

2021 FCC Unit Structure

FCC Unit: 13533 Western North Carolina

Address	City	State	Postal Zip Code
352 Airport Road	Arden	NC	28704
1670 Hendersonville Rd	Asheville	NC	28803
80 South Tunnel Road	Asheville	NC	28805
89 Peachtree Rd	Asheville	NC	28803
276 Watauga Village Drive	Boone	NC	28607
755 George Wilson Rd	Boone	NC	28607
13840 Ballantyne Corporate Pl	Charlotte	NC	28277
2222-C South Blvd	Charlotte	NC	28203
2405 Sam Wilson Rd	Charlotte	NC	28214
2910 Whitehall Park Dr	Charlotte	NC	28273
3140 West Arrowood Rd	Charlotte	NC	28273
316 E Morehead St	Charlotte	NC	28202
7832 Rea Road	Charlotte	NC	28277
8160 Ikea Blvd	Charlotte	NC	28262
8332 Pineville-Matthews Rd	Charlotte	NC	28226
8333 Forest Point Blvd	Charlotte	NC	28273
9300 Arrowpoint Blvd.	Charlotte	NC	28273
8111 Concord Mills Boulevard	Concord	NC	28027
2125 Union Rd	Gastonia	NC	28054
1121 Lenoir Rhyne Blvd	Hickory	NC	28602
14219 Reese Blvd	Huntersville	NC	28078
2217 Roxie St NE	Kannapolis	NC	28083
909 Kansas St	Kannapolis	NC	28083
220 Mclean Dr SW	Lenoir	NC	28645
118 Performance Dr	Lincolnton	NC	28092
2211 Matthews Township Parkway	Matthews	NC	28105
900 Four Lakes Dr	Matthews	NC	28105
1490 Walkup Ave	Monroe	NC	28110
3019 West Highway 74	Monroe	NC	28110
107 Stonebridge Dr	Morganton	NC	28655
103 Market Place Dr	North Wilkesboro	NC	28659
1216 Lincolnton Rd	Salisbury	NC	28144
1229 Fallston Rd	Shelby	NC	28150
122 North Tradd St	Statesville	NC	28677
2800 Big Oaks Dr	Tobaccoville	NC	27050-9539
144 Ostwalt Amity Rd	Troutman	NC	28166-8793
1496 Sulpher Springs Rd	Waynesville	NC	28786

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	OMB 3060-1033 September 2003 Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form	FOR FCC USE ONLY FOR COMMISSION USE ONLY FILE NO. -
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SECTION I IDENTIFYING INFORMATION		
A. Name of Operator: TIME WARNER CABLE		
MSO Name: CHARTER COMMUNICATIONS		
B. Employment Unit's Mailing Address 7910 CRESCENT EXECUTIVE DRIVE		
City CHARLOTTE	State NC	Zip Code 28217-
E-Mail Address (if available) JENNIFER.GOAD@CHARTER.COM		
FCC Registration Number:		
Emp. Unit ID # 13533		
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report		
<input type="checkbox"/> Supplemental Investigation Sheet (SIS) Attached		
C. County and State in which unit's employment office is located MECKLENBURG, NC		
D. Category of Respondent (check applicable box)		
<input type="radio"/> Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V <input checked="" type="radio"/> Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached		

E. Pay Period Covered by this Report (inclusive dates) 7/1/2020-6/30/2021
F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION			
System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type
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.			

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

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

SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed 	Title GVP, LABOR & EMPLOYEE RELATIONS
Date 9/28/2021	Name of Respondent KEVIN SMITH
Telephone No. (include area code) 2037054832	

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

Exhibits

2020-2021 Recruitment Initiatives

FCC Unit: 13533 Western North Carolina

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

RecruitMilitary- Veterans Job Fair

- April 16, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Large Volume of Attendees

