@co.ulster.ny.us		308 Flatbush Avenue	Kingston	NY	12401
University at Buffalo - The State University of New York	jca@buffalo.edu	716-645-2231		Buffalo	NY	14260
Vassar College - Women's Resource Center	dfernando@vassar.edu	(845) 437-3521	124 Raymond Avenue	Poughkeepsie	NY	12604
Veteran Career Center- Syracuse University	jrpluta@syr.edu	(315) 443-3616	820 Comstock Avenue	Syracuse	NY	13210
Warren County Employment & Training - Queensbury	anthony.ruggiero@labor.state.ny.us	518-743-0925	Northway Plaza	Queensbury	NY	12804
Warren County Employment & Training - Queensbury	Kimberly.Haviland@labor.ny.gov	518-884-4170	Northway Plaza	Queensbury	NY	12804
Westchester Employment Center - White Plains	john.oshaughnessy@labor.ny.gov	914-995-7599	120 Bloomingdale Road	White Plains	NY	10605
Western Connecticut State University	ciarleglio@wcsu.edu	203-837-8263	181 White Street	Danbury	CT	6810
Working Solutions One Stop Center - Utica	william.shay@labor.ny.gov	518-242-8218	320 N. Prospect Street	Utica	NY	13501
YWCA NorthEastern New York	ascott@ywca-neny.org		44 Washington Avenue	Schenectady	NY	12305

## 2021 FCC Source Evaluation Report

FCC Unit: 13531 Eastern New York

Source	Applicant Count	Interview Count	Hire Count
Ad - TV Commercial Advertisement	1	1	1
Brazen	8	8	5
Campaign - Indeed	81	81	39
Contractor - Conversion	1	1	1
Direct Sourcing - ATS	18	18	10
Direct Sourcing - Indeed	65	65	34
Direct Sourcing - Line Networking	1	1	1
Direct Sourcing - LinkedIn	3	3	3
Direct Sourcing - Other	1	1	1
Direct Sourcing - Recruiter Networking	3	3	3
Former Employee - Rehire	30	30	14
Internal - Internal Hire	32	32	1
Internet - Career Builders	1	1	1
Internet - Craigslist.com	1	1	0
Internet - Facebook.com	7	7	6
Internet - Glassdoor.com	1	1	1
Internet - Google	7	7	7
Internet - Indeed	505	502	306
Internet - LinkedIn	6	6	3
Internet - Monster	2	2	0
Internet - Other	1	1	1
Internet - SimplyHired	1	1	1
Internet - Ziprecruiter	9	9	5
Other	23	23	15
Referral - Employee Referral	207	207	118
Referral - Manager Referral	3	3	3
Website - External Career Site	7942	721	22
<b>Total</b>	<b>8960</b>	<b>1736</b>	<b>602</b>

## 2021 FCC Source Report

### FCC Unit: 13531 Eastern New York

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
250061BR	Sup, Ent Order Fulfillment	Internal - Internal Hire	1	1	1
		Website - External Career Site	69	6	0
264827BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	1	1	1
		Website - External Career Site	228	60	0
265935BR	Rep 1, Spectrum Mobile	Internet - Indeed	1	1	1
		Website - External Career Site	336	145	0
266863BR	Residential Inbound Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	220	65	0
267153BR	Rep 1, Cust Svc Internet/Voice	Former Employee - Rehire	1	1	0
		Internet - Indeed	14	14	1
		Referral - Employee Referral	2	2	0
		Website - External Career Site	61	13	0
267203BR	Rep 1, Cust Svc Internet/Voice	Former Employee - Rehire	1	1	0
		Internet - Indeed	29	29	14
		Referral - Employee Referral	7	7	0
		Website - External Career Site	138	12	0
267319BR	Rep 1, Spectrum Mobile	Former Employee - Rehire	3	3	0
		Internal - Internal Hire	1	1	0
		Internet - Craigslist.com	1	1	0
		Internet - Facebook.com	1	1	0
		Internet - Indeed	16	16	1
		Internet - Ziprecruiter	2	2	0
		Other	3	3	0
		Referral - Employee Referral	19	19	0
		Website - External Career Site	267	84	0
268249BR	Asst Mgr, Store	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	27	5	0
268364BR	Rep 1, Spectrum Mobile	Brazen	2	2	1
		Internet - Facebook.com	1	1	1
		Internet - Indeed	33	33	11
		Internet - Ziprecruiter	1	1	1
		Other	3	3	1
		Referral - Employee Referral	17	17	5
268678BR	MAE - Government & Education	Website - External Career Site	289	53	1
		Direct Sourcing - LinkedIn	1	1	1
268898BR	Field Technician II	Website - External Career Site	19	0	0
		Internet - Indeed	1	1	1
269024BR	Store Associate	Website - External Career Site	4	0	0
		Direct Sourcing - Indeed	2	2	1
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	44	3	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
269804BR	Rep 1, Spectrum Mobile	Brazen	3	3	2
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Facebook.com	2	2	2
		Internet - Glassdoor.com	1	1	1
		Internet - Indeed	27	27	18
		Internet - Monster	1	1	0
		Other	3	3	2
		Referral - Employee Referral	9	9	8
		Website - External Career Site	314	32	3
