

2021 FCC Unit Structure

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	OMB 3060-1033 September 2003	FOR FCC USE	ONLY		
FCC 396-C					
Multi-Channel Video Program Distributor EEO Annual Report	Program	FOR COMMISS FILE NO. -	SION USE ONLY		
Read INSTRUCTIONS Before Filling Out Form					
SECTION I IDENTIFYING INFORMATION					
A. Name of Operator: TIME WARNER CABLE					
MSO Name: CHARTER COMMUNICATIONS					
B. Employment Unit's Mailing Address 7910 CRESCENT EXECUTIVE DRIVE					
City CHARLOTTE	State NC		ip Code 3217-		
E-Mail Address (if available) JENNIFER.GOAD@CHARTER.COM					
FCC Registration Number:					
Emp. Unit ID # 13531					
Application Purpose					
New Program Report					
C 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)					
C Fewer than six (6) full-time employees during the selected pays	oll period: Co	nplete Sectio	ns I, II and V	1	
Six (6) or more full-time employees during the selected payroll Supplemental Investigation Sheet, if attached	period: Comp	lete ALL sect	ions of the Form 396-C a	and the	
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 Comp	rising Local E	mployment U	nit		
Ident No. Name of Community		Lc	ocation (State)	Туре	
Review the list of communities served on the previous year's subm additions or deletions, using the format noted above. NOTE: APPL OPERATORS AND NOT TO OTHER MVPD UNITS.]	

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

9/28/21, 10:11 AM

CDBS Print

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?	• Yes O No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	• Yes O 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?	• Yes • No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	⊙ _{Yes} O _{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?	• Yes O 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?	• Yes O 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?	€ _{Yes} C _{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?	⊙ _{Yes} O _{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?	• Yes O 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

Agency 00 Hispanic Women-Westchester Chapter	Recipient Email(s) Nereida@100HispanicWomenofWestchester.org	Recipient Phone Number 914-428-3710	Agency Address 81 Pondfield Road	Agency City Bronxville	Agency State NY	Agency 10708
benaki Nation of Missisquoi	eugene.rich@abenakination.com	(802) 868-6255	100 Grand Avenue	Swanton	VT	5488
cces- VR - Mid-Hudson District Office	mary.oconnell@nysed.gov	(845) 452-5376	301 Manchester Road	Poughkeepsie	NY	12603
CCES-VR Albany District Office	Kathleen.Demuth@nysed.gov	(518) 485-7748	80 Wolf Road	Albany	NY	12205
hrcnyc Employment & Business Services Corp	belma.dautovic@ahrcnyc.org	718-639-5500	38-18 Woodside Avenue	Queens	NY	11104
Ifred University	crandallj@alfred.edu	(607) 871-2798	1 Saxon Drive	Alfred Station	NY	14803
mberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	ТХ	75034-192
ssociation of Black Journalists -Hofstra University	kristal.zook@hofstra.edu	(800) 463-7872	1000 Hempstead Turnpike	Hempstead	NY	11550
ustin Community College	jpcain@austincc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	ТХ	78752-439
ill J. Priest Institute for Economic Development	eccjobs@dcccd.edu	214-521-0407	1402 Corinth St	Dallas	ТХ	75215-211
ronx Workforce 1 Career Center	ozias.batista@labor.ny.gov	718-960-7901	400 East Fordham Road	The Bronx	NY	10458
rookhaven College	bhcjobs@dcccd.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-490
rown Girls Doc Mafia	bgdmoutreach@gmail.com	572-800-4854	570 Jamaica Avenue	Brooklyn	NY	11208
uffalo Downtown - Career Center	greg.corral@labor.ny.gov	716-851-2600	284 Main Street	Buffalo	NY	14202
uffalo State College	joneska@buffalostate.edu	716-878-6210	415 Cleveland Hall	Buffalo	NY	14202
DO Workforce - Chenango County	david.croston@labor.state.ny.us	607-778-3004	1 O`Hara Drive	Norwich	NY	13815
DO Workforce Center	William.Haines@labor.state.ny.us	(607) 432-4800	8-12 Dietz Street	Oneonta	NY	13815
enter For Employment Opportunities HQ (CEO)	cwatler@ceoworks.org	(212) 422-4430		New York	NY	10004
enterstate CEO	- -	315-470-8000	50 Broadway 572 South Salina Street		NY	13202
	CEO@centerstateceo.com		15 South Broad Street	Syracuse		
henango Chamber of Commerce	arobinson@chenangony.org	607-334-1400		Norwich	NY	13815
ity College of New York	rchristian@ccny.cuny.edu	212-650-5327	Convent Ave. @138th Street	New York	NY	10031
olumbia Greene Workforce New York	Pradeep.Inampudi@labor.ny.gov	(518) 828-4654	4400 Route 23	Hudson	NY	12534
reative Artists Agency	helen@aaaa.org	212-682-2500	405 Lexington Avenue, 19th Floor	New York	NY	10174
elaware Valley Job Corps Center	Hill.Hunter@jobcorps.org	(845) 887-5400	9368 State Route 97	Callicoon	NY	12723
isabled American veterans - Marcelle Nolan #158	wdw229s@aol.com	518-877-4786	15 Old Gick Rd Golden Corral	Saratoga Springs	NY	12866
