

2020 FCC Unit Address List

FCC Unit: **13532**

FCC Unit Description: **Greenville, SC/Georgia**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
495 Hawthorne Ave Ste 102	Athens	GA	30606
1720 Epps Bridge Parkway	Athens	GA	30606
1911 Satellite Blvd. NE	Buford	GA	30518
1561 Highway 27 South Suite I	Carrollton	GA	30117
1174 North Main St	Cedartown	GA	30125
1349 Warren Williams Rd	Columbus	GA	31901
1167 Pace St	Covington	GA	30014
1103 South Hamilton St	Dalton	GA	30720
503 Industrial Blvd	Dublin	GA	31021
1925 Breckenridge Plaza Ste 100	Duluth	GA	30096
3100 Breckinridge blvd building 500	Duluth	GA	30096
9230 Marne Rd	Fort Benning	GA	31905
1102 Thompson Bridge Rd,NE	Gainesville	GA	30501
867 Dawsonville Highway	Gainesville	GA	30501
127 Mattox Court	Lagrange	GA	30241
71 Highway 22 West	Milledgeville	GA	31061
43 Werz Industrial Dr	Newnan	GA	30263
1260 West Spring St Ste A	Smyrna	GA	30080
2939 Anderson Circle SE	Smyrna	GA	30080
1920 Brannan Rd	Stockbridge	GA	30253
1580 Hudson Bridge Rd	Stockbridge	GA	30281
1210 Buford Highway	Sugar Hill	GA	30518
1694 Woodland Rd	Thomaston	GA	30286
100 Station Drive	Anderson	SC	29621
401 Brookfield Parkway	Greenville	SC	29607
1042 Woodruff Rd	Greenville	SC	29607
17 Lindsay Ave	Greenville	SC	29607
3207 N Pleasantburg Drive	Greenville	SC	29609
1511 S Batesville Road	Greer	SC	29650
2 Digital Pl	Simpsonville	SC	29681
331 Alliance Parkway	Williamston	SC	29697

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

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

FCC Registration Number:

Emp. Unit ID # 13532

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

GREENVILLE, SC

D. Category of Respondent (check applicable box)

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

E. Pay Period Covered by this Report (inclusive dates) 07/01/2019-06/30/2020

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

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

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

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

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

SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed		Title	GVP, LABOR & EMPLOYEE RELATIONS
Date	9/28/2020	Name of Respondent	KEVIN SMITH
Telephone No. (include area code) 2037054832			

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Exhibits

2019-2020 Recruitment Initiatives

FCC Unit: 13532 Greenville, SC/Georgia

1. #11 - Sponsorship of at least one event in the community designed to inform and educate the public as to employment opportunities in multichannel video programming communications.

Spectrum Meet & Greet

- December 17, 2019
- Charter Representatives: Recruiters & Supervisors
- Organizations: Boiling Springs HS, SC National Guard, SC Works, Goodwill Industries-Spartanburg, & Greenville SC School District
- 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.

Behavioral Interviewing: What is it?

Employees at this Charter FCC unit participated in the Behavioral Interviewing: What is it? training. This course is an overview of basic interviewing, the typical Charter interviewing process- phases and steps, as well as information about a specific type of interview question, behavioral-based. Employees explore behavioral interviewing, what it is, why we use it at Charter and how taking the time to find the right candidate helps them, Charter and the candidate be successful. This course is for all Charter supervisors, managers, and leaders as well as HR persons who interview and help select candidates.

2020 FCC Unit Outreach Source List

FCC Unit: 13532

FCC Unit Description: Greenville, SC/Georgia

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Alabama Business Leadership Network	Birmingham	AL	35209	leslie.dawson@rehab.alabama.gov	
Alabama Department of Rehabilitation Services (Disability:IN Alabama)	Birmingham	AL	35219	gloria.greer@rehab.alabama.gov	205-290-4458
Alabama Department of Rehabilitation Services (Disability:IN Alabama)	Birmingham	AL	35219	h.hollingsworth@rehab.alabama.gov	205-290-4458
Alabama Department of Rehabilitation Services (Disability:IN Alabama)	Birmingham	AL	35219	jaime.laird@rehab.alabama.gov	205-290-4458
Alabama Institute for the Deaf and Blind	Talladega	AL	35160	mascia.john@aidb.state.al.us	256-761-3214
Alabaster Career Center	Alabaster	AL	35007	ricky.littleton@dir.alabama.gov	205-663-2542
Alabaster Career Center	Alabaster	AL	35007	william.collins@alcc.alabama.gov	205-663-2542
American Job Center of Tennessee - Chattanooga	Chattanooga	TN	37411	charles.muhammad@tn.gov	423-894-5354
American Job Center of Tennessee - Chattanooga	Chattanooga	TN	37411	george.davis@tn.gov	423-894-5354
American Job Center of Tennessee - Chattanooga	Chattanooga	TN	37411	merrill.niswonger@tn.gov	423-894-5354
American Job Center of Tennessee - Chattanooga	Chattanooga	TN	37411	virginia.housley@tn.gov	423-894-5354
American Legion Department of GA	Powder Springs	GA	30127	siugrad1990@aol.com	770-439-0956
Americus Career Center, Georgia Department of Labor	Americus	GA	31709	sherona.towns@gdol.ga.gov	229-931-2520
Asian American Resource Center (AARC)	Duluth	GA	30096	aarc@aarc-atlanta.org	770-270-0663
Athens Career Center, Georgia Department of Labor	Athens	GA	30603	cory.thornton@gdol.ga.gov	706-583-2550
Athens Career Center, Georgia Department of Labor	Athens	GA	30603	simisola.johnson@dol.state.ga.us	706-583-2550
Atlanta Career Center	Atlanta	GA	30303	spdacus@hotmail.com	404-232-3510
Atlanta Chinese Christian Church	Tucker	GA	30084	info@acc.org	770-908-1972
Atlanta Tamil Church	Duluth	GA	30097	info@atlantatamilchurch.org	770-500-1079
Atlanta University Center Consortium Career Planning and Placement Service	Atlanta	GA	30314	crhodes@aucenter.edu	404-880-8000
Atlanta Career Center, Georgia Department of Labor	Atlanta	GA	30303	Patricia.Sharpe@gdol.ga.gov	404-232-6705
Birmingham Career Center	Birmingham	AL	35222	charolette.garner@alcc.alabama.gov	205-585-5200
Birmingham Career Center	Birmingham	AL	35222	cheryl.williams@alcc.alabama.gov	205-585-5200
Birmingham Career Center	Birmingham	AL	35222	crystal.cowan@alcc.alabama.gov	205-585-5200
Birmingham Career Center	Birmingham	AL	35222	Greg.Chapman@alcc.alabama.gov	205-585-5200
Birmingham Career Center	Birmingham	AL	35222	maurice.johnson@alcc.alabama.gov	205-585-5200
Birmingham Career Center	Birmingham	AL	35222	nicarde.sneed@alcc.alabama.gov	205-585-5200
Birmingham Career Center	Birmingham	AL	35222	tlpayne@jeffstateonline.com	205-585-5200
Briggs & Assoc	Roswell	GA	30076	kim@briggsassociates.org	404-290-6855
Briggs & Assoc	Roswell	GA	30076	titus@briggsassociates.org	404-290-6855
Camp Fire USA	Birmingham	AL	35209	sdozier@campfire-al.org	205-324-2434
Career Ministry - Catholic Church of St. Ann	Marietta	GA	30062	careerquest-sa@comcast.net	770-552-6400
Career Resource Center - Clayton Branch	Morrow	GA	30260	dorothyherzberg@mail.clayton.edu	770-960-2186
Career Transition Networking Group - Saint Brigid Catholic Church	Johns Creek	GA	30022	michaeliemele@comcast.net	