270158BR	Rep 1, Cust Svc Internet/Voice	Former Employee - Rehire	1	1	1
		Internet - Indeed	23	23	18
		Referral - Employee Referral	4	4	4
		Website - External Career Site	161	11	0
270161BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	20	20	15
		Referral - Employee Referral	4	4	4
		Website - External Career Site	152	8	0
270163BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	11	11	10
		Referral - Employee Referral	2	2	1
		Website - External Career Site	145	8	0
270179BR	Anchor	Direct Sourcing - Recruiter Networking	1	1	1
		Internal - Internal Hire	4	4	0
		Website - External Career Site	46	1	0
270214BR	Sr Mgr, Managing Editor	Referral - Manager Referral	1	1	1
		Website - External Career Site	4	1	0
270224BR	Planning Editor Nonexempt	Internal - Internal Hire	4	4	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	19	0	0
270231BR	Sr Dir, News	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	25	1	0
270233BR	Broadcast Engineer	Internet - Indeed	1	1	1
		Website - External Career Site	29	5	0
270574BR	Direct Sales Rep	Direct Sourcing - Indeed	5	5	0
		Referral - Employee Referral	3	3	1
		Website - External Career Site	41	3	0
270795BR	Field Technician II	Internet - Indeed	6	6	2
		Website - External Career Site	39	3	0
270796BR	Field Technician II	Internet - Indeed	7	6	3
		Website - External Career Site	32	6	0
270797BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	36	2	0
270926BR	Acct Exec, Comm Sol Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	9	4	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271102BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	7	7	3
		Internal - Internal Hire	1	1	0
		Internet - Indeed	7	7	2
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	10	10	7
		Website - External Career Site	115	10	2
271227BR	Mgr, Store	Referral - Employee Referral	1	1	1
		Website - External Career Site	65	11	0
271272BR	Sup, Customer Service	Former Employee - Rehire	1	1	1
		Website - External Career Site	73	8	0
271472BR	Field Technician II	Internet - Indeed	5	5	2
		Website - External Career Site	24	3	0
271495BR	Rep 1, Spectrum Mobile	Former Employee - Rehire	2	2	2
		Internal - Internal Hire	1	1	0
		Internet - Career Builders	1	1	1
		Internet - Facebook.com	1	1	1
		Internet - Google	3	3	3
		Internet - Indeed	14	14	9
		Internet - LinkedIn	1	1	1
		Other	4	4	4
		Referral - Employee Referral	13	13	13
		Website - External Career Site	266	8	2
271626BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	10	10	8
		Referral - Employee Referral	1	1	1
		Website - External Career Site	128	14	0
271860BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	22	1	0
272050BR	Residential Inbound Sales Rep	Campaign - Indeed	1	1	1
		Direct Sourcing - ATS	3	3	1
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	26	26	15
		Internet - LinkedIn	1	1	0
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	10	10	5
		Website - External Career Site	236	9	3
272554BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	11	2	0
272555BR	Field Technician II	Internet - Indeed	3	3	2
		Website - External Career Site	24	4	0
272582BR	Store Associate	Direct Sourcing - Indeed	3	3	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	89	7	1
272633BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	13	1	0
272634BR	Store Greeter Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	19	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272768BR	Field Technician II	Internet - Indeed	8	8	6
		Website - External Career Site	64	6	0
272944BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	19	3	0
273025BR	Store Greeter Nonexempt	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	17	1	0
273104BR	Direct Sales Rep	Internet - Indeed	7	7	3
		Website - External Career Site	22	20	0
273177BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	9	9	5
		Referral - Employee Referral	5	5	4
		Website - External Career Site	89	5	0
273320BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	11	0	0
273418BR	Asst Mgr, Store	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	21	0	0
273456BR	Editor, Media Ingest Nonexempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	24	3	0
273540BR	Field Technician II	Direct Sourcing - Other	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	19	0	0
