

## 2021 FCC Unit Structure

### FCC Unit: 13535 Kansas City/Lincoln, MO

Address	City	State	Postal Zip Code
10810 Parallel Pkwy	Kansas City	KS	66109
541 McDonald Rd	Leavenworth	KS	66048
11358 Strang Line Road	Lenexa	KS	66215
6921 West 119th Street	Overland Park	KS	66209
8221 West 119th St	Overland Park	KS	66213
9225 Indian Creek Pkwy	Overland Park	KS	66210
1601 Olive St	Kansas City	MO	64127
550 Westport Rd	Kansas City	MO	64111
6550 Winchester Ave	Kansas City	MO	64133
6555 Winchester Ave	Kansas City	MO	64133
8401A North Mercier Rd	Kansas City	MO	64155
188 NW Oldham Parkway	Lee's Summit	MO	64081
1903 N Morley St, Suite C	Moberly	MO	65270
5151 Osage Beach Pkwy Ste B	Osage Beach	MO	65065
210 W 7th St	Sedalia	MO	65301
609 A-11 East Young Suite	Warrensburg	MO	64093
210 West 3rd	Alliance	NE	69301
709 9th Street	Auburn	NE	68305
2227 East Court	Beatrice	NE	68310
2453 39th Ave.	Columbus	NE	68601
1816 Stone St	Falls City	NE	68355
1780 E 23rd St	Fremont	NE	68025
205 North Webb Rd	Grand Island	NE	68803
2230 Webb Road	Grand Island	NE	68803
2303 W 2nd St	Hastings	NE	68901
3609 Cimarron Plaza	Hastings	NE	68901
809 Central Ave	Kearney	NE	68847
2631 W. L Street	Lincoln	NE	68522
308 N 48th Street	Lincoln	NE	68504
5400 S 16th St	Lincoln	NE	68512
6835 S. 27th Street Ste 2	Lincoln	NE	68512
601 E Walker Rd	North Platte	NE	69101
717 E. 1st St	Ogallala	NE	69153
1204 Ave B	Scottsbluff	NE	69361
215 S 1st St	Springfield	NE	68059
114 West 6th St	York	NE	68467

Federal Communications Commission Washington, D.C. 20554  <b>FCC 396-C</b>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<b>Multi-Channel Video Program Distributor EEO Program Annual Report</b>  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-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 13535

**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

JACKSON, MO

D. Category of Respondent (check applicable box)

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

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

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

**SECTION II COMMUNITY INFORMATION**

## System Communities Comprising Local Employment Unit

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

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

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

#### SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

#### SECTION V CERTIFICATION

This report must be certified as follows:

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

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

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

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

#### Exhibits

# 2020-2021 Recruitment Initiatives

FCC Unit: 13535 Kansas City/Lincoln, MO

- 1. #3 - Co sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.**

## Urban League of Kansas City Hiring Event

- April 23, 2021
- Virtual
- Co-Sponsor Company: Federal Reserve Bank of Kansas City
- Urban League Mission Statement:  
*"To enable African Americans and other disadvantaged persons to secure economic self-reliance, parity, power and civil rights"*
- 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.**

## Leading a Respectful Workplace

Employees at this Charter FCC unit participated in the Leading a Respectful Workplace training. Leading a Respectful Workplace is a 3 day class room training that provides Charter's leaders with the skills and insights needed to achieve positive business results and engage employees in ways that inspire their best work. The course emphasizes leadership and legal responsibilities needed in addressing our most compelling and urgent priorities for creating and maintaining a professional, productive, and inclusive work environment. Key Learning Objectives: How leaders' behaviors directly impact business results. How leaders model organizational values and how they can best respond to issues when they come up. How leaders hold employees accountable and coach effectively for optimal performance. How inappropriate behavior can compromise even the most effective leadership practices. How leaders behave when they learn of an employee complaint. How social media impacts today's workplace, and understanding the most effective role for leaders.