NC4ME Job Fair

- May 19, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

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

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

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

2021 FCC Outreach Sources

FCC Unit: 13533 Western North Carolina						
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
Albemarle University	kelvin_brown78@albemarle.edu	(252) 122-2243	132 Russel Twiford Road	Elizabeth City	NC	40812
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928
Anson County Veterans Service	tward@co.anson.nc.us	740-694-4418	111 North Green Street	Wadesboro	NC	28170
Ashe County Veteran Services	angelareagan@ashecountygov.com	336-846-5575	150 Government Circle	Jefferson	NC	28640
Avery County North Carolina JobLink Career Center	george.lobe@ncommerce.com	828-737-5419	428 Pineola Street	Newland	NC	28657
Belmont Abbey College	careerservices@bac.edu	704-825-6700	100 Belmont-Mt.Holly Rd	Belmont	NC	28012
Bill J. Priest Institute for Economic Development	eccjobs@dccc.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111
Bristol Workforce Center	gerald.smith@vec.virginia.gov	276-642-7350	200 Bob Morrison Boulevard	Bristol	VA	24201
Brookhaven College	bhcjobs@dccc.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906
Burke County JobLink Career Center - Veteran Services	edwin.ware@ncommerce.com	828-438-6161	720 East Union Street	Morganton	NC	28655
Caldwell County North Carolina - Veterans Services	rgoforth@caldwellcountync.org	828-757-1345	905 West Avenue Northwest	Lenoir	NC	28645
Campbell University	career@campbell.edu	910-814-5707	227 Main St	Buies Creek	NC	27506
Cape Fear Community College	sadams@cfcc.edu		411 North Front Street	Wilmington	NC	28401
Catawba County JobLink Career Center	dpigg@goodwillnwc.org	828-466-5596	3301 Hwy 70 South East	Newton	NC	28658
Catawba County JobLink Career Center	russ.vickers@ncommerce.com	828-466-5596	3301 Hwy 70 South East	Newton	NC	28658
Catawba County JobLink Career Center	thaddeus.sparkman@ncommerce.com		3301 Hwy 70 South East	Newton	NC	28658
Catawba County North Carolina - Veterans Services	ctravis@catawbacountync.gov	(828) 465-8255	100 Government Drive	Newton	NC	28658
Catholic Social Services, Refugee Resettlement Office	ccdoc@charlottediocese.org	(704) 370-3262	1123 South Church Street	Charlotte	NC	28203
Celebrate Freedom Foundation	info@cff-soar.org	803-822-8812	1300 Pickens Street	Columbia	SC	29201
Charlotte Chamber of Commerce	krunyon@charlottechamber.com		615 South College Street	Charlotte	NC	28202
Charlotte-Mecklenburg JobLink Career Center	bill.dodge@ncommerce.com	704-566-2870	8601 McAlpine Park Drive	Charlotte	NC	28211
Clafin University	tonyetta.mcdaniel@clafin.edu	803-535-5307	400 Magnolia Street	Orangeburg	SC	29115
Commonwealth Charlotte	cjones@commonwealthcharlotte.org	(704) 650-3867	5300 Wilkinson Boulevard	Charlotte	NC	28208
DisABILITY Partners	ereynolds@disabilitypartners.org	828-298-1977	108 New Leicester Highway	Asheville	NC	28806
Displaced Homemaker Program - Mitchell	tylersmommy522@yahoo.com	828-765-4015	Po Box 544	Spruce Pine	NC	28777
Division of Employment Security - Boone Veteran Services	charles.anderson@ncommerce.com		207 Winklers Creek Road	Boone	NC	28607
Dress For Success - Charlotte	fmckyer@dressforsuccesscharlotte.org	704-525-7706	500 A Clanton Road	Charlotte	NC	28217
East Carolina University - College of Business	parksr19@ecu.edu	(252) 328-5329	701 East 5th Street	Greenville	NC	27858
Family Resources - Rutherford County	Pathshelter@bellsouth.net	(252) 328-5329	358 East Main Street	Forest City	NC	28043
Forsyth County North Carolina - Veterans Services	ncdva8@bellsouth.net	336-766-1496	2511 Neudorf Road, Suite 1	Clemmons	NC	27012
Friendship Community Development Corporation (FCDC)	info@friendshipcdc.org	(980) 771-3965	3239 Beatties Ford Road	Charlotte	NC	28216
Gaston County JobLink Career Center	benjamin.boyles@ncommerce.com	704-266-5005	1391 Bessemer City Road	Gastonia	NC	28052
Gaston County JobLink Career Center	sharon.riggan@ncommerce.com	704-853-5328	1391 Bessemer City Road	Gastonia	NC	28052
Goodwill Southern Piedmont	Lizbeth.Romero@goodwillsp.org	(704) 332-0294	5301 Wilkinson Boulevard	Charlotte	NC	28208
Greensboro Chamber of Commerce	spost@greensboro.org	336-275-8675	111 West February 1 Place	Greensboro	NC	27401
Haywood County North Carolina - Veterans Services	dcaldwell@haywoodnc.net	828-452-6634	63 Elmwood Way Suite B	Waynesville	NC	28786
Haywood County Veterans Services	mark.schuler@ncommerce.com	828-456-6061	63 Elmwood Way	Waynesville	NC	28786
Hendersonville JobLink Career Center at North Carolina Dept. of Commerce Division of Workforce Solut	bart.brown@ncommerce.com	828-883-2550	26 Francis Road	Hendersonville	NC	28792
Henry Seeman Post 2740	VFWPOST2740@GMAIL.COM	919-220-7630		111 Durham	NC	27704
Independent Life Skills Program	salleystepp@comporium.net	828-885-7233		Raleigh	NC	27603
Innervation NC	tmitchell@innervationnc.org	(704) 377-5042	116 West Jones Street	Charlotte	NC	28202
Iredell County Joblink - Mooresville /Employment Security Commission	esc.jobs.mooresville@ncommerce.com		415 East 4th Street	Mooresville	NC	28115