isciples for Christ Community Outreach, Inc	disciplescommunityoutreach@yahoo.com	585-719-8721	71 Rockview Terrace	Rochester	NY	14606
utchess County Regional Chamber of Commerce	christine@dcrcoc.org	845-454-1700	Suite 400	Poughkeepsie	NY	12601
utchess County Veterans Service Agency	pcondon@co.dutchess.ny.us		22 Market Street	Poughkeepsie	NY	12601
ast End Disability Associates, Inc.	services@eed-a.org	631-369-7345	107 Roanoke Avenue	Riverhead	NY	11901
nu Abenaki Tribe	gitceedadann@yahoo.com		5243 Vermont 30	Jamaica	VT	5343
SGR - Employer Support of the Guard and Reserve - New York	darlene.a.stanton.ctr@mail.mil	518-786-4911		New York	NY	10286
ordham University - Lincoln Center Campus	casingal@fordham.edu	212-636-6284	Lincoln Center Campus	New York	NY	10023
ostos Community College-City University of New York	gventura@hostos.cuny.edu	718-518-4468	120 E. 149th Street	Bronx	NY	13081
lamic Society of Vermont	salam@isvt.org	(802) 655-6711	182 Hegeman Avenue	Colchester	VT	5446
ewish Disability Empowerment Centre	lweinstein@yadempowers.org	212-284-6936	576 5th Avenue	New York	NY	10036
DA of New York - Western New York	arodriguez@ldaofwny.org		2555 Elmwood Avenue	Buffalo	NY	14217
ehman College Art Gallery	career.services@lehman.cuny.edu	718-960-8232	250 Bedford Park Boulevard West	The Bronx	NY	10468
ong Island University - C.W. Post Campus	post-careersuccess@liu.edu	(516) 299-3214	CW Post Campus	Brookville	NY	11548
lanaged Care Network	battaglia@managedcarenetwork.com	585-314-3057	1625 Buffalo Avenue	Niagara Falls	NY	14303
lanaged Care Network	jkubek@managedcarenetwork.com	585-314-3057	1625 Buffalo Avenue	Niagara Falls	NY	14303
Ianhattan College	bernadette.blocker@manhattan.edu	718-862-7965	Manhattan College Parkway	Riverdale	NY	10471
1arine For Life - Buffalo	kara.blome@sig.com	(716) 885-6529	3 Porter Avenue	Buffalo	NY	14202
	- •	(710) 883-0529	726 East Main Street		NY	
1iddletown Vet Center	Jerry.Sutter@va.gov		726 East Main Street	Middletown		10940
Iontclair State University	freedmand@mail.montclair.edu	973-655-5194	D. O. Doy 1500	Montclair	NJ	7043
1ontgomery County Veterans Service Agency	dthompson@co.montgomery.ny.us	518-853-8152	P. O. Box 1500	Fonda	NY	12068
ABJ National Association of Black Journalists - New York	rwatson@buffnews.com			Buffalo	NY	14240
assau Community College	studentjobs@ncc.edu	516-572-7132	One Education Drive	Garden City	NY	11530
ew York State Department of Labor	Lisa.Padilla-Hansen@labor.ny.gov		521 Boices Lane	Kingston	NY	12401
ew York State Educational Department (VESID) - Albany	jtedesco@mail.nysed.gov	518-485-1759	80 Wolf Road	Colonie	NY	12205
ew York State Educational Department (VESID) - Mid-Hudson District	Linda.Schramm@nysed.gov	(845) 452-5425	301 Manchester Road	Poughkeepsie	NY	12603
orth Country Community College	jcarpenter@nccc.edu	(518) 891-2915	23 Santanoni Avenue	Saranac Lake	NY	12983
ulhegan Abenaki Tribe	chiefdonstevens@comcast.net		156 Bacon Drive	Shelburne	VT	5482
YS Department of Labor - Putnam Workforce Partnership	michelle.davis@labor.ny.gov	845-808-1651 x46611	110 Old Route 6	Carmel Hamlet	NY	10512
YS Division of Veterans Services - Albany	dvsinfo@veterans.ny.gov	(518) 626-5680	113 Holland Avenue	Albany	NY	12208
assaic County Community College	mpowell@pccc.edu	(973) 684-6136	1 College Boulevard	Paterson	NJ	7505
ochester Association of Black Journalists	rmccollo@gmail.com	(585) 442-3728	P.O. Box 60210	Rochester	NY	14603
ockland Community College	dreyes@sunyrockland.edu	845-574-4000	145 College Road	Suffern	NY	10901
choharie County Community Action Program, Inc.	mholmes@sccapinc.org		795 East Main Street	Cobleskill	NY	12043
choharie County Community Action Program, Inc.	ralph.grugnale@labor.ny.gov	518-842-3676	795 East Main Street	Cobleskill	NY	12043
heltering Arms	bkimbiz@shelteringarmsny.org	212-675-1000	305 7th Avenue	New York	NY	10001
oldier for Life Transition Assistance Program - Fort Myer	juan.c.rodriguez64.civ@mail.mil		126 Forrest Circle	Arlington	VA	22211
oldiers for Life Transition Assistance Program - Fort Drum	santina.e.doldo.ctr@mail.mil	315-772-2048	10000 10th Mountain Division Drive	Watertown	NY	13602
outh Burlington Vet Center	marie.milord@va.gov	802-862-1806	19 Gregory Drive Suite 201	South Burlington	VT	5403
t. Bonaventure University	career@sbu.edu			St. Bonaventure	NY	14778
t. Francis College	chughes@sfc.edu	(718) 489-5360	180 Remsen Street	Brooklyn	NY	11201
t. Lawrence County One Stop Career Center - Canton	Jamie.Demers@labor.ny.gov	(315) 386-3276	80 New York 310	Canton	NY	13617
t. Lawrence County One Stop Career Center - Canton t. Lawrence County One Stop Career Center - Massena	Melissa.Baretsky@labor.ny.gov	(315) 386-3276	35 Glenn Street	Massena	NY	13617
t. Lawrence County One Stop Career Center - Massena tratton VA Medical Center		(315) 769-3596 518-764-0668	35 Glenn Street 113 Holland Avenue		NY	13662