2021 FCC Outreach Sources

FCC Unit: 13535 Kansas City/Lincoln, MO							
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip	
100 Black Women - Omaha Metropolitan Chapter	ncbwomaha@gmail.com	(402) 819-7810	Po Box 641984	Omaha	NE	68164-7984	
Adams County Veterans Service	clong@adamscounty.org	402-461-7162	Po Box 613	Hastings	NE	68902-0613	
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928	
Arc - Southwest	arcsouthwest@gmail.com	308-334-7805	17105 Terrace Dr	Culbertson	NE	69024-8247	
Arthur County Veterans Service	dnichols@keithcountyne.gov	(308) 284-4477	Po Box 668	Ogallala	NE	69153-0668	
Association of People Supporting Employment First	Lesa.Barber@vr.dese.mo.gov	555-555-1212	1706 E Elm St	Jefferson City	MO	65101-4130	
Beatrice Career Center	sandy.grigg@nebraska.gov	402-223-6060	5109 W Scott Rd	Beatrice	NE	68310-7058	
Belleville Division of Rehabilitation Services	nancy.foster@illinois.gov	618-235-5300	601 S High St	Belleville	IL	62220-2122	
Benedictine College	careers@benedictine.edu	800-467-5340	1020 N 2nd St	Atchison	KS	66002-1402	
Bill J. Priest Institute for Economic Development	eccjobs@dcccd.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111	
Brookhaven College	bhcjobs@dcccd.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906	
Central Methodist University	career@centralmethodist.edu	660-248-6986	411 Central Methodist Sq	Fayette	MO	65248-1104	
Disabled American Veterans - Bayard #33	wesvet@allenraerdman.com	(308) 586-1789	602 Avenue A	Bayard	NE	69334-1002	
Disabled American Veterans - Hastings #9	roberttockey@aol.com	402-984-4579	302 S Elm Ave	Hastings	NE	68901-6435	
Disabled American Veterans - James F Chism Memorial 7	r_howardtaylor@hotmail.com	(913) 683-8989	27212 187th St	Leavenworth	KS	66048-7566	
Disabled American Veterans - Orlo E. Eglehoff #3	daveolson7@yahoo.com	308-520-3870	1003 E D St	North Platte	NE	69101-5618	
Doane College	quinton.geis@doane.edu	(402) 826-8522	1014 Boswell Ave	Crete	NE	68333-2426	
Doane College	sarah.begay@doane.edu	(402) 826-8522	1014 Boswell Ave	Crete	NE	68333-2426	
Dodge City Community College	rausmus@dc3.edu	(620) 227-9201	2501 N 14th Ave	Dodge City	KS	67801-2316	
Douglas County Dept of General Assistance	melissa.sewick@douglascounty-ne.gov	(402) 444-7230	1111 S 41st St Ste 220	Omaha	NE	68105-1828	
Drury University	career@drury.edu	417-873-7284	900 N Benton Ave	Springfield	MO	65802-3712	
ESGR - Employer Support of the Guard and Reserve	peggy.a.brown6.ctr@mail.mil	402-309-7305	6929 Mercy Rd	Omaha	NE	68106-2604	
ESGR - Employer Support of the Guard and Reserve - Lincoln	William.h.nelson48.ctr@mail.mil	402-309-7303	2433 Nw 24th St	Lincoln	NE	68524-1801	
Hall County Veterans Service	dons@hallcountyne.gov	308-385-5065	121 S Pine St	Grand Island	NE	68801-6002	
Hamilton County Veterans Service	cvso28@hotmail.com	308-928-2160	1111 13th St	Aurora	NE	68818-2001	
Harris-Stowe State University	harrisv@hssu.edu	(314) 340-3366	3026 Laclede Ave	Saint Louis	MO	63103-2136	
Harvest America Corporation	tbookless@harvestamerica.org	(913) 342-2121	155 S 18th St	Kansas City	KS	66102-5642	
Heartland Workforce Solutions	art.davis@nebraska.gov	402-444-4700	5752 Ames Ave	Omaha	NE	68104-2700	
Heartland Workforce Solutions	rbell@goodwillomaha.org	402-444-4700	5752 Ames Ave	Omaha	NE	68104-2700	
Immigrant and Refugee Women's Program	patjoshu@sbcglobal.net	(314) 771-1104	3530 Utah St	Saint Louis	MO	63118-2729	
Jubilee Church	jccchurchadmin@gmail.com	314-533-5400	3118 N Grand Blvd	Saint Louis	MO	63107-2502	
Kansas Commission on Veterans' Affairs - Kansas City	kcvakc@gmail.com	(913) 371-5968	100 S 20th St	Kansas City	KS	66102-5604	
KANSASWORKS Paola - Fort Scott Community College, Miami County Campus	rsnook@kansasworks.com	(913) 294-4178	501 S Hospital Dr	Paola	KS	66071-2103	