Johnson & Wales University - Charlotte Campus	careerpostings.cl@jwu.edu	980-598-1205	801 West Trade Street	Charlotte	NC	28202
Latin American Coalition, Inc.	lgermino@mylac.org	(704) 531-3848	4938 Central Ave. Suite 101	Charlotte	NC	28205
LIFESPAN - Community Employment	atatum@lifespanservices.org	704-944-5100	1511 Shopton Road	Charlotte	NC	28217
LIFESPAN Creative Campus Waynesville - Haywood County	tbarnett@lifespanservices.org	704-450-4780	2143 Asheville Road	Waynesville	NC	28786
Lincoln County North Carolina - Veterans Services	jvemon@lincolncounty.org	(704) 736-8506	206 Gamble Drive	Lincolnton	NC	28092
Macon County North Carolina - Veterans Services	ltabor@maconncc.org	(828) 349-2151	104 East Main Street	Franklin	NC	28734
Madison County Career Center	drogers@abtech.edu	828-649-2577	4646 US Highway 25-70	Marshall	NC	28753
Madison County North Carolina - Veterans Services	epncdva12@bellsouth.net	828-646-6937	462 North Long Branch Road	Marshall	NC	28753
Marine For Life - Spartanburg	charlie.hall1@usmc.mil		Spartanburg	Spartanburg	SC	29301
Men's Shelter of Charlotte	Stephanie.Shatto@MensShelterofCharlotte.org	(704) 334-3187	1210 North Tryon Street	Charlotte	NC	28206
Miller-Motte Technical College - Raleigh	christopher.mesecar@miller-motte.edu		3901 Capital Boulevard	Raleigh	NC	27604
Montgomery County NCWorks Career Center	delton.mingia@ncommerce.com	336-570-6800	2301 West Meadowview Road	Greensboro	NC	27407
Montgomery County Veteran Services	gracia.pack@montgomerycountync.com	(910) 576-4711	219 South Main Street	Troy	NC	27371
National AMVETS Riders - Chapter 845	cib2marine@yahoo.com	704-279-6812	427 Link St	Rockwell	NC	28138
National Society of Black Engineers (NSBE)	President@nsbecharlotte.org	(980) 207-9991	615 East 6th Street	Charlotte	NC	28202
NC Employment Security Commission - Asheboro	ronald.davis@ncommerce.com		355 South Fayetteville Street	Asheboro	NC	27203
NC Employment Security Commission-Charlotte South	bill.dodgen@ncommerce.com	704-565-6865	7140 Forest Point Boulevard	Charlotte	NC	28217
NCWorks Career Center - Ashe County	george.loebe@ncommerce.com	336-982-5627	626 Ashe Central School Road	Jefferson	NC	28640
NCWorks Career Center - Buncombe County	phillip.young@ncommerce.com	828-652-7131	48 Grove Street	Asheville	NC	28801
NCWorks Career Center - Cabarrus County	Joseph.dismuke@ncommerce.com	704-694-6551	845 North Church Street Suite 201	Concord	NC	28025
NCWorks Career Center - Cabarrus County	ken.sellers@ncommerce.com	704-786-3183	845 North Church Street Suite 201	Concord	NC	28025
NCWorks Career Center - Rutherford County	phillip.young@ncommerce.com	828-652-7131	223 Charlotte Road	Rutherfordrdton	NC	28139
NCWorks Career Center- Cleveland County	craig.mcclendon@ncommerce.com	704-480-5414	404 East Marion Street	Shelby	NC	28150
NCWorks Career Center- Haywood County	Richard.Gorton@ncommerce.com	(828) 456-6061	1170 North Main Street	Waynesville	NC	28786
NCWorks Career Center- Henderson County	gary.blue@ncommerce.com	919-560-6880	130 Eagles Reach Drive	Flat Rock	NC	28731
NCWorks Career Center- Iredell County/ Statesville	atlantis.smith@ncommerce.com		133 Island Ford Road	Statesville	NC	28625
NCWorks Career Center- Iredell County/ Statesville	shirley.butler@ncommerce.com		133 Island Ford Road	Statesville	NC	28625
NCWorks Career Center- Mecklenburg County	bill.dodge@ncommerce.com	704-566-2870	5601 Executive Center Drive	Charlotte	NC	28212
NCWorks Career Center- Mecklenburg County	kenno.teffaire@rescare.com	(704) 566-2870	5601 Executive Center Drive	Charlotte	NC	28212
NCWorks Career Center- Richmond County	Robert.Johnson@ncommerce.com	910-997-9180	115 West Franklin Street	Rockingham	NC	28379
NCWorks Career Center- Richmond County	robertjohnson@ncommerce.com		115 West Franklin Street	Rockingham	NC	28379
NCWorks Career Center Transylvania County	phillip.young@ncommerce.com	828-652-7131	45 Oak Park Drive	Brevard	NC	28712
North Carolina Division of Services for the Blind - Winston-Salem District Office	sheryl.dotson@dhhs.nc.gov	800-422-0373	4265 Brownsboro Road	Winston-Salem	NC	27106
North Carolina School for the Deaf Vocational Rehabilitation	roberta.seagle@dhhs.nc.gov		300 Enola Road	Morganton	NC	28655
North Carolina Senior Community Service Employment Program (SCSEP)	liz.needham@dhhs.nc.gov		2101 Mail Service Ctr	Raleigh	NC	27699
North Carolina Works Career Planning & Placement Center at Caldwell County	msanders@cccti.edu	828-759-4680	1909 Hickory Boulevard Southeast	Lenoir	NC	28645
Piedmont Community College - Person County Campus	Christina.perry@piedmontcc.edu	(336) 599-1181	1715 College Drive	Roxboro	NC	27573
Randolph County Veteran Services	tmvanviet@co.randolph.nc.us		158 Worth Street	Asheboro	NC	27203
Road to Hire	mishepherd@redventures.com	(704) 697-1363	1101 Red Ventures Drive	Fort Mill	SC	29707
Rutherford County Veteran Services	marie.champion@rutherfordcountync.gov		303 Fairground Road	Spindale	NC	28160
SC Works Chester Center	twitesides@dew.sc.gov	803-377-8147	764 Wilson Street	Chester	SC	29706
Shaw University	amy.hedgepath@shawu.edu		118 East South Street	Raleigh	NC	27601
Soldier for Life Transition Assistance Program - Fort Bragg - 82nd Airborne	maurice.b.medley.ctr@mail.mil	910-643-2984	Ardennes Street	Fort Bragg	NC	28307