273571BR	Account Executive	Internal - Internal Hire	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	21	7	0
273590BR	Residential Inbound Sales Rep	Ad - TV Commercial Advertisement	1	1	1
		Direct Sourcing - ATS	1	1	1
		Former Employee - Rehire	3	3	2
		Internal - Internal Hire	1	1	0
		Internet - Indeed	23	23	13
		Internet - Ziprecruiter	1	1	0
		Other	1	1	1
		Referral - Employee Referral	9	9	7
		Website - External Career Site	153	3	0
		Brazen	2	2	2
273691BR	Rep 1, Spectrum Mobile	Internet - Facebook.com	1	1	1
		Internet - Google	1	1	1
		Internet - Indeed	25	25	21
		Internet - LinkedIn	1	1	0
		Internet - Monster	1	1	0
		Other	4	4	2
		Referral - Employee Referral	6	6	4
		Website - External Career Site	208	7	1
273720BR	Direct Sales Rep	Direct Sourcing - Indeed	10	10	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	28	16	0
273752BR	Field Technician III	Former Employee - Rehire	1	1	1
273758BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	1
		Website - External Career Site	12	8	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273804BR	Mgr, Sales Mid Markets	Referral - Manager Referral	1	1	1
		Website - External Career Site	20	0	0
274022BR	Client Success Coordinator Nonexempt	Website - External Career Site	24	3	1
274089BR	Account Executive 2	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	8	5	0
274101BR	Rep 1, Spectrum Mobile	Brazen	1	1	0
		Direct Sourcing - Line Networking	1	1	1
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	2	2	0
		Internet - Facebook.com	1	1	1
		Internet - Google	3	3	3
		Internet - Indeed	14	14	11
		Other	4	4	4
		Referral - Employee Referral	10	10	5
		Website - External Career Site	278	9	1
274209BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	5	5	3
		Referral - Employee Referral	5	5	5
		Website - External Career Site	82	5	0
274213BR	Client Success Planner Exempt	Internal - Internal Hire	1	1	0
		Internet - LinkedIn	1	1	1
		Website - External Career Site	9	3	0
274503BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	11	11	0
274568BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	7	0	0
274570BR	Producer	Contractor - Conversion	1	1	1
		Website - External Career Site	20	1	0
274573BR	Asst Mgr, Store	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	32	3	0
274779BR	Direct Sales Rep	Internet - Indeed	6	6	5
		Website - External Career Site	33	32	0
274796BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	12	1	1
275000BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	18	1	0
275002BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	20	0	0
275005BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	9	1	0
275007BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	5	0	0
275017BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	3	3	3
		Website - External Career Site	42	3	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275090BR	Field Technician III	Website - External Career Site	1	1	1
275175BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	10	5	0
275555BR	Multimedia Journalist	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	22	0	0
275588BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	16	2	0
275621BR	Residential Inbound Sales Rep	Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	19	0	0
275817BR	Direct Sales Rep	Direct Sourcing - Indeed	7	7	2
		Former Employee - Rehire	1	1	0
		Website - External Career Site	25	9	0
275861BR	Rep 1, Spectrum Mobile	Internet - Indeed	16	16	13
		Referral - Employee Referral	7	7	4
		Website - External Career Site	152	5	1
275938BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	11	11	9
		Other	1	1	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	82	8	0
275939BR	Rep 1, Cust Svc Internet/Voice	Internal - Internal Hire	2	2	0
		Internet - Indeed	12	12	9
		Referral - Employee Referral	1	1	1
		Website - External Career Site	83	3	0
276059BR	Residential Inbound Sales Rep	Direct Sourcing - ATS	5	5	3
		Internal - Internal Hire	1	1	0
		Internet - Indeed	11	11	7
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	7	7	6
		Website - External Career Site	91	10	0
276078BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	9	1	0
276159BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	14	1	0
276171BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	5	0	0
276263BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	1	0