Kearney Veterans Service	kcvso@gtmc.net	308-832-1747	Po Box 172	Minden	NE	68959-0172	
Kingdom House/Near Southside Employment Coalition	estuart@kingdomhouse.org	(314) 421-0400	1321 S 11th St	Saint Louis	MO	63104-3530	
Lancaster County Veterans Service	rringlein@lancaster.ne.gov	402-441-7361	2202 S 11th St	Lincoln	NE	68502-3559	
Lawrence Workforce Center	james.mccoy@ks.gov	785-840-9675	2540 Iowa St Ste R	Lawrence	KS	66046-5754	
League of Human Dignity, Inc.	jjohanns@leagueofhumandignity.com	(712) 323-6863	1520 Avenue M	Council Bluffs	IA	51501-1185	
Lincoln County Veterans Service	cooperpl@co.lincoln.ne.us	308-534-4350	311 N Vine St Ste 2	North Platte	NE	69101-3922	
Logan County Veterans Service	richcook47@hotmail.com	308-636-2343	Po Box 8	Stapleton	NE	69163-0008	
Logan University	Jazmine.Newsoms@logan.edu	(800) 784-3344	1851 Schoettler Rd	Chesterfield	MO	63017-5529	
Lyon College	vicki.webb@lyon.edu	870-307-7000	2300 Highland Rd	Batesville	AR	72501-3629	
Madison County Urban League	dsr22706@aol.com	618-463-1906	408 E Broadway	Alton	IL	62002-2417	
Maryville University of St. Louis	eboswell@maryville.edu	(314) 529-9375	650 Maryville University Dr	Saint Louis	MO	63141-5849	
MERS Missouri Goodwill	jbyrne@mersgoodwill.org	314-241-3464	1727 Locust St	Saint Louis	MO	63103-1703	
Missouri Career Center - Northland Human Services Center	cooper@feckc.org	816-468-8767	3100 Ne 83rd St	Kansas City	MO	64119-4400	
Missouri Career Center - St. Joseph	janice@mo-kan.org	816-387-2380	301 S 7th St	Saint Joseph	MO	64501-2203	
Missouri Rehabilitation Services for the Blind-MO	brenda.k.kennedy@dss.mo.gov	573-751-4765	615 Howerton Ct	Jefferson City	MO	65109-6806	
Mosaic in Grand Island	kelly.davis@mosaicinfo.org	308-381-1690	2846 Old Fair Rd	Grand Island	NE	68803-5222	
National Gulf War Resource Center	jim@ngwrc.org	866-531-7183	2611 Sw 17th St	Topeka	KS	66604-2603	
Nebraska Commission for the Blind and Visually Impaired	connie.m.daly@nebraska.gov	402-471-2891	4600 Valley Rd Ste 100	Lincoln	NE	68510-4844	
Nebraska Department of Labor - Fremont Veteran Services	david.rangeloff@nebraska.gov	402-727-3902	835 N Broad St	Fremont	NE	68025-4128	
Nebraska Dept of Labor	art.davis@nebraska.gov	402-444-4700	5717 F St	Omaha	NE	68117-2822	
Nebraska WorkForce - LVEP	art.davis@nebraska.gov	402-444-4700	5717 F St	Omaha	NE	68117-2822	
Nebraska WorkForce - LVEP	harvey.hudson@nebraska.gov	402-444-4700	5717 F St	Omaha	NE	68117-2822	
Nebraska Workforce Development - Grand Island	joshua.whited@nebraska.gov	402-462-1867	203 E Stolley Park Rd Ste A	Grand Island	NE	68801-8209	
Nebraska Workforce Development - Grand Island	randy.kissinger@nebraska.gov	308-385-6300	203 E Stolley Park Rd Ste A	Grand Island	NE	68801-8209	
Nebraska Workforce Development - Grand Island	vicki.pflasterer@nebraska.gov	(308) 385-6300	203 E Stolley Park Rd Ste A	Grand Island	NE	68801-8209	
North Platte Career Center	josh.hanson@nebraska.gov	308-535-8023	306 E 6th St	North Platte	NE	69101-4160	
Omaha Career Center	harvey.hudson@nebraska.gov	402-444-4700	5717 F St	Omaha	NE	68117-2822	
Ottawa University	susan.webb@ottawa.edu	(800) 755-5200	1001 S Cedar St	Ottawa	KS	66067-3399	
Park University	jobs@park.edu		8700 Nw River Park Dr	Parkville	MO	64152-4358	
Pawnee County Veterans Service	pawneecountyvetservices@gmail.com	(402) 852-2777	Po Box 113	Pawnee City	NE	68420-0113	
Pottawattamie County Veteran Affairs	nick.jedlicka@pottcounty-ia.gov	(712) 328-5797	223 S 6th St	Council Bluffs	IA	51501-4218	
Ranken Technical College	jksummers@ranken.edu	314) 286-3665	4431 Finney Ave	Saint Louis	MO	63113-2811	
Saline County Veterans Service	salinevet@diodecom.net	402-821-2990	Po Box 865	Wilber	NE	68465-0865	