Soldier for Life Transition Assistance Program - Fort Myer	juan.c.rodriquez64.civ@mail.mil		126 Forrest Circle	Arlington	VA	22211
South Carolina State University	jthoma21@scsu.edu	803-536-7033	PO Box 7068	Orangeburg	SC	29117
South Carolina Vocational Rehabilitation - Gaffney	Tmoses@scvrd.net		364 Huntington Road	Gaffney	SC	29341
South Carolina Vocational Rehabilitation- Lyman	Tgeter@SCVRD.NET		180 Groce Road	Duncan	SC	29334
Southwestern Community College	p_kirkley@southwesterncc.edu		447 College Drive	Sylva	NC	28779
Stanly Community College - Albemarle Campus	mpryor7642@stanly.edu	(704) 982-0121	141 College Drive	Albemarle	NC	28001
Stanly County North Carolina - Veterans Services	rbarbee@stanlycountync.gov	704-986-3694	1000 North 1st Street	Albemarle	NC	28001
State of Tennessee Department of Correction	greg.goodman@tn.gov		8417 Kingston Pike	Knoxville	TN	37919
The Arc of Union/Cabarrus, Inc.	mmiller@thearcisthere.org	(704) 261-1550	1653 Campus Park Drive	Monroe	NC	28112
The Chamber of Catawba County	jpitts@catawbachamber.org		1055 Southgate Corporate Park Southwest	Hickory	NC	28602
UNCG	cggpotez@uncg.edu	(336) 334-5000	1400 Spring Garden Street	Greensboro	NC	27412
Univeristy of North Carolina Charlotte	Recruit@unc.edu	(704) 687-8622	9201 University City Boulevard	Charlotte	NC	28223
University of South Carolina - Beaufort	careerservices@uscb.edu	843-521-4100	801 Carteret Street	Beaufort	SC	29902
Urban League of Central Carolinas	carl.moore@urbanleagueucc.org	704-373-2256 x232	740 West 5th Street	Charlotte	NC	28202
Veterans Bridge Home	Pbill@Veteransbridgehome.org		2200 East 7th Street	Charlotte	NC	28204
Veterans Bridge Home	pvacho@veteransbridgehome.org	704-332-8802	2200 East 7th Street	Charlotte	NC	28204
VFW Post 2031	shanacarpenter1990@yahoo.com	704-873-9126	139 Jordan Lane	Statesville	NC	28677
Vocational Rehabilitation-Boone	mike.birkmire@dhhs.nc.gov		245 Winklers Creek Road	Boone	NC	28607
Vocational Rehabilitation-Brevard	kathryn.mcintyre@dhhs.nc.gov		106 East Morgan Street	Brevard	NC	28712
Vocational Rehabilitation-Chapel Hill	dvr.web.C0800@dhhs.nc.gov	919-969-7350	548 Smith Level Rd	Chapel Hill	NC	27516
Vocational Rehabilitation-Creedmoor	dvr.web.C2300@dhhs.nc.gov	919-528-0227	402 N Main St	Creedmoor	NC	27522
Vocational Rehabilitation-Graham	dvr.web.C2100@dhhs.nc.gov		609 Ray Street	Graham	NC	27253
Vocational Rehabilitation-Greensboro	ronald.talton@dhhs.nc.gov	3362997337	3401 West Wendover Avenue	Greensboro	NC	27407
Vocational Rehabilitation-Henderson	dvr.web.C2300@dhhs.nc.gov	252-492-3141	10 Medical Court	Henderson	NC	27536
Vocational Rehabilitation-High Point	dvrweb.C0600@dhhs.nc.gov		919 Phillips Avenue	High Point	NC	27262
Vocational Rehabilitation-Kenansville	dvrweb.E2600@dhhs.nc.gov		103 Hill St	Kenansville	NC	28349
Vocational Rehabilitation-Kinston	dvrweb.E1100@dhhs.nc.gov		1003 Hardee Road	Kinston	NC	28504
Vocational Rehabilitation-Lenoir	dvrweb.W0300@dhhs.nc.gov		675 Pennton Avenue Southwest	Lenoir	NC	28645
Vocational Rehabilitation-Lexington	dvrweb.C2200@dhhs.nc.gov		414 Piedmont Drive	Lexington	NC	27295
Vocational Rehabilitation-Louisburg	dvrweb.C2300@dhhs.nc.gov		101 North Main Street	Louisburg	NC	27549
Vocational Rehabilitation-Marion	dvrweb.W2000@dhhs.nc.gov		451 North Main Street	Marion	NC	28752
Vocational Rehabilitation-Marshall	dvrweb.W0100@dhhs.nc.gov		415 Elderberry Lane	Marshall	NC	28753
Vocational Rehabilitation-Mocksville	dvrweb.C2200@dhhs.nc.gov		1211 Salisbury Road	Mocksville	NC	27028
Vocational Rehabilitation-Monroe	dvr.web.W3200@dhhs.nc.gov	704-289-2543	1121 Skyway Drive	Monroe	NC	28110
Vocational Rehabilitation-Morganton	roberta.seagle@dhhs.nc.gov		517 West Fleming Drive	Morganton	NC	28655
Vocational Rehabilitation-Mount Airy	amanda.lowe@dhhs.nc.gov		784 West Lebanon Street	Mount Airy	NC	27030
Vocational Rehabilitation-New Bern	dvrweb.E3600@dhhs.nc.gov		2832 Neuse Boulevard	New Bern	NC	28562
Vocational Rehabilitation-Newland	holly.ricker@dhhs.nc.gov		815 Pineola Street	Newland	NC	28657
Vocational Rehabilitation-Roanoke Rapids	dvr.web.E3700@dhhs.nc.gov	252-537-1126	615 Julian Alsbrook	Roanoke Rapids	NC	27870
Vocational Rehabilitation-Rockingham	dvrweb.C2400@dhhs.nc.gov		1793 East Broad Avenue	Rockingham	NC	28379
Vocational Rehabilitation-Rocky Mount	dvrweb.E3700@dhhs.nc.gov		301 South Church Street	Rocky Mount	NC	27804
Vocational Rehabilitation-Roxboro	dvrweb.C2300@dhhs.nc.gov		157 Semora Road	Roxboro	NC	27573
Vocational Rehabilitation-Salisbury	dvrweb.W0400@dhhs.nc.gov		205 Guffy Street	Salisbury	NC	28147
Vocational Rehabilitation-Sanford	dvrweb.C0800@dhhs.nc.gov		201 Commercial Court	Sanford	NC	27330
Wilkes County JobLink Career Center - Veteran Services	george.loebe@ncommerce.com	336-982-5627	312 Wilkesboro Avenue	North Wilkesboro	NC	28659
Women Marines Association (Area 3)	AD3@womenmarines.org	843-747-5478	6134F Rolling Rock Fork Rd.	Raleigh	NC	29406
WV Division of Rehabilitation Services	patricia.a.moody@wv.gov	304-647-7515	777 North Jefferson Street	Lewisburg	WV	24901
Yancey County Veteran Services	larry.allen@yanceycountync.gov		110 Town Square	Burnsville	NC	28714