	erin.leblanc@va.gov			Albany		
uffolk County Community College	richare@sunysuffolk.edu	(631) 451-4049	533 College Road	Selden	NY	11784
ullivan County Career Center - Monticello	laura.quigley@co.sullivan.ny.us	845-794-3340	50 North Street	Monticello	NY	12701
JNY - Cobleskill	pestadh@cobleskill.edu		State Route 7	Cobleskill	NY	12043
UNY - Purchase College	rachael.remenyi@purchase.edu		735 Anderson Hill Road	Harrison	NY	10577
JNY Plattsburgh	urbanse@plattsburgh.edu	(518) 564-2000	101 Broad Street	Plattsburgh	NY	12901
ne Arc of Berkshire County	rhawes@bcarc.org	413-443-1038	395 South Street	Pittsfield	MA	1201
ne College of New Rochelle	martorres@cnr.edu		29 Castle Place	New Rochelle	NY	10805
iversity	poconocin@gmail.com	(484) 269-8862	201 West Harford Street	Milford	PA	18337
Irning Point Center, Recovering Programs	chuckh@turningpointcentervt.org	(802) 861-3150	179 South Winooski Avenue	Burlington	VT	5401
	johng@turningpointcentervt.org		179 South Winooski Avenue	Burlington	VT	5401
urning Point Center, Recovering Programs	mcoz@co.ulster.ny.us	(845) 340-3190	308 Flatbush Avenue	Kingston	NY	12401
			308 Flatbush Avenue	Kingston	NY	12401
ster County Veteran's Services	smas@co.ulster.ny.us			Buffalo	NY	14260
Ister County Veteran's Services Ister County Veteran's Services	smas@co.ulster.ny.us jca@buffalo.edu	716-645-2231				12604
ster County Veteran's Services ster County Veteran's Services niversity at Buffalo - The State University of New York		716-645-2231 (845) 437-3521	124 Raymond Avenue	Poughkeepsie	NY	12004
lster County Veteran's Services lster County Veteran's Services niversity at Buffalo - The State University of New York assar College - Women's Resource Center	jca@buffalo.edu dfernando@vassar.edu	(845) 437-3521	124 Raymond Avenue 820 Comstock Avenue		NY NY	13210
ster County Veteran's Services ster County Veteran's Services niversity at Buffalo - The State University of New York assar College - Women's Resource Center eteran Career Center- Syracuse University	jca@buffalo.edu dfernando@vassar.edu jrpluta@syr.edu	(845) 437-3521 (315) 443-3616	820 Comstock Avenue	Syracuse	NY	13210
ster County Veteran's Services ster County Veteran's Services niversity at Buffalo - The State University of New York assar College - Women's Resource Center eteran Career Center- Syracuse University farren County Employment & Training - Queensbury	jca@buffalo.edu dfernando@vassar.edu jrpluta@syr.edu anthony.ruggiero@labor.state.ny.us	(845) 437-3521 (315) 443-3616 518-743-0925	820 Comstock Avenue Northway Plaza	Syracuse Queensbury	NY NY	13210 12804
Ister County Veteran's Services Ister County Veteran's Services Iniversity at Buffalo - The State University of New York Assar College - Women's Resource Center Peteran Career Center- Syracuse University Varren County Employment & Training - Queensbury Varren County Employment & Training - Queensbury	jca@buffalo.edu dfernando@vassar.edu jrpluta@syr.edu anthony.ruggiero@labor.state.ny.us Kimberly.Haviland@labor.ny.gov	(845) 437-3521 (315) 443-3616 518-743-0925 518-884-4170	820 Comstock Avenue Northway Plaza Northway Plaza	Syracuse Queensbury Queensbury	NY NY NY	13210 12804 12804
urning Point Center, Recovering Programs Ister County Veteran's Services Ister County Veteran's Services niversity at Buffalo - The State University of New York assar College - Women's Resource Center eteran Career Center- Syracuse University /arren County Employment & Training - Queensbury /arren County Employment & Training - Queensbury /estchester Employment Center - White Plains	jca@buffalo.edu dfernando@vassar.edu jrpluta@syr.edu anthony.ruggiero@labor.state.ny.us Kimberly.Haviland@labor.ny.gov john.oshaughnessy@labor.ny.gov	(845) 437-3521 (315) 443-3616 518-743-0925 518-884-4170 914-995-7599	820 Comstock Avenue Northway Plaza Northway Plaza 120 Bloomingdale Road	Syracuse Queensbury Queensbury White Plains	NY NY NY NY	13210 12804 12804 10605
Ister County Veteran's Services Ister County Veteran's Services niversity at Buffalo - The State University of New York assar College - Women's Resource Center eteran Career Center- Syracuse University /arren County Employment & Training - Queensbury /arren County Employment & Training - Queensbury	jca@buffalo.edu dfernando@vassar.edu jrpluta@syr.edu anthony.ruggiero@labor.state.ny.us Kimberly.Haviland@labor.ny.gov	(845) 437-3521 (315) 443-3616 518-743-0925 518-884-4170	820 Comstock Avenue Northway Plaza Northway Plaza	Syracuse Queensbury Queensbury	NY NY NY	13210 12804 12804



2021 FCC Source Evaluation Report

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
Total	8960	1736	602



2021 FCC Source Report

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
250061BR	Sup, Ent Order Fulfillment	Internal - Internal Hire	1	1	1
25000151	Sup, Ent Order Fullmintent	Website - External Career Site	69	6	0