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Carrollton Career Center, Georgia Department of Labor	Carrollton	GA	30112	carla.boggs@gdol.ga.gov	770-836-6668
Carrollton Career Center, Georgia Department of Labor	Carrollton	GA	30112	carrollton_es@dol.state.ga.us	770-836-6668
Cascade Career Network - Cascade United Methodist Church	Atlanta	GA	30311	cascadecareers@gmail.com	404-582-0335
Chattahoochee Technical College	Marietta	GA	30060	annette.davis@chattahoocheetech.edu	770-528-4430
Chattahoochee Technical College	Marietta	GA	30060	davia.wouldard@chattahoocheetech.edu	770-528-4498
Chattahoochee Technical College - North Metro Campus	Acworth	GA	30102	catherine.bovell@chattahoocheetech.edu	770-975-4063
Cheaha Career Center	Anniston	AL	36207	anniston.careercenter@alcc.alabama.gov	256-832-0147
Cheaha Career Center	Anniston	AL	36207	delilah.holston@alcc.alabama.gov	256-832-0147
Cheaha Career Center	Anniston	AL	36207	lcjackson@alcc.alabama.gov	256-832-0147
Cheaha Career Center	Anniston	AL	36207	shari.vickers@alcc.alabama.gov	256-832-0147
Christ Centered Career Group - Roswell United Methodist Church	Roswell	GA	30075	information@c3g.org	
Clark Atlanta University	Atlanta	GA	30314	cbrown@cau.edu	404-880-8000
Clayton County Career Center	College Park	GA	30359	charlie.pugh@gdol.ga.gov	678-284-0200
CobbWorks Inc.	Marietta	GA	30060	information@cobbworks.org	770-528-4300
Columbus Career Center, Georgia Department of Labor	Columbus	GA	31901	cynthia.pobbig@dol.state.ga.us	706-649-7423
Columbus Career Center, Georgia Department of Labor	Columbus	GA	31901	maurice.marshall@gdol.ga.gov	706-649-7423
Columbus State University	Columbus	GA	31907	CareerCenter@ColumbusState.edu	706-577-8800
Columbus Technical College	Columbus	GA	31904	careerconnections@columbusstech.edu	706-649-1800
Covington Career Center, Georgia Department of Labor	Covington	GA	30014	james.thrasher@gdol.ga.gov	770-784-2455
Covington Career Center, Georgia Department of Labor	Covington	GA	30014	willard.johnson@gdol.ga.gov	770-784-2455
Crossroads Career Network - Browns Bridge Community Church	Cumming	GA	30041	rachel.holcomb@brownsbridge.org	678-965-8022
Crossroads Career Network - Buckhead Church	Atlanta	GA	30326	amy.todd@buckheadchurch.org	
Crossroads Career Network - Burnt Hickory Baptist Church	Powder Springs	GA	30127	information@burnthickory.com	770-590-0467
Crossroads Career Network - Burnt Hickory Baptist Church	Powder Springs	GA	30127	mjones@burnthickory.com	770-590-0467
Crossroads Career Network - Church of the Apostles	Atlanta	GA	30327	sirotkoassoc@bellsouth.net	404-564-3146
Crossroads Career Network - Eastside Baptist Church	Marietta	GA	30068	jeffwesterberg@westerberginc.com	770-971-2323
Crossroads Career Network - Intown Community Church	Atlanta	GA	30329	rich_vonbiberstein@yahoo.com	770-500-6285
Crossroads Career Network - McKendree United Methodist Church	Lawrenceville	GA	30043	mckendree.careers@gmail.com	770-339-9801
Crossroads Career Network - North Atlanta Church of Christ	Dunwoody	GA	30338	smp55smp@yahoo.com	770-399-5222
Crossroads Career Network - Perimeter Church	Duluth	GA	30097	rsnyder485@aol.com	770-552-6690
Crossroads Career Network - Piedmont Church	Marietta	GA	30066	phil.stroud@tiptoppoultry.com	770-422-2566
Crossroads Career Network - Snellville United Methodist Church	Snellville	GA	30078	rrahtz@snellvilleumc.org	
Crossroads Career Network - St. Mark UMC	Columbus	GA	31904	amanda.hicks07@yahoo.com	706-327-3376
Crossroads Career Network - Zion Missionary Baptist Church	Roswell	GA	30075	workforce@zionmbc.org	770-993-8587