SER Corporation of Kansas	cbenitez@sercorp.com	316-264-5372	1020 N Main St	Wichita	KS	67203-3624	
Seward County Veterans Service	jeffrey.baker@sewardcountyne.com	402-643-4105	320 S 14th St	Seward	NE	68434-2321	
SLATE Next Generation Missouri Career Center - Downtown	KRiddick@stlworks.com	(314) 589-8000	1520 Market St Rm 3050	Saint Louis	MO	63103-2634	
The American Legion - St. Paul	generice_68@msn.com	308-754-5497	804 Howard Ave	Saint Paul	NE	68873-2049	
The Arc - Custer County	angelafoundation@hotmail.com	308-872-6081	Po Box 34	Broken Bow	NE	68822-0034	
The Arc - Saunders	swarriner@live.com	402-443-4694	1910 N Chestnut St	Wahoo	NE	68066-1095	
The Arc of Adams-Clay	jayemaye@hotmail.com	308-334-7805	Po Box 86	Hastings	NE	68902-0086	
The Arc of Buffalo County	arcofbuffalocounty@frontiernet.net	308-237-4343	4511 6th Ave Ste 204	Kearney	NE	68845-3489	
The Arc of Norfolk	arnorfolk@conpoint.com	402-379-1160	Po Box 32	Norfolk	NE	68702-0032	
The Arc of Platte Valley	outreach@arcofplattecounty.com	(308) 386-8311	Po Box 344	Sutherland	NE	69165-0344	
The Women's Safe House	aftercare@twsh.org	314-772-4535	Po Box 63010	Saint Louis	MO	63163-3010	
Truman State University	careers@truman.edu	660-785-4000	100 E Normal Ave	Kirksville	MO	63501-4200	
United Cerebral Palsy of Nebraska	anne@ucpnebraska.org	402-502-3572	920 S 107th Ave Ste 302	Omaha	NE	68114-4790	
University of Central Missouri	careers@ucmo.edu	660-543-4985	108 W South St	Warrensburg	MO	64093-2324	
Urban League of Nebraska	mthomas@urbanleagueneb.org	(402) 453-9730	3040 Lake St	Omaha	NE	68111-3700	
Urban League of Nebraska	rozalyn.bredow@urbanleagueneb.org	(402) 453-9730	3040 Lake St	Omaha	NE	68111-3700	
Veteran Services - Rolla	Andrew.Sharp@mvc.dps.mo.gov	573-368-2373	1101 Kingshighway St	Rolla	MO	65401-2922	
Veteran Services - Sedalia	Shannon.Balver@mvc.dps.mo.gov	(660) 530-5544	816 Westwood Dr	Sedalia	MO	65301-2182	
Veteran Services - St. Joseph	Pamela.Luyk@mvc.dps.mo.gov	(816) 387-2841	525 Jules St	Saint Joseph	MO	64501-4102	
Veteran Services - Warrensburg	James.Wieler@mvc.dps.mo.gov	(660) 543-7930	1300 Veterans Rd	Warrensburg	MO	64093-8294	
Vocational Rehabilitation - Clarinda	amy.mcneese@iowa.gov	712-542-5414	1800 N 16th St	Clarinda	IA	51632-1101	
Vocational Rehabilitation-Cape Girardeau	janet.childers@vr.dese.mo.gov	(573) 290-5788	3102 Blattner Dr	Cape Girardeau	MO	63703-6348	
Vocational Rehabilitation-Gladstone	james.ankrom@vr.dese.mo.gov	(816) 467-7900	310 Nw Englewood Rd	Gladstone	MO	64118-4065	
Vocational Rehabilitation-Hannibal	jo.moncrief@vr.dese.mo.gov	573-248-2410	112 Jaycee Dr	Hannibal	MO	63401-3673	
Vocational Rehabilitation-Sedalia	karen.wilson@vr.dese.mo.gov	660-530-5560	2115 W Broadway Blvd	Sedalia	MO	65301-2506	
Vocational Rehabilitation-St. Charles	janis.miller@vr.dese.mo.gov	636-940-3300	3737 Harry S Truman Blvd	Saint Charles	MO	63301-4094	
Vocational Rehabilitation-St. Louis	jeather.smith@vr.dese.mo.gov	314-877-2940	220 S Jefferson Ave	Saint Louis	MO	63103-2536	
Vocational Rehabilitation-St. Louis South	Lesa.Barber@vr.dese.mo.gov	555-555-1212	3248 Laclede Station Rd	Saint Louis	MO	63143-3709	
Vocational Rehabilitation-St. Louis West	karen.klenke@vr.dese.mo.gov	314-877-1500	9900 Page Ave	Saint Louis	MO	63132-1443	
Washburn University	kent.mcanally@washburn.edu	(785) 670-1010	1700 Sw College Ave	Topeka	KS	66621-0001	
Washington County Veterans Service	veteranservices@washingtontcountyne.org	(402) 426-6838	1555 Colfax St Ste 5	Blair	NE	68008-2007	
Worknet	sam@worknetnow.com	866-872-1743	800 N Tucker Blvd	Saint Louis	MO	63101-1000	
Wounded Warrior Project	rmckenna@woundedwarriorproject.org	(904) 627-7751	7400 College Blvd Ste 350	Overland Park	KS	66210-4024	
YWCA Lincoln	info@ywcalincoln.org	402-434-3494	Po Box 95123	Lincoln	NE	68509-5123	