264827BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	1	1	1
20402708	Rep 1, cust svc internet/voice	Website - External Career Site	228	60	0
26502500	Den 1. Greetware Mahile	Internet - Indeed	1	1	1
265935BR	Rep 1, Spectrum Mobile	Website - External Career Site	336	145	0
26606200	Desidential taken of Cales Day	Referral - Employee Referral	1	1	1
266863BR	Residential Inbound Sales Rep	Website - External Career Site	220	65	0
		Former Employee - Rehire	1	1	0
26745200	Den 1. Cust Sus Internet (Maine	Internet - Indeed	14	14	1
267153BR	Rep 1, Cust Svc Internet/Voice	Referral - Employee Referral	2	2	0
		Website - External Career Site	61	13	0
		Former Employee - Rehire	1	1	0
26720200	Deve 1. Creat Creater and Musica	Internet - Indeed	29	29	14
267203BR	Rep 1, Cust Svc Internet/Voice	Referral - Employee Referral	7	7	0
		Website - External Career Site	138	12	0
		Former Employee - Rehire	3	3	0
		Internal - Internal Hire	1	1	0
		Internet - Craigslist.com	1	1	0
		Internet - Facebook.com	1	1	0
267319BR	Rep 1, Spectrum Mobile	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
26924000	Asst Mar Store	Direct Sourcing - Indeed	1	1	1
268249BR	Asst Mgr, Store	Website - External Career Site	27	5	0
		Brazen	2	2	1
		Internet - Facebook.com	1	1	1
		Internet - Indeed	33	33	11
268364BR	Rep 1, Spectrum Mobile	Internet - Ziprecruiter	1	1	1
		Other	3	3	1
		Referral - Employee Referral	17	17	5
		Website - External Career Site	289	53	1
268678BR	MAE - Government & Education	Direct Sourcing - LinkedIn	1	1	1
20007001		Website - External Career Site	19	0	0
268898BR	Field Technician II	Internet - Indeed	1	1	1
20000001		Website - External Career Site	4	0	0
		Direct Sourcing - Indeed	2	2	1
269024BR	Store Associate	Internal - Internal Hire	1	1	0
20302701		Referral - Employee Referral	1	1	0
		Website - External Career Site	44	3	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Brazen	3	3	2
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Facebook.com	2	2	2
269804BR	Rep 1, Spectrum Mobile	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
		Former Employee - Rehire	1	1	1
270158BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	23	23	18
	······································	Referral - Employee Referral	4	4	4
		Website - External Career Site	161	11	0
		Internet - Indeed	20	20	15
270161BR	Rep 1, Cust Svc Internet/Voice	Referral - Employee Referral	4	4	4
		Website - External Career Site	152	8	0
		Internet - Indeed	11	11	10
270163BR	Rep 1, Cust Svc Internet/Voice	Referral - Employee Referral	2	2	1
	• • •	Website - External Career Site	145	8	0
	Anchor	Direct Sourcing - Recruiter Networking	1	1	1
270179BR		Internal - Internal Hire	4	4	0
		Website - External Career Site	46	1	0
		Referral - Manager Referral	1	1	1
270214BR	Sr Mgr, Managing Editor	Website - External Career Site	4	1	0
				-	C C
		Internal - Internal Hire	4	4	0
270224BR	Planning Editor Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	19	0	0
270231BR	Sr Dir, News	Direct Sourcing - Recruiter Networking	1	1	1
27023151	Si Dii, News	Website - External Career Site	25	1	0
27022200	Dreadeast Fasiacar	Internet - Indeed	1	1	1
270233BR	Broadcast Engineer	Website - External Career Site	29	5	0
		Direct Sourcing - Indeed	5	5	0
270574BR	Direct Sales Rep	Referral - Employee Referral	3	3	1
		Website - External Career Site	41	3	0
		Internet - Indeed	6	6	2
270795BR	Field Technician II	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
2/0/3/DK		Website - External Career Site	36	2	0
		Former Employee - Rehire	1	1	1
270926BR	Acct Exec, Comm Sol Exempt	Website - External Career Site	9	4	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Direct Sourcing - Indeed	7	7	3
		Internal - Internal Hire	1	1	0
		Internet - Indeed	7	7	2
271102BR	Residential Inbound Sales Rep	Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	10	10	7
		Website - External Career Site	115	10	2
		Website - External Career Site	115	10	2
		Referral Employee Referral	1	1	1
271227BR	Mgr, Store	Referral - Employee Referral	1	1	1
		Website - External Career Site	65	11	0
			4		
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
		Former Employee - Rehire	2	2	2
		Internal - Internal Hire	1	1	0
		Internet - Career Builders	1	1	1
		Internet - Facebook.com	1	1	1
274 40500	Den 4. Greetware Markile	Internet - Google	3	3	3
271495BR	Rep 1, Spectrum Mobile	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
		Website - External career site	200	0	2
		Internet - Indeed	10	10	8
271626BR	Rep 1, Cust Svc Internet/Voice	Referral - Employee Referral			
271020DK	Rep 1, cust svc internet/voice		1	1	1
		Website - External Career Site	128	14	0
			4		
27406055		Direct Sourcing - Indeed	1	1	1
271860BR	Store Associate	Internal - Internal Hire	1	1	0
		Website - External Career Site	22	1	0
		Campaign - Indeed	1	1	1
		Direct Sourcing - ATS	3	3	1