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
CTK Career Ministry - Cathedral of Christ the King	Atlanta	GA	30305	cjonesctk@yahoo.com	404-277-2685
Cullman/Hanceville Career Center	Hanceville	AL	35077	Cullman@alcc.alabama.gov	256-734-4911
Cullman/Hanceville Career Center	Hanceville	AL	35077	Hanceville@alcc.alabama.gov	256-734-4911
Dalton Career Center, Georgia Department of Labor	Dalton	GA	30720	bobby.robbs@gdol.ga.gov	706-272-2301
Dawson Family of Faith	Birmingham	AL	35209	bill.johnston@dawsonchurch.org	205-871-7324
DeKalb County Career Center, Georgia Department of Labor	Decatur	GA	30032	kenneth.dinkins@dol.state.ga.us	404-298-3970
DeKalb County Solicitor's Office Jobs not Jail Program	Decatur	GA	30030	krstorey@dekalbcountyga.gov	404-371-2280
DeKalb Workforce Center	Decatur	GA	30030	Darlene.Lanier@gdol.ga.gov	404-687-3400
DeKalb Workforce Center	Decatur	GA	30030	fkadkins@dekalbcountyga.gov	404-687-3400
DeKalb Workforce Center	Decatur	GA	30030	kenneth.dinkins@gdol.ga.gov	404-687-3400
Department of Veteran Affairs: Vocational Rehabilitation and Employment (VR&E) Program	Columbia	SC	29209	donna.glazer@va.gov	803-647-2397
Disability Rights & Resources	Birmingham	AL	35203	dan.kessler@drradvocates.org	
Dublin Department of Labor	Dublin	GA	31021	eagle1109us@yahoo.com	478-275-6525
East Tennessee Human Resource Agency, Inc.	Oak Ridge	TN	37830	kcox@ethra.org	
Emmanuel College	Franklin Springs, GA	GA	30639	sean.williamson@franklin.k12.ga.us	706-246-3116
Emory Candler School of Theology	Atlanta	GA	30322	lhanna@emory.edu	404-727-6322
Emory University School of Law	Atlanta	GA	30322	emily.liu@emory.edu	404-727-5503
Employer Support of the Guard and Reserve	Ellenwood	GA	30294	tonia.r.randall.ctr@mail.mil	678-569-5740
Epilepsy Foundation	Decatur	GA	30030	gscott@nfbga.org	404-527-7155
Faith Alliance of Metro Atlanta (FAMA)	Atlanta	GA	30316	worldpilgrims@bellsouth.net	404-662-3399
FORT McPHERSON CAMPUS	Atlanta	GA	30310	tracy.roberts3@va.gov	404-713-2915
Gainesville Career Center, Georgia Department of Labor	Gainesville	GA	30504	denise.santana@gdol.ga.gov	770-535-5484
Gainesville Career Center, Georgia Department of Labor	Gainesville	GA	30504	kevin.hankinson@dol.state.ga.us	770-535-5484
Gateway House, Inc.	Greenville	SC	29609	pemory@gateway-sc.org	864-242-9193
Georgia Advocacy Office	Decatur	GA	30030	info@thegao.org	404-885-1234
Georgia College	Milledgeville	GA	31061	mary.roberts@gcsu.edu	478-445-5004
Georgia Council of Developmental Disabilities	Atlanta	GA	30303	eejacobsen@thr.state.ga.us	404-657-2126
Georgia Department of Labor Rehabilitation Services	Gainesville	GA	30504	gainesville_cc@dol.state.ga.us	770-535-5484
Georgia Gwinnett College Career Center	Lawrenceville	GA	30043	careerservices@ggc.edu	678-407-5702
Georgia Military College	Milledgeville	GA	31061	sisaac@gmc.cc.ga.us	478-387-4900
Georgia Northwestern Technical College	Rome	GA	30106	kkinsey@gntc.edu	706-295-6963
Georgia Stand-UP	Atlanta	GA	30312	dscott@georgiastandup.org	404-581-0061
Georgia State University College of Law	Atlanta	GA	30303	ymbrown@gsu.edu	404-413-9000
Georgia Tech - Center for Career Discovery and Development	Atlanta	GA	30332	dennis.lindsay@gatech.edu	404-385-0290
Georgia Tech - Center for Career Discovery and Development	Atlanta	GA	30332	elaine.damon@gatech.edu	404-894-2553
Georgia Tech - Center for Career Discovery and Development	Atlanta	GA	30332	karen.houston@gatech.edu	404-894-1346
Georgia Tech - Center for Career Discovery and Development	Atlanta	GA	30332	rob.rogers@gatech.edu	404-894-1348
Georgia Tech - Center for Career Discovery and Development	Atlanta	GA	30332	sonia.anderson@gatech.edu	404-894-1923
Georgia Vocational Rehabilitation Agency	Dallas	GA	30132	joye.carroll@gvs.ga.gov	770-443-3717
Georgia Vocational Rehabilitation Agency	Columbus	GA	31902	paul.workman@gvs.ga.gov	706-649-7400
Goodwill Career Center	Cornelia	GA	30531	acaban@ging.org	770-564-2447
Goodwill Career Center	Cornelia	GA	30531	jvarner@ging.org	770-564-2447
Goodwill Career Center - Simpsonville	Simpsonville	SC	29681	jcsimpsonville@goodwillsc.org	864-967-4217
Goodwill Career Services	Oakwood	GA	30566	jvarner@ging.org	770-538-4209
Goodwill Career Services	Athens	GA	30605	rthomas@ging.org	706-395-1553

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Goodwill of North Georgia	Decatur	GA	30033	careerservices@ging.org	404-420-9900
Goodwill of South Carolina	Powdersville	SC	29611	jcpowdersville@goodwillsc.org	864-295-8650
Gwinnett Career Center, Georgia Department of Labor	Norcross	GA	30071	abram.holland@gdol.ga.gov	770-840-2200
Gwinnett Career Center, Georgia Department of Labor	Norcross	GA	30071	diana.billups@dol.state.ga.us	770-840-2200
Gwinnett Career Center, Georgia Department of Labor	Norcross	GA	30071	harlynn.mcbroom@gdol.ga.gov	770-840-2200
Gwinnett Career Center, Georgia Department of Labor	Norcross	GA	30071	Osvaldo.Montalvo@gdol.ga.gov	770-840-2200
Gwinnett Career Center, Georgia Department of Labor	Norcross	GA	30071	timothy.moses@gdol.ga.gov	770-840-2200
Gwinnett Career Center, Georgia Department of Labor	Norcross	GA	30071	Tomika.Singh@gdol.ga.gov	770-840-2200
Gwinnett Tech	Lawrenceville	GA	30043	amiller@gwinnettttech.edu	770-962-7580
Gwinnett WIA Career Resource Center	Duluth	GA	30096	jhorsey@gwinnettviacrc.org	770-806-2020
Habersham Area Career Center, Georgia Department of Labor	Cornelia	GA	30531	habersham_cc@dol.state.ga.us	706-776-0811
Habersham Area Career Center, Georgia Department of Labor	Cornelia	GA	30531	mae.brown@gdol.ga.gov	706-776-0811
Hero 2 Hired Georgia		GA		charlene.l.anderson2.ctr@mail.mil	
Hire Heroes USA	Alpharetta	GA	30004	mkohler@hireheroesusa.org	844-634-1520
Hispanic Interest Coalition of Alabama	Birmingham	AL	35209	info@hispanicinterest.org	205-942-5505
Hmong Cultural Organization, Inc	Winder	GA	30680	vang2true@gmail.com	678-963-0468
Hope Haven	Athens	GA	30607	claudia@hopehaven.net	706-548-4361
Independent Living Centers	Decatur	GA	30030	ssimmons@silcga.org	770-270-6860
Indonesian Community Heritage Foundation (ICHF)	Duluth	GA	30097	info@ichf.us	770-447-6304
INROADS	Atlanta	GA	30303	labarca@inroads.org	404-586-0352
Interdenominational Theological Center (ITC)	Atlanta	GA	30314	jjones@itc.edu	404-527-7792
Jefferson State Community College One Stop Career Center - Birmingham East	Birmingham	AL	35215	birmingham.careercenter@alcc.alabama.gov	205-856-8538
Jefferson State Community College One Stop Career Center - Birmingham East	Birmingham	AL	35215	tlpayne@jeffstateonline.com	205-856-8538
Jewish Federation of Greater Atlanta	Atlanta	GA	30309	jsegal@jfga.org	404-873-1661
John Marshall Law School	Atlanta	GA	30309	rkirk@johnmarshall.edu	404-872-3593
Johns Creek United Methodist Church	Duluth	GA	30097	flugelca@aol.com	770-497-8215
LaFayette Career Center, Georgia Department of Labor	Lafayette	GA	30728	Bobby.Robbins@gdol.ga.gov	706-638-5525
LaGrange Career Center, Georgia Department of Labor	LaGrange	GA	30240	gary.smith@dol.state.ga.us	706-845-4000
Laurens County SC Works Center (Located at the Laurens County Library)	Laurens	SC	29360	dpsmith@dew.sc.gov	864-681-1605
Lawson State Community College One Stop Career Center	Birmingham	AL	35221	dhenry@lawsonstate.edu	205-929-6384
League of United Latin American Citizens - Georgia	Woodstock	GA	30188	ordoquia@bellsouth.net	
Learning Disabilities Association of America	Atlanta	GA	30345	ldaga@bellsouth.net	404-303-7774
Metro Atlanta YouthBuild	Marietta	GA	30060	aghall@atlantaga.gov	404-546-3048
Milledgeville Career Center, Georgia Department of Labor	Milledgeville	GA	31059	ethel.wynn@gdol.ga.gov	478-445-5465
NAACP	Birmingham	AL	35203	answer.hjacks@hotmail.com	205-516-9806
NAACP DeKalb County Branch Unit #5192	Decatur	GA	30034	naacpdek@comcast.net	404-241-8006
Nepalese Association in Southeast America (NASeA)	Atlanta	GA	30359	yessapkota@gmail.com	770-943-0140
North America Shirdi Sai Temple of Atlanta	Suwanee	GA	30024	webmaster@templeofpeace.org	678-455-7200
North Fulton Career Center	Sandy Springs	GA	30350	ebony.vines-jackson@fultoncountyga.gov	404-613-4480
North Fulton Career Center	Sandy Springs	GA	30350	joann.barber@rescare.com	404-613-4480