2021 FCC Source Evaluation Report

FCC Unit: 13533 Western North Carolina

Source	Applicant Count	Interview Count	Hire Count
Ad - Broadcasting and Cable	2	2	1
Ad - TV Commercial Advertisement	2	0	1
Campaign - Indeed	35	35	7
College - Campus Recruiting	2	2	2
Contractor - Conversion	15	15	13
Direct Sourcing - ATS	62	61	32
Direct Sourcing - Indeed	145	143	69
Direct Sourcing - Line Networking	1	1	1
Direct Sourcing - LinkedIn	8	8	8
Direct Sourcing - Other	15	15	8
Direct Sourcing - Recruiter Networking	3	3	3
Former Employee - Rehire	36	35	24
Internal - Internal Hire	43	41	1
Internet - Facebook.com	3	1	1
Internet - Glassdoor.com	2	1	1
Internet - Google	8	8	5
Internet - Indeed	445	413	237
Internet - LinkedIn	12	12	9
Internet - Other	5	5	0
Internet - Ziprecruiter	5	4	4
Job Fair - External	25	23	21
Organization - Community Outreach	2	0	2
Organization - Diversity	1	1	1
Other	3	2	3
Referral - Employee Referral	163	129	113
Referral - Manager Referral	19	17	15
Website - External Career Site	18754	780	109
Total	19816	1757	691

2021 FCC Source Report

FCC Unit: 13533 Western North Carolina

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
265943BR	Anchor	Direct Sourcing - Other	1	1	1
		Website - External Career Site	142	2	0
267739BR	Sup, Customer Service	Referral - Employee Referral	2	2	2
		Website - External Career Site	196	29	0
267787BR	Sr Mgr, Managing Editor	Referral - Employee Referral	1	1	1
		Website - External Career Site	58	1	0
267952BR	Sr Project Manager	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	516	4	0
268093BR	Rep 1, Cust Svc Billing	Internet - Indeed	67	67	2
		Internet - Other	3	3	0
		Referral - Employee Referral	3	3	0
		Website - External Career Site	950	31	0
268457BR	Field Technician II	Internet - Indeed	3	3	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	121	23	1
268458BR	Field Technician II	Internet - Indeed	2	2	0
		Referral - Employee Referral	3	3	2
		Website - External Career Site	192	33	4
268459BR	Field Technician II	Internet - Indeed	2	2	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	75	17	2
268460BR	Field Technician II	Ad - TV Commercial Advertisement	1	1	0
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	6	6	0
		Referral - Employee Referral	7	7	1
		Website - External Career Site	277	30	0
268687BR	Intern	Website - External Career Site	63	3	1
268691BR	Intern	Website - External Career Site	42	1	1
268719BR	Intern	College - Campus Recruiting	1	1	1
		Website - External Career Site	116	1	0
268934BR	Intern	College - Campus Recruiting	1	1	1
		Website - External Career Site	307	2	0
268937BR	Intern	Organization - Diversity	1	1	1
		Website - External Career Site	53	2	0
268973BR	Recruiter I	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Internet - LinkedIn	1	1	0
		Referral - Manager Referral	1	1	0
		Website - External Career Site	176	3	0
269100BR-2	Enterprise Tech Support I Nonexempt	Website - External Career Site	489	78	2