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	1	1	0
272050BR	Residential Inbound Sales Rep	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
27255400	Field Technisics U	Internet - Indeed	1	1	1
272554BR	Field Technician II	Website - External Career Site	11	2	0
		Internet - Indeed	3	3	2
272555BR	Field Technician II	Website - External Career Site	24	4	0
				•	-
		Direct Sourcing - Indeed	3	3	3
272582BR	Store Associate	Referral - Employee Referral	1	1	1
27230201		Website - External Career Site	89	7	1
			50	/	Ŧ
		Direct Coursing Indeed	4	4	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
27270000		Website - External Career Site	64	6	0
		Direct Sourcing - Indeed	2	2	1
272944BR	Direct Sales Rep	Referral - Employee Referral	1	1	0
		Website - External Career Site	19	3	0
27202500	Store Creater New workt	Direct Sourcing - Indeed	1	1	1
273025BR	Store Greeter Nonexempt	Website - External Career Site	17	1	0
273104BR	Direct Sales Rep	Internet - Indeed	7	7	3
27510401	Direct Sales hep	Website - External Career Site	22	20	0
		Internet - Indeed	9	9	5
273177BR	Rep 1, Cust Svc Internet/Voice	Referral - Employee Referral	5	5	4
		Website - External Career Site	89	5	0
		Direct Sourcing Indeed	1	1	1
273320BR	Store Associate	Direct Sourcing - Indeed Website - External Career Site	1 11	1 0	1 0
		Website - External Career Site	11	0	0
		Direct Sourcing - Indeed	1	1	1
273418BR	Asst Mgr, Store	Website - External Career Site	21	0	0
				-	-
		Referral - Manager Referral	1	1	1
273456BR	Editor, Media Ingest Nonexempt	Website - External Career Site	24	3	0
		Direct Sourcing - Other	1	1	1
273540BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	19	0	0
		Internal - Internal Hire	2	2	0
273571BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	21	7	0
		Ad T)/ Commercial Advertisement	1	1	1
		Ad - TV Commercial Advertisement Direct Sourcing - ATS	1 1	1 1	1 1
		Former Employee - Rehire	3	3	2
		Internal - Internal Hire	1	1	0
273590BR	Residential Inbound Sales Rep	Internet - Indeed	23	23	13
27333001	Residential insound sales Rep	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
		Internet - Facebook.com	1	1	1
		Internet - Google	1	1	1
		Internet - Indeed	25	25	21
273691BR	Rep 1, Spectrum Mobile	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
27272000	Direct Sales Der	Direct Sourcing - Indeed	10	10	1
273720BR	Direct Sales Rep	Referral - Employee Referral	1	1	0
		Website - External Career Site	28	16	0
273752BR	Field Technician III	Former Employee - Rehire	1	1	1
		ronner Employee - Kenne	T	T	T
		Direct Sourcing - Indeed	3	3	1
273758BR	Direct Sales Rep	Website - External Career Site	12	8	0
		The same External curver site	14	0	5



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273804BR	Mgr, Sales Mid Markets	Referral - Manager Referral	1	1	1
27500-01		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
274009BN		Website - External Career Site	8	5	0
		Brazen	1	1	0
		Direct Sourcing - Line Networking	1	1	1
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	2	2	0
27440400	Deve 4. Consistence Markila	Internet - Facebook.com	1	1	1
274101BR	Rep 1, Spectrum Mobile	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
			270	5	1
		Internet - Indeed	5	5	3
274209BR	Rep 1, Cust Svc Internet/Voice	Referral - Employee Referral	5	5	5
		Website - External Career Site	82	5	0
		Internal - Internal Hire	1	1	0
274213BR	Client Success Planner Exempt	Internet - Linkedin			-
274213DK	Client Success Flamer Exempt	Website - External Career Site	1	1	1
		website - External Career Site	9	3	0
		Internet - Indeed	1	1	1
274503BR	Direct Sales Rep	Website - External Career Site	11	11	0
			4		4
274568BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	7	0	0
274570BR	Producer	Contractor - Conversion	1	1	1
274570BR	Producer	Website - External Career Site	20	1	0
		Internal - Internal Hire	1	1	0
274573BR	Asst Mgr, Store	Referral - Employee Referral	2	2	1
		Website - External Career Site	32	3	0
		later at to dead	c	c	-
274779BR	Direct Sales Rep	Internet - Indeed Website - External Career Site	6 33	6 32	5 0
		Website - External Career Site	55	52	0
27470600	Store Associate	Referral - Employee Referral	1	1	1
274796BR	Store Associate	Website - External Career Site	12	1	1
		Internet - Indeed	1	1	1
275000BR	Field Technician II	Website - External Career Site	18	1	0
275002BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	20	0	0
		Internet - Indeed	2	2	1
275005BR	Field Technician II	Website - External Career Site	9	1	0
		lada an ada da sa d	2	2	<u>,</u>
275007BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	5	0	0
		Internal - Internal Hire	1	1	0
275017BR	Field Technician II	Internet - Indeed	3	3	3
		Website - External Career Site	42	3	0
				-	