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
North Metro Career Center, Georgia Department of Labor	Atlanta	GA	30329	crystal.davis@gdol.ga.gov	404-679-5200
North Metro Career Center, Georgia Department of Labor	Atlanta	GA	30329	kenneth.dinkins@gdol.ga.gov	404-679-5200
North Metro Career Center, Georgia Department of Labor	Atlanta	GA	30329	william.moore@gdol.ga.gov	404-679-5200
Phenix City Career Center	Phenix City	AL	36869	linda.savage@alcc.alabama.gov	334-214-4828
Phenix City Career Center	Phenix City	AL	36869	phenixcity.careercenter@alcc.alabama.gov	334-214-4828
Phenix City Career Center	Phenix City	AL	36869	wanda.magana@alcc.alabama.gov	334-214-4828
Prevention Plus	Forest Park	GA	30297	mbleavell@bellsouth.net	678-705-4159
Rehabilitation Services Division	Augusta	GA	30909	Alana.Amaro@ablegeorgia.ga.gov	706-650-5600
Rehabilitation Services Division	Augusta	GA	30909	Walker.Merritt@ablegeorgia.ga.gov	706-650-5600
Rehabilitation Services Division-Marietta	Marietta	GA	30067	lujan.brooks@gvs.ga.gov	770-528-3435
RightChanges	Atlanta	GA	30328	judi@rightchanges.biz	770-713-4311
Roanoke Career Center	Roanoke	AL	36274	opelika.careercenter@alcc.alabama.gov	334-863-8114
Rome Career Center, Georgia Department of Labor	Rome	GA	30162	rome_cc@dol.state.ga.us	706-295-6051
Saved & Out of Work (SOW) - Cathedral of Faith Church of God in Christ	Atlanta	GA	30310	sowcof@gmail.com	404-752-8960
SC Works Center Anderson	Anderson	SC	29624	sstockton@dew.sc.gov	864-260-6780
SC Works Center Easley	Easley	SC	29642	sstockton@dew.sc.gov	864-220-8990
SC Works Center Easley	Easley	SC	29642	tacker@worklinkweb.com	864-220-8990
SC Works Center Seneca	Seneca	SC	29672	sstockton@dew.sc.gov	864-646-1741
SC Works Clemson Comprehensive Center at East Park	Clemson	SC	29631	sstockton@dew.sc.gov	864-722-9264
SC Works McAlister Square	Greenville	SC	29607	dejones@greenvillecounty.org	864-467-8080
SC Works McAlister Square	Greenville	SC	29607	kstanton@dew.sc.gov	864-467-8080
SC Works McAlister Square	Greenville	SC	29607	wiainfo@greenvillecounty.org	864-467-8080
SC Works Upstate	Spartanburg	SC	29302	dsmith@scs.org	864-764-1966
SC Works Upstate	Spartanburg	SC	29302	elmcabee@dew.sc.gov	864-764-1966
SC Works Upstate	Spartanburg	SC	29302	jcrosby@scworksupstate.com	864-764-1966
SC Works Upstate	Spartanburg	SC	29302	jlee@dew.sc.gov	864-764-1966
SC Works Upstate Union	Union	SC	29379	elmcabee@dew.sc.gov	864-427-4119
SC Works Upstate Union	Union	SC	29379	igoodwin@dew.sc.gov	864-427-4119
Simpson Street Church of Christ	Atlanta	GA	30314	sscoc@simpnrite.org	404-688-4756
Southern Polytechnic State University	Marietta	GA	30060	pweather@spsu.edu	678-915-7778
Spelman College	Atlanta	GA	30314	tireland@spelman.edu	404-681-3643
Still Serving Veterans	Fort Benning	GA	31905	clivings@stillservingveterans.org	334-759-9600
Talladega Career Center	Talladega	AL	35160	gwen.taylor@alcc.alabama.gov	256-480-2109
Talladega Career Center	Talladega	AL	35160	Talladega@alcc.alabama.gov	256-480-2109
Temple Sinai	Atlanta	GA	30327	warren@zindlers.com	404-252-3073
The American Legion, Department of Georgia	Stockbridge	GA	30281	samuel.l.perry@icloud.com	404-245-5410
The Center for Family Resources	Marietta	GA	30060	cathymanelos@thecfr.org	770-428-2601
The Latin American Association	Atlanta	GA	30324	employmentservices@thelaa.org	404-638-1800
The National Association of Black Accountants, Inc.	Atlanta	GA	30301	kwilson@nabainc.org	301-474-6222
Those In Between Jobs (TIBS) - Ben Hill United Methodist Church	Atlanta	GA	30331	thoseinbetweenjobs@gmail.com	404-346-8277
Transition Assistance Program, Ft. Benning	Fort Benning	GA	31905	edwin.g.perez3.civ@mail.mil	
Tuscaloosa VA Center	Tuscaloosa	AL	35404	damon.stevenson@va.gov	205-554-2000
UAB Disability Support Services	Birmingham	AL	35294	asolomon@uab.edu	
University Centers on Disabilities	Athens	GA	30602	bbrightw@uga.edu	706-542-3457
University of Georgia	Athens	GA	30602	scottw@uga.edu	706-542-2222
University of Georgia School of Law	Athens	GA	30602	lcs@uga.edu	706-542-7060
University of North Georgia - Dahlonega	Dahlonega	GA	30597	careerservices-dah@ung.edu	706-864-1951
University of North Georgia - Gainesville	Oakwood	GA	30566	careerservices-gvl@ung.edu	678-717-3964

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
University of North Georgia - Oconee	Watkinsville	GA	30677	careerservices-ocn@ung.edu	706-310-6310
Upstate Career Source	Spartanburg	SC	29306	dsmith@scs.org	864-562-4168
Valley Career Center	Valley	AL	36854	linda.savage@alcc.alabama.gov	334-756-0024
Vietnam Veterans of America	Atlanta	GA	30310	vvachapter883@yahoo.com	770-896-9586
View Point Health	Lawrenceville	GA	30046	rocave64@gmail.com	
Vocational Rehabilitation Agency	Cumming	GA	30040	victoria.tarver@gvs.ga.gov	770-781-6781
WorkSource Atlanta	Atlanta	GA	30315	bcooke@atlantaga.gov	404-546-3000

2020 FCC Source Evaluation Report

FCC Unit: 13532

FCC Unit Description: Greenville, SC/Georgia

Source	Applicant Count	Interview Count	Hire Count
Ad - TV Commercial Advertisement	3	3	2
Campaign - Indeed	89	82	45
Contractor - Conversion	2	1	2
Direct Sourcing - ATS	63	61	31
Direct Sourcing - Indeed	156	150	73
Direct Sourcing - Introduce Yourself	5	5	3
Direct Sourcing - LinkedIn	1	1	0
Direct Sourcing - Other	18	17	9
Direct Sourcing - Recruiter Networking	2	2	2
Direct Sourcing - Sourcing Specialist	20	19	10
Former Employee - Rehire	40	35	28
Internal - Internal Hire	42	42	35
Internet - Career Builders	1	1	1
Internet - Google	5	5	0
Internet - Indeed	422	413	252
Internet - LinkedIn	7	7	5
Internet - Monster	1	0	1
Internet - Other	5	5	3
Internet - SimplyHired	3	3	1
Internet - Ziprecruiter	14	14	6
Job Fair - Atlanta Veterans Job Fair	4	0	0
Job Fair - External	8	8	2
Job Fair - Internal	67	67	17
Job Fair - Military/Veterans	1	1	0
Organization - Military/Veteran	4	2	2
Referral - Employee Referral	251	242	174
Referral - Manager Referral	3	3	3
Website - External Career Site	10658	1793	50
Grand Total	11895	2982	757