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
269189BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	299	2	0
269294BR	Business Retention Rep	Campaign - Indeed	5	5	0
		Direct Sourcing - Indeed	12	12	3
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	2	2	0
		Internet - Indeed	5	5	1
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	4	4	0
		Website - External Career Site	207	27	0
		Direct Sourcing - Indeed	1	1	0
269462BR	Rep, SMB Telesales	Former Employee - Rehire	3	3	1
		Internal - Internal Hire	2	2	0
		Internet - Indeed	10	10	7
		Referral - Employee Referral	8	8	2
		Referral - Manager Referral	1	1	0
		Website - External Career Site	153	14	2
		Referral - Employee Referral	1	1	1
269507BR	Intern	Website - External Career Site	129	1	0
		Internet - Indeed	2	2	1
269537BR	Store Associate	Website - External Career Site	125	6	0
		Direct Sourcing - LinkedIn	1	1	1
269676BR	Mgr, Sales Strategic Accts	Website - External Career Site	54	6	0
		Internet - Indeed	30	30	22
269713BR	Rep 1, Cust Svc Billing	Referral - Employee Referral	2	2	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	881	18	6
		Direct Sourcing - Indeed	1	1	1
269810BR	Asst Mgr, Store	Website - External Career Site	44	5	0
		Website - External Career Site	12	1	1
270115BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	38	5	0
270268BR	Store Associate - PT	Internet - Indeed	1	1	1
		Website - External Career Site	66	2	0
270299BR	Rep 1, CustSvc SB Tech Support	Internet - Indeed	1	1	0
		Job Fair - External	11	11	10
		Referral - Employee Referral	4	4	4
		Referral - Manager Referral	1	1	1
		Website - External Career Site	215	14	2
270374BR	Billing Design Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	19	2	0
270518BR	Intern	Internet - Indeed	1	1	1
		Website - External Career Site	124	1	0
270539BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	58	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270545BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	0
		Direct Sourcing - Indeed	13	13	4
		Website - External Career Site	63	19	0
270624BR	Ent Client Service Rep Nonexempt	Contractor - Conversion	2	2	1
		Website - External Career Site	54	0	0
270697BR	Field Technician II	Internet - Glassdoor.com	1	1	1
		Internet - Indeed	4	4	1
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	2	2	2
		Referral - Manager Referral	1	1	1
		Website - External Career Site	106	18	2
270798BR	Multimedia Journalist	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	235	7	0
270887BR	Rep 1, Cust Svc Billing	Internal - Internal Hire	2	2	0
		Internet - Indeed	20	20	14
		Referral - Employee Referral	1	1	1
		Website - External Career Site	804	7	1
270922BR	Acct Exec, Comm Sol Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	42	6	0
270940BR	Rep 1, Cust Svc SB Billing	Internet - Indeed	3	3	3
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	3	3	3
		Website - External Career Site	354	37	5
271057BR	Strategic Account Spec - HC	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	34	0	0
271190BR	Area Manager	Internet - LinkedIn	1	1	1
		Website - External Career Site	62	3	0
271579BR	Traffic Specialist Nonexempt	Website - External Career Site	72	4	1
271685BR	Field Technician II	Internet - Google	1	1	0
		Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	62	19	1
271715BR	Area Manager	Internet - LinkedIn	1	1	1
		Website - External Career Site	210	18	0
271743BR	Commercial Data MSS Spec Exempt	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	11	0	0
271796BR	Mgr, Human Resources	Referral - Manager Referral	1	1	1
		Website - External Career Site	85	1	0
271816BR	Asst Mgr, Store	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	15	0	0
271851BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	99	5	0
271935BR	Store Associate	Internet - Indeed	2	2	2
		Website - External Career Site	69	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271939BR	Asst Mgr, Store	Internet - LinkedIn	1	1	1
		Website - External Career Site	11	0	0
271986BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	97	6	0
271989BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	26	2	0
271991BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	18	0	0
271995BR	EAM-Enterprise Account Manager	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	65	8	0
272022BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	3	3	3
		Website - External Career Site	29	3	0
272033BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	10	2	0
272082BR	Bus Controls Analyst-Cust Ops	Website - External Career Site	23	2	1
272102BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	0	0
272131BR	Project Manager Engineering II	Contractor - Conversion	1	1	1
		Website - External Career Site	29	0	0
272141BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	10	0	0
272143BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	15	2	0
272157BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	26	0	0
272186BR	Rep, SMB Telesales	Former Employee - Rehire	2	2	2
		Internet - Indeed	10	10	6
		Internet - Other	1	1	0
		Referral - Employee Referral	4	4	3
		Referral - Manager Referral	2	2	2
		Website - External Career Site	113	11	2
272349BR	Account Executive	Referral - Employee Referral	2	2	2
		Website - External Career Site	53	12	0
272363BR	Direct Sales Rep	Direct Sourcing - ATS	9	9	3
		Website - External Career Site	18	7	0
272528BR	Rep 1, CustSvc SB Tech Support	Internet - Indeed	2	2	2
		Internet - LinkedIn	2	2	1
		Job Fair - External	11	11	10
		Referral - Employee Referral	7	7	7
		Referral - Manager Referral	1	1	1
		Website - External Career Site	361	60	10
272646BR	Direct Sales Rep	Internet - Indeed	5	5	2
		Website - External Career Site	35	25	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272727BR	Asst Mgr, Store	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	36	2	0
272849BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	2	2	2
		Internal - Internal Hire	2	2	0
		Internet - Indeed	7	7	7
		Referral - Employee Referral	1	1	1
		Website - External Career Site	853	5	1
272853BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	22	1	0
273008BR	Direct Sales Rep	Direct Sourcing - Indeed	6	6	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	30	29	0
273022BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	6	1	0
273048BR	National Account Manager G1 Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	27	1	0
273062BR	Field Technician II	Internet - Indeed	1	1	1
		Other	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	49	5	0
273063BR	Field Technician II	Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	36	3	0