2750088 Field Technician II Website - External Career Site 1 1 1 27517588 Account Executive Internal - Internal Arree Site 10 1 1 1 27555588 Multimedia Journalist Internal - Internal Arree Site 10 1 1 1 27555888 Store Associate Referral - Employee Referral Website - External Career Site 10 1 1 1 27552888 Store Associate Referral - Employee Referral Website - External Career Site 10 0 0 27562188 Residential Inbound Sales Rep Pricerta - Indepee Referral Website - External Career Site 19 0 0 27582188 Direct Sales Rep Direct Sourcing - Indepee Referral Website - External Career Site 16 16 13 27582188 Rep 1, Spectrum Meble Internal - Internal - Internal - Internal Price Website - External Career Site 16 16 13 27582188 Rep 1, Cust Site Internet/Voice Internal - Internal Price Website - External Career Site 16 16 13 27593888 Rep 1, Cust Site Internet/Voice	Requisition ID	Job Title	Source	Applicant <u>Count</u>	Interview Count	Hir <u>e Count</u>
27.1.7988Account LexcuiveWebsite - External Career Site105027555588Multimedia JournalistInternal - Indernal Finder111127555588Store AssociateReforal - Engineer Reforal1111127562188Store AssociateReforal - Engineer Reforal11111127562188Residential Inbound Sales RepInternal - Internal Fine1122111 <td< td=""><td>-</td><td></td><td>Website - External Career Site</td><td></td><td></td><td></td></td<>	-		Website - External Career Site			
27.1.7988Account LexcuiveWebsite - External Career Site105027555588Multimedia JournalistInternal - Indernal Finder111127555588Store AssociateReforal - Engineer Reforal1111127562188Store AssociateReforal - Engineer Reforal11111127562188Residential Inbound Sales RepInternal - Internal Fine1122111 <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td></td<>						
2755558R Multimedia Journalist Internal - Inteded Internal - Internal - Internal - Internal - Int	275175BR	Account Executive				
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2755558RMultimedia JournalistInternet - Indeed Website - External Career Site1 221 02755588RStore AssociateReferral - Employee Referral Website - External Career Site1622756218RResidential Inbound Sales RepInternal - Internal -			Internal - Internal Hire	1	1	0
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275588RStore AssociateReferral - Employee Referral Website - External Career Site11102756218RResidential Inbound Sales RepIntermal - Intermal Hire Referral - Employee Referral Website - External Career Site1102758178RDirect Sales RepDirect Sales RepDirect Sales RepDirect Sales Rep102758178RRep 1, Spectrum MobileDirect Sales RepDirect Sales Rep1112759388RRep 1, Spectrum MobileReferral - Employee Referral Website - External Career Site1516162759388RRep 1, Cuxt Suc Internet/VoiceInternet - Indeed Other Website - External Career Site11112759398RRep 1, Cuxt Suc Internet/VoiceInternet - Indeed Other Meternal - Employee Referral Website - External Career Site2202759398RRep 1, Cuxt Suc Internet/VoiceInternet - Indeed Other Meternal - Employee Referral Network - External Career Site1112760598RRep 1, Cuxt Suc Internet/VoiceInternet - Indeed Meternal - Internal Hire Meternal - Employee Referral Network - External Career Site1112760598Rprect Sales RepDirect Souring - Indeed Meternal - Employee Referral Network - External Career Site1112760598Rprect Sales RepDirect Souring - Indeed Meternal - Employee Referral Network - External Career Site1112760598Rprect Sales RepDirect Souring - Indeed Meternal - Employ	27555556	Waterneald Southanse				
27538880Store AssociateWebsite - External Career Site162027562188Residential Inbound Sales RepInternal - Internal Hire Referral - Engloyee Referral Website - External Career Site11027581788Direct Sales RepDirect Sourcing - Indeed Former Cingloyee - Rehire Website - External Career Site77227586188Rep 1, Spectrum MobileReferral - Engloyee Referral Website - External Career Site15251275863888Rep 1, Spectrum MobileReferral - Engloyee Referral Website - External Career Site1111927593888Rep 1, Cust Soc Internet/VoiceInternet - Indeed Other Website - External Career Site1332275939887Rep 1, Cust Soc Internet/VoiceInternet - Indeed Other Referral - Engloyee Referral Website - External Career Site220275939887Rep 1, Cust Soc Internet/VoiceInternet - Indeed Referral - Engloyee Referral Referral					Ū.	0
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2758178RDirect Sales RepDirect Sourcing - Indeed Former Employee Referral Website - External Career Site7 1 257 1 9275861BRRep 1, Spectrum MobileInternet - Indeed Referral - Employee Referral Website - External Career Site7 7 7 1527 7 7 57 1 <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>						