2020 FCC Source Report

FCC Unit: 13532
FCC Unit Description: Greenville, SC/Georgia

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
244546BR	Field Technician I Nonexempt				
		Website - External Career Site	93	21	0
		Referral - Employee Referral	2	2	1
		Internet - Indeed	2	2	2
		Ad - TV Commercial Advertisement	1	1	1
		Former Employee - Rehire	1	1	1
		Organization - Military/Veteran	1	1	1
		Internet - Other	1	1	1
245025BR	Store Associate Nonexempt				
		Website - External Career Site	43	0	0
		Former Employee - Rehire	1	1	1
245241BR	Account Executive Exempt				
		Website - External Career Site	61	3	0
		Referral - Employee Referral	1	1	1
245631BR	Human Resources Generalist Exempt				
		Website - External Career Site	113	3	0
		Internet - Indeed	1	1	1
245655BR	Field Technician I Nonexempt				
		Website - External Career Site	71	14	0
		Referral - Employee Referral	6	5	5
		Internal - Internal Hire	2	2	2
245656BR	Field Technician I Nonexempt				
		Website - External Career Site	53	11	0
		Internet - Indeed	4	4	2
		Referral - Employee Referral	1	1	1
		Job Fair - Military/Veterans	1	1	0
245659BR	Sup, Resi Inbound Sales Exempt				
		Website - External Career Site	58	14	1
		Referral - Employee Referral	2	2	2
		Direct Sourcing - Recruiter Networking	1	1	1
		Internet - Indeed	1	1	1
245679BR	Field Technician I Nonexempt				
		Website - External Career Site	23	9	1
		Internet - Indeed	1	1	1
245720BR	Field Technician I Nonexempt				
		Website - External Career Site	22	4	0
		Referral - Employee Referral	1	1	1
245726BR	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	278	69	0
		Referral - Employee Referral	20	20	13
		Internet - Indeed	16	16	10
		Campaign - Indeed	12	12	5
		Internal - Internal Hire	1	1	1
246496BR	Direct Sales Rep Exempt				
		Website - External Career Site	61	4	0
		Job Fair - Internal	13	13	3
		Direct Sourcing - ATS	11	11	6
		Former Employee - Rehire	2	2	2
		Direct Sourcing - Indeed	1	1	1
246499BR	Direct Sales Rep Exempt				
		Website - External Career Site	15	0	0
		Direct Sourcing - ATS	2	2	1
		Direct Sourcing - Indeed	1	1	1
246502BR	Direct Sales Rep Exempt				
		Website - External Career Site	43	4	0
		Job Fair - Internal	8	8	2
		Direct Sourcing - ATS	4	4	2
		Internal - Internal Hire	2	2	2

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
246665BR	Asst Mgr, Store Exempt	Website - External Career Site Internet - Indeed	67 1	3 1	0 1
246750BR	Store Associate Nonexempt	Website - External Career Site Internet - Indeed	91 1	8 1	0 1
246751BR	Asst Mgr, Store Exempt	Website - External Career Site Internet - Indeed	26 1	4 1	0 1
246937BR	Store Associate Nonexempt	Website - External Career Site Internet - Indeed	52 3	8 3	0 2
247087BR	Store Associate Nonexempt	Website - External Career Site Internal - Internal Hire Internet - Indeed	62 1 1	6 1 1	0 0 1
247107BR	Field Technician III Nonexempt	Internet - Indeed	1	0	1
247283BR	Rep, SMB Telesales Nonexempt	Website - External Career Site Internal - Internal Hire Referral - Employee Referral Direct Sourcing - Indeed Internet - Indeed	55 4 3 3 1	12 4 3 3 1	0 4 2 3 1
247324BR	Direct Sales Rep Exempt	Website - External Career Site Direct Sourcing - ATS	49 3	1 3	0 2
247372BR	Direct Sales Rep Exempt	Website - External Career Site Referral - Employee Referral Internal - Internal Hire Internet - Indeed	43 3 1 1	8 3 1 1	0 2 0 0
247474BR	Field Technician III Nonexempt	Referral - Employee Referral	1	0	1
247505BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site Direct Sourcing - ATS	41 1	6 1	0 1
247813BR	Field Technician I Nonexempt	Website - External Career Site Internet - Indeed Organization - Military/Veteran	37 1 1	5 1 1	0 1 1
247880BR	Operations Specialist - FO Exempt	Website - External Career Site Job Fair - External	286 1	14 1	0 1
247957BR	Sr Supply Chain Coordinator Nonexempt	Website - External Career Site Contractor - Conversion	84 1	2 1	0 1
248010BR	HR Coordinator Nonexempt	Website - External Career Site Internet - Indeed	238 1	3 1	0 1
248032BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site Internet - Indeed Referral - Employee Referral Campaign - Indeed Internal - Internal Hire	314 27 12 3 2	106 27 12 3 2	0 12 8 3 2
248040BR	Field Technician III Nonexempt	Internet - Indeed	1	0	1
248123BR	Field Technician II Nonexempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
248203BR	Account Executive Exempt	Website - External Career Site	1	0	1
248280BR	Store Associate Nonexempt	Website - External Career Site	61	1	1
248303BR	Field Technician II Nonexempt	Website - External Career Site	245	45	0
		Internet - Indeed	4	4	2
		Job Fair - Internal	1	1	0
		Campaign - Indeed	1	1	0
		Internet - Ziprecruiter	1	1	0
248312BR	Field Technician I Nonexempt	Internet - Indeed	1	0	1
248326BR	Field Technician I Nonexempt	Website - External Career Site	38	3	0
		Internet - Indeed	1	1	1
248330BR	RSC Rep I Nonexempt	Website - External Career Site	67	16	1
		Internet - Indeed	5	5	4
		Referral - Employee Referral	2	2	2
248388BR	Sr Mgr, Store Operations Exempt	Website - External Career Site	55	7	1
		Internal - Internal Hire	2	2	1
248631BR	Field Technician I Nonexempt	Website - External Career Site	23	2	0
		Internet - LinkedIn	1	1	1
248674BR	Field Technician I Nonexempt	Website - External Career Site	25	3	0
		Internet - Indeed	1	1	1
		Referral - Manager Referral	1	1	1
248680BR	Field Technician I Nonexempt	Website - External Career Site	77	15	3
		Internet - Indeed	3	3	1
		Referral - Employee Referral	2	2	0
		Internet - Other	1	1	1
		Job Fair - Atlanta Veterans Job Fair	1	0	0
		Internet - Ziprecruiter	1	1	1
248687BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	59	9	0
		Internet - Indeed	3	3	3
		Referral - Employee Referral	1	1	0
		Internet - Other	1	1	0
		Job Fair - Atlanta Veterans Job Fair	1	0	0
248708BR	Field Technician I Nonexempt	Website - External Career Site	8	1	0
		Direct Sourcing - Indeed	1	1	1
248786BR	Direct Sales Rep Exempt	Website - External Career Site	57	3	0
		Internet - Indeed	3	3	2
		Ad - TV Commercial Advertisement	1	1	1
		Job Fair - Atlanta Veterans Job Fair	1	0	0
248791BR	Direct Sales Rep Exempt	Website - External Career Site	68	29	1
		Job Fair - Internal	17	17	4
		Direct Sourcing - Indeed	9	5	2
		Referral - Employee Referral	2	1	1
248804BR	Direct Sales Rep Exempt	Website - External Career Site	28	8	0
		Direct Sourcing - Indeed	7	6	4
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	47	8	0
		Job Fair - Internal	7	7	2