276454BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	9	1	0
276494BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	10	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276497BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	14	0	0
276616BR	Residential Inbound Sales Rep Nonexempt	Campaign - Indeed	19	19	8
		Former Employee - Rehire	3	3	0
		Internet - Indeed	6	6	4
		Internet - Ziprecruiter	1	1	1
		Website - External Career Site	342	31	0
276655BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	20	1	0
276776BR	Department Assistant Nonexempt	Website - External Career Site	25	1	1
276798BR	EAE-Enterprise Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	4	0	0
276847BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	16	2	0
276860BR	Sup, Customer Service	Internet - Indeed	1	1	1
		Website - External Career Site	84	11	0
277007BR	Direct Sales Rep	Internet - Indeed	6	6	3
		Website - External Career Site	7	4	0
277030BR	Account Executive	Website - External Career Site	9	3	1
277034BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	18	18	12
		Referral - Employee Referral	6	6	5
		Website - External Career Site	65	14	0
277169BR	Mgr, Human Resources	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	24	3	0
277249BR	Human Resources Generalist	Internet - Indeed	1	1	1
		Website - External Career Site	140	16	0
277296BR	Field Technician III	Internet - LinkedIn	1	1	1
277353BR	Master Control Operator 1 Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	3	0	0
277363BR	Residential Inbound Sales Rep Nonexempt	Campaign - Indeed	13	13	9
		Direct Sourcing - Indeed	2	2	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	12	12	8
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	3	3	3
		Website - External Career Site	354	22	0
277595BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	1	0	0
277705BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	1
		Website - External Career Site	18	2	0
277928BR	Master Control Operator 1 Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	12	1	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277938BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	7	0	0
278023BR	Direct Sales Rep	Direct Sourcing - ATS	4	4	2
		Former Employee - Rehire	1	1	0
		Website - External Career Site	15	7	0
278423BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	5	1	0
278541BR	Store Associate	Direct Sourcing - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	13	0	0
278564BR	Residential Inbound Sales Rep Nonexempt	Campaign - Indeed	15	15	8
		Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	4	4	4
		Former Employee - Rehire	1	1	0
		Internet - Indeed	12	12	5
		Internet - LinkedIn	1	1	0
		Internet - SimplyHired	1	1	1
		Referral - Employee Referral	3	3	3
278593BR	Client Success Coordinator Nonexempt	Website - External Career Site	312	18	0
279097BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	10	3	0
279325BR	Sup, Field Operations	Internet - Indeed	4	4	2
		Website - External Career Site	7	7	0
279494BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	15	4	0
279723BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	15	0	0
279796BR	EAM-Enterprise Account Manager	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	10	0	0
279852BR	Field Technician II	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	13	0	0
279901BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	18	1	0
279903BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	10	0	0
279905BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	9	1	1
280067BR	Residential Inbound Sales Rep Nonexempt	Campaign - Indeed	20	20	10
		Direct Sourcing - ATS	3	3	2
		Direct Sourcing - Indeed	2	2	1
		Internet - Indeed	5	5	2
		Internet - Other	1	1	1
		Referral - Employee Referral	3	3	0
		Website - External Career Site	340	29	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
280129BR	Asst Mgr, Store	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	5	1	0
280965BR	Residential Inbound Sales Rep	Campaign - Indeed	13	13	3
		Direct Sourcing - Indeed	2	2	0
		Former Employee - Rehire	1	1	0
		Internet - Indeed	5	5	0
		Referral - Employee Referral	16	16	4
		Website - External Career Site	242	21	1
281065BR	Direct Sales Rep	Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	4	4	0