2758.178RDirect Sales RepFormer Employee Aeline1102758.18RRep 1, Spectrum MobileInternet - Indeed1616142758.18RRep 1, Spectrum MobileInternet - Indeed111112759.388RRep 1, Cust Svc Internet/VoiceInternet - Indeed1112759.398RRep 1, Cust Svc Internet/VoiceInternet - Indeed1112759.398RRep 1, Cust Svc Internet/VoiceInternet - Indeed122292759.398RRep 1, Cust Svc Internet/VoiceInternal Hire1112759.398RRep 1, Cust Svc Internet/VoiceInternal Hire1112760598RResidential Inbound Sales RepDirect Sourcing - ATS5532760788RDirect Sales RepDirect Sourcing - Indeed1112760788RDirect Sales RepDirect Sourcing - Indeed1112760788RStore AssociateDirect Sourcing - Indeed11112760788RStore AssociateDirect Sourcing - Indeed1111			Website - External Career Site	19	0	U
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275861BRRep 1, Spectrum MobileReferral - Employee Referral Website - External Career Site7 1527 54 1275938BRRep 1, Cust Svc Internet/VoiceInternet - Indeed Other Referral - Employee Referral Website - External Career Site11 1 1 1 311 3 3 3 312 		·		25	9	0
275861BRRep 1, Spectrum MobileReferral - Employee Referral Website - External Career Site7 1527 54 1275938BRRep 1, Cust Svc Internet/VoiceInternet - Indeed Other Referral - Employee Referral Website - External Career Site11 1 1 1 311 3 3 3 312 						
Label La			Internet - Indeed	16	16	13
2759388R Rep 1, Cust Svc Internet/Voice Internet - Indeed Other Referral - Employee Referral Website - External Career Site 11 12 22 22 20	275861BR	Rep 1, Spectrum Mobile		7	7	4
2759388RRep 1, Cust Svc Internet/VoiceOther Referral - Employee Referral Website - External Career Site1112759398RRep 1, Cust Svc Internet/VoiceInternal - Internal Hire Referral - Employee Referral Website - External Career Site2202759398RRep 1, Cust Svc Internet/VoiceInternal - Internal Hire Referral - Employee Referral Internet - Indeed Referral - Employee Referral Internet - Indeed Internet - Indeed1112760598RResidential Inbound Sales RepDirect Sourcing - ATS 			Website - External Career Site	152	5	1
2759388RRep 1, Cust Svc Internet/VoiceOther Referral - Employee Referral Website - External Career Site1112759398RRep 1, Cust Svc Internet/VoiceInternal - Internal Hire Referral - Employee Referral Website - External Career Site2202759398RRep 1, Cust Svc Internet/VoiceInternal - Internal Hire Referral - Employee Referral Internet - Indeed Referral - Employee Referral Internet - Indeed Internet - Indeed1112760598RResidential Inbound Sales RepDirect Sourcing - ATS Internal - Internal Hire Referral - Employee Referral Internet - Indeed55332760788RDirect Sales RepDirect Sourcing - Indeed Website - External Career Site11112760788RStore AssociateDirect Sourcing - Indeed Website - External Career Site11112761718RStore AssociateDirect Sourcing - Indeed Website - External Career Site11112762638RStore AssociateDirect Sourcing - Indeed Website - External Career Site11112762638RStore AssociateReferral - Employee Referral Website - External Career Site11112762638RStore AssociateReferral - Employee Referral Website - External Career Site11112762638RStore AssociateReferral - Employee Referral Website - External Career Site11112764948RField Technician IIInternal - Inte			Internet Indeed	11	1 1	0
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275939BRRep 1, Cust Svc Internet/VoiceReferral - Employee Referral111Website - External Career Site8330276059BRResidential Inbound Sales RepDirect Sourcing - ATS553Internal - Internal - I			Internal - Internal Hire	2	2	0
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276159BRStore AssociateReferral - Employee Referral Website - External Career Site110276171BRStore AssociateDirect Sourcing - Indeed Internal - Internal Hire Website - External Career Site1111276263BRStore AssociateReferral - Employee Referral Website - External Career Site1110276263BRStore AssociateReferral - Employee Referral Website - External Career Site1111276454BRStore AssociateFormer Employee - Rehire Website - External Career Site1110276494BRField Technician IIInternal - Internal Hire Internet - Indeed110110	27007801	Direct Sales Kep	Website - External Career Site	9	1	0
276159BRStore AssociateReferral - Employee Referral Website - External Career Site110276171BRStore AssociateDirect Sourcing - Indeed Internal - Internal Hire Website - External Career Site1111276263BRStore AssociateReferral - Employee Referral Website - External Career Site1110276263BRStore AssociateReferral - Employee Referral Website - External Career Site1111276454BRStore AssociateFormer Employee - Rehire Website - External Career Site1110276494BRField Technician IIInternal - Internal Hire Internet - Indeed110110					_	
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276171BRStore AssociateInternal - Internal Hire Website - External Career Site110276263BRStore AssociateReferral - Employee Referral Website - External Career Site111276454BRStore AssociateFormer Employee - Rehire Website - External Career Site111276454BRFore AssociateFormer Employee - Rehire Website - External Career Site111276494BRField Technician IIInternal - Internal Hire Internet - Indeed110			website - External Career Site	14	Ţ	U