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
248953BR		Referral - Employee Referral	4	4	3
		Direct Sourcing - Indeed	3	2	2
		Direct Sourcing - ATS	2	2	0
		Direct Sourcing - Sourcing Specialist	1	0	0
		Internal - Internal Hire	1	1	1
248962BR	Field Technician I Nonexempt	Website - External Career Site	38	16	2
		Internet - Indeed	2	2	1
248963BR	Sup, SMB Telesales Exempt	Website - External Career Site	24	11	0
		Internal - Internal Hire	2	2	2
		Internet - Indeed	1	1	1
248966BR	Rep, SMB Telesales Nonexempt	Website - External Career Site	175	68	0
		Referral - Employee Referral	7	7	7
		Job Fair - Internal	3	3	2
		Direct Sourcing - Indeed	3	3	2
		Direct Sourcing - Other	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	0
		249078BR	Field Technician I Nonexempt	Website - External Career Site	67
Job Fair - Atlanta Veterans Job Fair	1			0	0
Referral - Employee Referral	1			1	1
249266BR	Direct Sales Rep Exempt			Website - External Career Site	44
		Job Fair - Internal	4	4	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
		Internet - SimplyHired	1	1	0
		249344BR	Field Technician II Nonexempt	Referral - Employee Referral	1
249387BR	Store Associate Nonexempt			Website - External Career Site	54
		Internet - Indeed	2	2	2
249647BR	Store Associate Nonexempt	Website - External Career Site	77	4	1
		249658BR	Store Associate Nonexempt	Website - External Career Site	44
249885BR	Field Technician III Nonexempt			Website - External Career Site	9
		249937BR	RSC Rep I Nonexempt	Referral - Employee Referral	1
249952BR	Field Technician II Nonexempt			Former Employee - Rehire	1
		250148BR	Field Technician III Nonexempt	Organization - Military/Veteran	1
Former Employee - Rehire	1			0	1
250233BR	Field Technician I Nonexempt	Internet - Indeed	1	0	1
		250269BR	Store Associate Nonexempt	Website - External Career Site	61
Referral - Employee Referral	1			0	1
250515BR	Account Executive Exempt	Website - External Career Site	49	7	0
		Internet - Indeed	1	1	1
25054BR		Website - External Career Site	11	0	0
		Former Employee - Rehire	1	1	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
250597BR	Field Technician II Nonexempt	Internet - Indeed	1	0	1
	MAE - Major Account Exec Exempt	Website - External Career Site	78	1	0
250731BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	58	6	0
250790BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	4	4	2
		Referral - Employee Referral	4	4	2
		Direct Sourcing - Introduce Yourself	3	3	2
		Direct Sourcing - Other	3	2	2
		Internet - Indeed	2	2	1
		Former Employee - Rehire	2	2	2
		Direct Sourcing - Indeed	1	1	0
		Website - External Career Site	171	30	0
250848BR	Residential Inbound Sales Rep Nonexempt	Internet - Indeed	9	9	6
		Referral - Employee Referral	5	5	2
250922BR	Account Executive Exempt	Direct Sourcing - Sourcing Specialist	1	1	1
		Website - External Career Site	18	2	0
250985BR	Direct Sales Rep Exempt	Referral - Employee Referral	2	2	1
		Website - External Career Site	21	1	1
250988BR	Direct Sales Rep Exempt	Website - External Career Site	6	1	0
		Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	1	1	1
251002BR	Direct Sales Rep Exempt	Website - External Career Site	10	5	1
		Referral - Employee Referral	1	1	1
251017BR	Direct Sales Rep Exempt	Website - External Career Site	40	8	0
		Direct Sourcing - Indeed	7	7	3
		Referral - Employee Referral	3	3	1
		Internet - Google	1	1	0
		Job Fair - Internal	1	1	0
251018BR	Direct Sales Rep Exempt	Website - External Career Site	10	1	0
		Internet - Google	1	1	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internet - Career Builders	1	1	1
251019BR	Direct Sales Rep Exempt	Website - External Career Site	14	0	0
		Direct Sourcing - ATS	1	1	1
251023BR	Direct Sales Rep Exempt	Website - External Career Site	46	0	0
		Job Fair - Internal	5	5	1
251024BR	Direct Sales Rep Exempt	Website - External Career Site	8	4	0
		Referral - Employee Referral	1	1	1
251172BR	Field Technician III Nonexempt	Website - External Career Site	32	16	0
		Job Fair - Internal	8	8	3
		Direct Sourcing - Indeed	2	2	1
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Internet - Google	1	1	0
		Internet - Indeed	1	1	0
		Internet - Indeed	1	1	0
251180BR	Field Technician IV Nonexempt	Internet - Indeed	1	0	1
		Internet - Indeed	1	0	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
251185BR	Rep, SMB Telesales Nonexempt	Former Employee - Rehire	1	0	1
		Contractor - Conversion	1	0	1
251607BR	Direct Sales Rep Exempt	Website - External Career Site	211	48	0
		Direct Sourcing - Indeed	8	8	7
		Internet - Indeed	4	4	3
		Referral - Employee Referral	3	3	3
		Direct Sourcing - Other	2	2	1
		Referral - Manager Referral	1	1	1
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
251631BR	Field Technician III Nonexempt	Website - External Career Site	7	0	0
		Direct Sourcing - ATS	1	1	1
		Former Employee - Rehire	1	0	1
251751BR	Account Executive Exempt	Website - External Career Site	9	1	1
		Website - External Career Site	9	1	1
251868BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	511	155	0
		Internet - Indeed	75	75	32
		Referral - Employee Referral	15	15	13
		Former Employee - Rehire	2	2	1
		Direct Sourcing - Sourcing Specialist	2	2	1
		Internal - Internal Hire	1	1	1
251896BR	Store Associate Nonexempt	Website - External Career Site	28	3	0
		Internet - Indeed	1	1	1
252315BR	Account Executive Exempt	Website - External Career Site	21	0	0
		Referral - Employee Referral	1	1	1
		Referral - Employee Referral	1	1	1
252416BR	Store Associate Nonexempt	Website - External Career Site	119	8	0
		Job Fair - External	2	2	1
		Direct Sourcing - Sourcing Specialist	1	1	1
		Former Employee - Rehire	1	0	0
		Referral - Employee Referral	1	1	1
		Referral - Employee Referral	1	1	1
252675BR	MAE - Major Account Exec Exempt	Website - External Career Site	28	1	0
		Direct Sourcing - ATS	1	1	1
253052BR	Direct Sales Rep Exempt	Website - External Career Site	35	7	0
		Direct Sourcing - Indeed	5	5	3
		Direct Sourcing - Introduce Yourself	2	2	1
		Referral - Employee Referral	2	2	2
		Internet - Ziprecruiter	1	1	1
		Direct Sourcing - Recruiter Networking	1	1	1
		Direct Sourcing - Recruiter Networking	1	1	1
253054BR	Rep, SMB Telesales Nonexempt	Website - External Career Site	139	27	0
		Direct Sourcing - Indeed	7	7	4
		Internet - Indeed	3	3	1
		Direct Sourcing - Sourcing Specialist	2	2	0
		Direct Sourcing - Other	1	1	0
		Referral - Employee Referral	1	1	0
		Referral - Employee Referral	1	1	0
253089BR	Sup, SMB Telesales Exempt	Website - External Career Site	19	4	0
		Former Employee - Rehire	1	1	1
		Former Employee - Rehire	1	1	1
253107BR	Direct Sales Rep Exempt	Website - External Career Site	49	14	0
		Direct Sourcing - Indeed	9	9	3
		Job Fair - External	5	5	0
		Referral - Employee Referral	3	3	1
		Former Employee - Rehire	2	2	0
		Former Employee - Rehire	2	2	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
253123BR		Internet - Google	1	1	0
	Direct Sales Rep Exempt				
		Website - External Career Site	27	9	1
		Direct Sourcing - Indeed	2	2	1
		Ad - TV Commercial Advertisement	1	1	0
		Referral - Employee Referral	1	1	1
253253BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	25	1	0
		Direct Sourcing - ATS	4	4	3
253260BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	29	4	0
		Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	1
253306BR					
	Sup, Direct Sales Nesting Exempt				
		Website - External Career Site	30	2	0
		Former Employee - Rehire	1	1	1
253454BR					
	Store Associate Nonexempt				
		Website - External Career Site	32	6	0
		Internet - Indeed	1	1	1
253528BR					
	Account Executive Exempt				
		Website - External Career Site	15	0	0
		Referral - Employee Referral	1	1	1
253974BR					
	Store Associate Nonexempt				
		Website - External Career Site	63	1	0
		Campaign - Indeed	1	1	1
254001BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	19	2	0
		Internet - Indeed	1	1	1
254280BR					
	Store Associate Nonexempt				
		Website - External Career Site	27	1	0
		Internet - Indeed	1	1	1
254576BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	26	1	0
		Direct Sourcing - ATS	2	2	0
		Internet - SimplyHired	2	2	1
254682BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	62	20	0
		Direct Sourcing - Indeed	4	4	2
		Referral - Employee Referral	1	1	1
		Internal - Internal Hire	1	1	0
254683BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	25	12	1
		Direct Sourcing - Indeed	6	6	1
		Internet - LinkedIn	1	1	1
		Direct Sourcing - Other	1	1	1
		Internet - Ziprecruiter	1	1	0
		Former Employee - Rehire	1	1	0
		Internet - Indeed	1	1	0
254692BR					
	Store Associate Nonexempt				
		Website - External Career Site	29	7	0
		Referral - Employee Referral	1	1	1
254729BR					
	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	320	80	0
		Internet - Indeed	38	38	21