273090BR	Store Associate	Website - External Career Site	9	2	1
273165BR	Direct Sales Rep	Direct Sourcing - ATS	10	10	5
		Internal - Internal Hire	1	1	0
		Website - External Career Site	28	18	0
273264BR	Field Technician II	Internet - Indeed	1	1	0
		Organization - Community Outreach	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	31	5	1
273268BR	Field Technician II	Referral - Employee Referral	3	3	3
		Website - External Career Site	118	17	3
273269BR	Field Technician II	Referral - Employee Referral	1	1	0
		Website - External Career Site	49	5	2
273290BR	Store Associate	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	67	0	0
273297BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	26	2	0
273298BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	23	1	0
273328BR	Decision Support Analyst	Website - External Career Site	41	7	1
273412BR	Intern	Referral - Employee Referral	1	1	1
		Website - External Career Site	41	9	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273734BR	Sup, Customer Service	Internal - Internal Hire	1	1	0
		Website - External Career Site	143	8	1
273740BR	Business Retention Rep	Internet - Indeed	2	2	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	83	3	0
273792BR	Account Executive	Internal - Internal Hire	2	2	0
		Internet - Indeed	1	1	1
		Referral - Manager Referral	1	1	0
		Website - External Career Site	94	9	0
273793BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	10	0	0
273829BR	Store Associate	Direct Sourcing - ATS	3	3	3
		Direct Sourcing - Indeed	2	2	2
		Website - External Career Site	26	6	0
273850BR	Rep, SMB Telesales	Campaign - Indeed	4	4	2
		Direct Sourcing - Indeed	29	29	19
		Direct Sourcing - Other	3	3	1
		Former Employee - Rehire	2	2	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	12	12	8
		Referral - Employee Referral	17	17	10
		Referral - Manager Referral	1	1	0
		Website - External Career Site	200	18	3
273947BR	Store Associate	Internet - Indeed	2	2	1
		Website - External Career Site	44	4	0
274037BR	Store Associate	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	96	17	0
274196BR	Human Resources Generalist	Former Employee - Rehire	1	1	1
		Website - External Career Site	126	7	0
274320BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	19	4	0
274338BR	Producer	Other	1	1	1
		Website - External Career Site	60	5	0
274361BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	0
		Website - External Career Site	6	1	0
274378BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	10	5	0
274448BR	Enterprise Tech Support I Nonexempt	Internal - Internal Hire	2	2	0
		Website - External Career Site	167	32	2
274450BR	National Account Manager G1 Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	22	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274473BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	47	9	0
274492BR	Sr Instructional Designer	Contractor - Conversion	1	1	1
		Website - External Career Site	198	5	0
274575BR	Field Technician IV	Former Employee - Rehire	1	1	1
274580BR	Rep 1, Cust Svc Billing	Internet - Indeed	11	11	11
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	6	6	4
		Website - External Career Site	774	4	2
274710BR	Rep 1, CustSvc SB Tech Support	Internal - Internal Hire	2	2	0
		Internet - Indeed	5	5	5
		Internet - Ziprecruiter	1	1	1
		Job Fair - External	2	2	1
		Referral - Employee Referral	6	6	3
		Referral - Manager Referral	1	1	1
		Website - External Career Site	228	40	7
274716BR	Rep 1, Cust Svc SB Billing	Internet - Indeed	16	16	10
		Referral - Employee Referral	4	4	4
		Referral - Manager Referral	2	2	2
		Website - External Career Site	497	67	0
274724BR	Rep 1, Cust Svc SB Billing	Internal - Internal Hire	2	2	0
		Internet - Indeed	9	9	4
		Referral - Manager Referral	2	2	2
		Website - External Career Site	176	7	1
274793BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	2
		Direct Sourcing - Other	1	1	0
		Website - External Career Site	9	9	0
275200BR	Asst Mgr, Store	Referral - Employee Referral	1	1	1
		Website - External Career Site	45	0	0
275205BR	Marketing Manager Exempt	Direct Sourcing - ATS	2	2	0
		Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	59	4	0
275419BR	Direct Sales Rep	Direct Sourcing - ATS	6	6	1
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	18	12	0
275419BR-1	Direct Sales Rep	Website - External Career Site	26	20	2
275691BR	Asst Mgr, Store	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	15	2	0
275708BR	Field Technician IV	Former Employee - Rehire	1	1	1
276070BR	Direct Sales Rep	Direct Sourcing - Indeed	7	7	1
		Job Fair - External	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	13	13	0
276181BR	Sup, Direct Sales	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	17	11	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276183BR	Field Technician II	Internet - Indeed	2	2	1
		Organization - Community Outreach	1	1	1
		Referral - Employee Referral	2	2	1
		Referral - Manager Referral	2	2	2
		Website - External Career Site	64	6	3
276184BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	15	2	0
276188BR	Field Technician II	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	13	2	0
276189BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	8	1	1
276190BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	25	2	0
276191BR	Field Technician II	Internet - Facebook.com	1	1	0
		Referral - Employee Referral	2	2	2
		Website - External Career Site	28	8	0
276222BR	Rep, SMB Telesales	Campaign - Indeed	7	7	4
		Direct Sourcing - Indeed	5	5	3
		Direct Sourcing - Other	5	5	3
		Former Employee - Rehire	3	3	3
		Internet - Indeed	24	24	13
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	4	4	3
		Website - External Career Site	288	14	1
276270BR	Rep 1, Cust Svc Billing	Internal - Internal Hire	3	3	0
		Internet - Google	1	1	1
		Internet - Indeed	19	19	12
		Referral - Employee Referral	2	2	2
		Website - External Career Site	566	5	1
276353BR	Direct Sales Rep	Campaign - Indeed	4	4	0
		Internet - Glassdoor.com	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	19	17	0
276377BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	5	2	0
276472BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	49	6	0
276535BR	Store Associate	Website - External Career Site	16	2	1
277214BR	Rep 1, CustSvc SB Tech Support	Internal - Internal Hire	1	1	0
		Internet - Indeed	4	4	4
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	4	4	4
		Referral - Manager Referral	1	1	1
		Website - External Career Site	415	41	4
277224BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277247BR	Rep 1, Cust Svc Billing	Direct Sourcing - Line Networking	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Google	1	1	1