276171BRStore AssociateInternal - Internal Hire Website - External Career Site110276263BRStore AssociateReferral - Employee Referral Website - External Career Site111276454BRStore AssociateFormer Employee - Rehire Website - External Career Site111276454BRFore AssociateFormer Employee - Rehire Website - External Career Site111276494BRField Technician IIInternal - Internal Hire Internet - Indeed110			Direct Sourcing - Indeed	1	1	1
276263BRStore AssociateReferral - Employee Referral Website - External Career Site111276454BRStore AssociateFormer Employee - Rehire Website - External Career Site111276494BRField Technician IIInternal - Internal Hire Internet - Indeed1101111011111	276171BR	Store Associate	_			
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276263BRStore AssociateWebsite - External Career Site1310276454BRStore AssociateFormer Employee - Rehire Website - External Career Site111276454BRStore AssociateInternal - Internal Hire Internal - Internal Hire110276494BRField Technician IIInternal - Internal Hire Internet - Indeed110						
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276454BRStore AssociateWebsite - External Career Site910Website - External Career Site910Internal - Internal Hire110276494BRField Technician IIInternet - Indeed11			Website - External Career Site	13	1	0
276454BRStore AssociateWebsite - External Career Site910Website - External Career Site910Internal - Internal Hire110276494BRField Technician IIInternet - Indeed11			Former Employee - Pebire	1	1	1
Internal - Internal Hire110276494BRField Technician IIInternet - Indeed111	276454BR	Store Associate				
276494BRField Technician IIInternet - Indeed111				5	Ŧ	0
			Internal - Internal Hire	1	1	0
Website - External Career Site1010	276494BR	Field Technician II	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
27003555		Website - External Career Site	20	1	0
276776BR	Department Assistant Nonexempt	Website - External Career Site	25	1	1
27670000	EAE-Enterprise Account Exec	Direct Sourcing - LinkedIn	1	1	1
276798BR		Website - External Career Site	4	0	0
27604755		Internet - Indeed	1	1	1
276847BR	Field Technician II	Website - External Career Site	16	2	0
		Internet - Indeed	1	1	1
276860BR	Sup, Customer Service	Website - External Career Site	84	11	0
		Internet - Indeed	6	6	3
277007BR	Direct Sales Rep	Website - External Career Site	7	4	0
27702000		Website External Carpor Site	0	2	1
277030BR	Account Executive	Website - External Career Site	9	3	1
	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	18	18	12
277034BR		Referral - Employee Referral	6	6	5
		Website - External Career Site	65	14	0
277169BR	Mgr, Human Resources	Direct Sourcing - ATS	1	1	1
27710501		Website - External Career Site	24	3	0
277249BR	Human Resources Generalist	Internet - Indeed	1	1	1
27724901	Human Resources Generalist	Website - External Career Site	140	16	0
277296BR	Field Technician III	Internet - Linkedin	1	1	1
		Former Employee - Rehire	1	1	1
277353BR	Master Control Operator 1 Nonexempt	Website - External Career Site	3	0	0
	Residential Inbound Sales Rep Nonexempt	Campaign - Indeed	13	13	9
		Direct Sourcing - Indeed	2	2	1
		Former Employee - Rehire	1	1	1
277363BR		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
2,755561		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
27042255		Direct Sourcing - Indeed	1	1	1
278423BR	Store Associate	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
		Campaign - Indeed	15	15	8
		Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	4	4	4
		Former Employee - Rehire	1	1	0
278564BR	Residential Inbound Sales Rep Nonexempt	Internet - Indeed	12	12	5
		Internet - Linkedin	1	1	0
		Internet - SimplyHired	1	1	1
		Referral - Employee Referral	3	3	3
		Website - External Career Site	312	18	0
278593BR	Client Success Coordinator Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	10	3	0
		Internet - Indeed	4	4	2
279097BR	Direct Sales Rep	Website - External Career Site	7	7	0
279325BR	Sup, Field Operations	Referral - Employee Referral	1	1	1
27302301		Website - External Career Site	15	4	0
	Store Associate	Direct Sourcing - Indeed	1	1	1
279494BR		Referral - Employee Referral	1	1	1
		Website - External Career Site	15	0	0
279723BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	16	1	0
		Direct Sourcing - Recruiter Networking	1	1	1
279796BR	EAM-Enterprise Account Manager	Website - External Career Site	10	0	0
			10	Ũ	0
279852BR	Field Technician II	Internet - Indeed	1	1	1
279852BK	Field Technician II	Website - External Career Site	13	0	0
279901BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	18	1	0
	Field Technician II	Internet - Indeed	1	1	1
279903BR		Website - External Career Site	10	0	0
279905BR	Field Technician II	Internet - Indeed	1	1	1
27550561		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	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