		Referral - Employee Referral	15	15	8
		Campaign - Indeed	1	1	1
254745BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	86	11	0
		Direct Sourcing - Indeed	11	11	4
		Referral - Employee Referral	6	6	3
		Internal - Internal Hire	2	2	2
		Internet - Ziprecruiter	1	1	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
		Former Employee - Rehire	1	1	1
254861BR	Rep, SMB Telesales Nonexempt				
		Website - External Career Site	47	18	0
		Direct Sourcing - Other	4	4	1
		Direct Sourcing - Indeed	1	1	0
		Referral - Employee Referral	1	1	0
255091BR	Store Associate Nonexempt				
		Website - External Career Site	61	6	0
		Internet - Indeed	2	2	0
		Internet - Other	1	1	1
255161BR	Mgr, Training Delivery Exempt				
		Website - External Career Site	42	3	0
		Former Employee - Rehire	1	1	1
255292BR	Field Technician I Nonexempt				
		Website - External Career Site	58	5	0
		Referral - Employee Referral	3	3	3
		Internet - Indeed	1	1	1
255338BR	Field Technician I Nonexempt				
		Website - External Career Site	64	6	0
		Internet - Indeed	3	3	2
255341BR	Field Technician I Nonexempt				
		Website - External Career Site	32	6	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
255342BR	Field Technician I Nonexempt				
		Website - External Career Site	54	10	0
		Referral - Employee Referral	2	2	2
		Internet - Indeed	2	2	0
		Internet - LinkedIn	1	1	0
255345BR	Field Technician I Nonexempt				
		Website - External Career Site	115	13	0
		Internet - Indeed	1	1	1
255349BR	Field Technician I Nonexempt				
		Website - External Career Site	91	29	1
		Internet - Indeed	5	5	3
		Organization - Military/Veteran	1	0	0
255386BR	Field Technician I Nonexempt				
		Website - External Career Site	22	7	0
		Internet - Indeed	1	1	1
255393BR	Field Technician I Nonexempt				
		Website - External Career Site	28	3	0
		Internet - Indeed	1	1	1
255489BR	Field Technician II Nonexempt				
		Website - External Career Site	1	0	1
255704BR	Sup, SMB Telesales Exempt				
		Website - External Career Site	21	3	0
		Referral - Employee Referral	1	1	1
255710BR	Account Executive Exempt				
		Website - External Career Site	53	5	0
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
255827BR	Account Executive Exempt				
		Website - External Career Site	15	0	0
		Referral - Employee Referral	1	1	1
255919BR	Rep, SMB Telesales Nonexempt				
		Website - External Career Site	96	34	0
		Referral - Employee Referral	8	8	5
		Campaign - Indeed	5	5	3
		Internet - Indeed	3	3	2
		Direct Sourcing - Indeed	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
256054BR	RSC Rep I Nonexempt	Internet - LinkedIn	1	1	1
		Former Employee - Rehire	1	1	1
256330BR	Direct Sales Rep Exempt	Website - External Career Site	51	3	1
		Referral - Employee Referral	1	1	0
256331BR	Direct Sales Rep Exempt	Website - External Career Site	33	10	0
		Direct Sourcing - Indeed	4	4	3
256392BR	Asst Mgr, Store Exempt	Direct Sourcing - ATS	2	1	0
		Website - External Career Site	37	11	0
256418BR	Store Associate Nonexempt	Direct Sourcing - Indeed	5	5	2
		Direct Sourcing - ATS	2	1	1
256480BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	70	6	0
		Internet - Indeed	2	2	1
256515BR	Direct Sales Rep Exempt	Website - External Career Site	23	4	1
		EAE-Enterprise Account Exec Exempt	57	0	0
256528BR	Residential Inbound Sales Rep Nonexempt	Direct Sourcing - ATS	1	1	0
		Referral - Employee Referral	1	1	1
256530BR	Field Technician II Nonexempt	Website - External Career Site	90	5	0
		Internet - Internal Hire	7	7	6
256597BR	Field Technician III Nonexempt	Direct Sourcing - Indeed	5	5	2
		Website - External Career Site	216	60	0
256654BR	Store Associate Nonexempt	Internet - Indeed	25	25	14
		Referral - Employee Referral	6	6	5
256872BR	Field Technician I Nonexempt	Internet - Indeed	2	1	2
		Referral - Employee Referral	1	0	1
257001BR	Field Technician II Nonexempt	Internet - Monster	1	0	1
		Referral - Employee Referral	1	0	1
257028BR	Store Lead Nonexempt	Website - External Career Site	29	5	0
		Internet - Indeed	1	1	1
257225BR	EAM-Enterprise Account Manager Exempt	Website - External Career Site	40	11	0
		Internet - Indeed	2	2	1
257328BR	Field Technician II Nonexempt	Internet - Other	1	1	0
		Referral - Employee Referral	1	0	1
257364BR	Reg Channel Sales Mgr Ent Exempt	Website - External Career Site	39	4	0
		Former Employee - Rehire	1	1	1
257592BR	Direct Sales Rep Exempt	Website - External Career Site	37	1	0
		Referral - Employee Referral	3	3	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
257604BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	2	2	1
		Former Employee - Rehire	1	1	0
257622BR	Direct Sales Rep Exempt	Website - External Career Site	49	2	0
		Direct Sourcing - ATS	5	5	1
257629BR	Corp Escalation Specialist II Nonexempt	Website - External Career Site	37	0	0
		Direct Sourcing - ATS	6	6	1
257812BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	7	2	0
		Former Employee - Rehire	1	1	1
258084BR	Rep, SMB Telesales Nonexempt	Website - External Career Site	350	107	10
		Internet - Indeed	49	49	36
		Referral - Employee Referral	25	25	16
		Internet - Google	1	1	0
		Direct Sourcing - Sourcing Specialist	1	1	0
		Internet - Ziprecruiter	1	1	0
258289BR	Account Executive Exempt	Website - External Career Site	99	31	0
		Campaign - Indeed	7	7	4
		Direct Sourcing - Indeed	5	5	2
		Direct Sourcing - Other	5	5	3
		Referral - Employee Referral	4	4	4
		Internet - Indeed	1	1	1
		Former Employee - Rehire	1	1	1
258299BR	Store Associate Nonexempt	Website - External Career Site	23	1	0
		Direct Sourcing - ATS	1	1	1
258564BR	Asst Mgr, Store Exempt	Website - External Career Site	40	1	0
		Direct Sourcing - ATS	2	2	1
258587BR	Store Associate Nonexempt	Website - External Career Site	89	4	0
		Referral - Employee Referral	1	1	1
258768BR	Store Associate Nonexempt	Website - External Career Site	140	14	3
		Internet - Indeed	3	3	2
		Campaign - Indeed	2	2	1
		Internal - Internal Hire	1	1	1
258796BR	Store Associate Nonexempt	Website - External Career Site	10	2	0
		Internet - Indeed	1	1	1
258803BR	Direct Sales Rep Exempt	Website - External Career Site	25	0	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
258807BR	Direct Sales Rep Exempt	Website - External Career Site	24	6	0
		Direct Sourcing - Indeed	4	4	2
		Website - External Career Site	68	20	0
		Direct Sourcing - Indeed	15	15	4
258875BR	Field Technician II Nonexempt	Internet - Ziprecruiter	1	1	0
		Internal - Internal Hire	1	1	1
259201BR	Store Associate Nonexempt	Internet - Indeed	1	0	1
		Website - External Career Site	30	3	0
259315BR	Store Associate Nonexempt	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
259357BR	Recruiter I Exempt	Website - External Career Site	89	3	0
		Internet - Indeed	1	1	1
259385BR	Direct Sales Rep Exempt	Website - External Career Site	33	6	0
		Referral - Employee Referral	2	2	1
		Direct Sourcing - Indeed	1	1	0
		Internal - Internal Hire	1	1	1
259552BR	Mgr, Store Exempt	Website - External Career Site	41	1	0
		Direct Sourcing - ATS	1	1	1
259835BR	Store Associate Nonexempt	Website - External Career Site	39	2	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internal - Internal Hire	1	1	0
259909BR	Rep, SMB Telesales Nonexempt	Website - External Career Site	96	19	0
		Direct Sourcing - Indeed	5	5	0
		Internet - Indeed	5	5	4
		Internet - Ziprecruiter	4	4	2
		Referral - Employee Referral	2	2	2
		Direct Sourcing - Other	1	1	0
		Campaign - Indeed	1	1	0
260232BR	Field Technician II Nonexempt	Internet - Indeed	1	0	1
260381BR	Field Technician III Nonexempt	Website - External Career Site	1	0	1
260426BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	231	37	3
		Internet - Indeed	12	12	3
		Campaign - Indeed	8	1	0
		Referral - Employee Referral	6	6	3
		Former Employee - Rehire	2	2	0
		Direct Sourcing - Sourcing Specialist	1	1	0
260661BR	Store Associate Nonexempt	Website - External Career Site	169	12	0
		Internet - Indeed	2	2	2
261141BR	Associate Project Manager Exempt	Website - External Career Site	88	4	1
261319BR	Store Associate Nonexempt	Website - External Career Site	36	1	0
		Referral - Manager Referral	1	1	1
261872BR	Rep, SMB Telesales Nonexempt	Website - External Career Site	88	16	0
		Internet - Indeed	14	14	6
		Campaign - Indeed	12	12	7
		Referral - Employee Referral	5	5	3
		Direct Sourcing - Indeed	4	4	2
		Former Employee - Rehire	1	1	0
261890BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	399	82	4
		Internet - Indeed	32	32	24
		Referral - Employee Referral	14	14	7
		Direct Sourcing - Sourcing Specialist	7	7	3
		Internet - Ziprecruiter	1	1	1
		Internet - LinkedIn	1	1	0
262070BR	Store Associate Nonexempt	Website - External Career Site	75	3	0
		Internal - Internal Hire	2	2	2
		Internet - LinkedIn	1	1	1
	Rep, SMB Telesales Nonexempt	Website - External Career Site	81	4	0
		Campaign - Indeed	7	7	3