		Internet - Indeed	23	23	18
		Referral - Employee Referral	3	3	3
		Website - External Career Site	544	10	0
277314BR	Store Associate	Internet - Indeed	1	1	0
		Website - External Career Site	30	6	1
277318BR	Store Associate - PT	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	8	1	0
277328BR	Direct Sales Rep	Direct Sourcing - ATS	9	9	5
		Former Employee - Rehire	1	1	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	11	5	0
277351BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	0	0
277358BR	Sup, Direct Sales	Internal - Internal Hire	1	1	1
		Website - External Career Site	4	0	0
277360BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	34	2	0
277392BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	3	3	0
		Website - External Career Site	30	16	0
277423BR	Mgr, Construction	Website - External Career Site	20	1	1
277558BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	30	2	0
277582BR	Sup, Field Operations	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	17	2	0
277726BR	Mgr, Data & Reporting	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	45	1	0
277972BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	15	15	0
277979BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	1
		Website - External Career Site	14	13	0
278060BR	Field Technician II	Website - External Career Site	18	1	1
278061BR	Field Technician II	Referral - Employee Referral	2	2	2
		Website - External Career Site	33	2	0
278063BR	Field Technician II	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	26	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278065BR	Field Technician II	Internet - Indeed	3	3	2
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	78	12	2
278066BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	17	2	0
278211BR	Ent Client Service Rep Nonexempt	Contractor - Conversion	3	3	2
		Internal - Internal Hire	4	4	0
		Website - External Career Site	29	4	0
278375BR	Rep, SMB Telesales	Campaign - Indeed	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Direct Sourcing - Other	5	5	3
		Former Employee - Rehire	2	2	1
		Internet - Indeed	20	20	10
		Internet - Other	1	1	0
		Referral - Employee Referral	3	3	1
		Website - External Career Site	171	10	1
278695BR	Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	40	3	0
278788BR	Field Technician II	Internet - Google	1	1	1
		Website - External Career Site	13	3	0
278792BR	Store Associate	Website - External Career Site	26	2	1
278984BR	Residential Retention Rep	Campaign - Indeed	14	14	0
		Direct Sourcing - Indeed	14	14	7
		Former Employee - Rehire	8	8	4
		Internal - Internal Hire	1	1	0
		Internet - Google	2	2	0
		Internet - Indeed	40	40	19
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	3	3	1
		Website - External Career Site	351	27	6
279142BR	MAE - Healthcare	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	8	1	0
279320BR	Rep 1, Cust Svc Billing	Ad - Broadcasting and Cable	2	2	1
		Internet - Facebook.com	1	1	1
		Internet - Google	1	1	1
		Internet - Indeed	24	24	16
		Internet - LinkedIn	1	1	1
		Other	1	1	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	640	18	5
279421BR	Dir, Decision Support	Former Employee - Rehire	1	1	1
		Website - External Career Site	13	4	0
279568BR	Billing Design Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
279571BR	Billing Design Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	24	2	0
279646BR	Billing Design Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
279676BR	Billing Design Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	12	0	0
279680BR	Billing Design Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	10	0	0
280072BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Indeed	7	7	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	9	9	0
280072BR-1	Direct Sales Rep	Website - External Career Site	22	22	1
280100BR	Store Associate	Website - External Career Site	5	1	1
280159BR	Sup, Direct Sales	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	17	14	0
280316BR	Direct Sales Rep	Direct Sourcing - Indeed	7	7	2
		Website - External Career Site	14	5	0
280322BR	Direct Sales Rep	Direct Sourcing - Indeed	8	8	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	9	3	0
280325BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	2
		Website - External Career Site	5	3	0
280503BR	Rep, SMB Telesales	Internet - Indeed	1	1	0
		Referral - Employee Referral	2	2	2
		Website - External Career Site	102	5	1
280630BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	4	0	0
280680BR	Field Technician II	Ad - TV Commercial Advertisement	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	14	1	0
280682BR	Field Technician II	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	33	3	0
280683BR	Field Technician II	Internet - Facebook.com	1	1	0
		Internet - Indeed	2	2	2
		Website - External Career Site	40	5	0
280685BR	Field Technician II	Referral - Employee Referral	2	2	2
		Website - External Career Site	23	1	0
280686BR	Field Technician II	Website - External Career Site	31	2	1
280908BR	Enterprise Tech Support I Nonexempt	Direct Sourcing - ATS	2	2	2
		Direct Sourcing - Recruiter Networking	2	2	2
		Website - External Career Site	99	17	3
280911BR	Business Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	28	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
281532BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	16	0	0
281819BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	9	0	0
282022BR	Store Associate - PT	Referral - Employee Referral	2	2	2
		Website - External Career Site	20	0	0
282316BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Indeed	6	6	2
		Website - External Career Site	12	0	0
282331BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	2
		Website - External Career Site	10	1	0
282339BR	Direct Sales Rep	Direct Sourcing - Indeed	4	4	2
		Website - External Career Site	11	1	0
282436BR	Client Services Account Coord Nonexempt	Contractor - Conversion	1	1	1
		Internal - Internal Hire	3	3	0
		Website - External Career Site	37	7	0
282979BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	10	7	0
282985BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	10	4	0
283443BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	1
		Internet - Indeed	2	2	0
		Website - External Career Site	10	10	0
283648BR	Store Specialist Nonexempt	Direct Sourcing - ATS	1	1	0
		Internet - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	40	0	0
283966BR	Store Specialist - PT Nonexempt	Internet - Indeed	2	2	1
		Website - External Career Site	12	0	0