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
262119BR	Sales Engineer II Exempt	Direct Sourcing - Indeed	5	5	3
		Referral - Employee Referral	4	4	3
		Internet - Indeed	1	1	1
262735BR	Rep, SMB Telesales Nonexempt	Website - External Career Site	25	2	0
		Internet - LinkedIn	1	1	1
263314BR	Direct Sales Rep Exempt	Website - External Career Site	86	8	0
		Campaign - Indeed	8	8	5
		Referral - Employee Referral	5	5	5
		Direct Sourcing - Indeed	4	4	1
		Former Employee - Rehire	3	3	2
		Internet - Ziprecruiter	1	1	0
		Internet - Indeed	1	1	0
		Internal - Internal Hire	1	1	1
263486BR	Rep, SMB Telesales Nonexempt	Website - External Career Site	17	2	0
		Direct Sourcing - Indeed	3	3	3
		Referral - Employee Referral	1	1	1
		Former Employee - Rehire	1	1	0
		Internet - Ziprecruiter	1	1	1
263799BR	Direct Sales Rep Exempt	Website - External Career Site	122	11	2
		Campaign - Indeed	21	21	12
		Internet - Indeed	7	7	3
		Referral - Employee Referral	6	6	5
		Direct Sourcing - Indeed	3	3	3
		Former Employee - Rehire	3	3	2
		Direct Sourcing - LinkedIn	1	1	0
		Internal - Internal Hire	1	1	1
Grand Total		Direct Sourcing - ATS	2	2	1
			11895	2982	757