## 2021 FCC Source Evaluation Report

FCC Unit: 13535 Kansas City/Lincoln, MO

Source	Applicant Count	Interview Count	Hire Count
Brazen	2	1	2
Campaign - Indeed	2	2	1
Contractor - Conversion	8	8	7
Direct Sourcing - ATS	3	3	2
Direct Sourcing - Indeed	41	41	34
Direct Sourcing - LinkedIn	7	7	4
Direct Sourcing - Other	1	1	0
Former Employee - Rehire	15	15	12
Internal - Internal Hire	22	22	0
Internet - Indeed	401	267	243
Internet - LinkedIn	4	4	3
Internet - Other	2	2	1
Job Fair - Internal	17	17	4
Other	1	1	1
Referral - Employee Referral	59	55	38
Referral - Manager Referral	3	3	3
Website - External Career Site	5226	388	33
<b>Total</b>	<b>5814</b>	<b>837</b>	<b>388</b>

## 2021 FCC Source Report

FCC Unit: 13535 Kansas City/Lincoln, MO

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
267692BR	Sr Credit Services Specialist Nonexempt	Contractor - Conversion	3	3	3
		Internal - Internal Hire	3	3	0
		Website - External Career Site	64	3	1
268128BR	Rep 1, Spectrum Mobile	Internet - Indeed	33	33	6
		Referral - Employee Referral	1	1	0
		Website - External Career Site	583	19	0
268827BR	Store Associate	Campaign - Indeed	1	1	0
		Website - External Career Site	75	17	1
269524BR	Account Executive	Direct Sourcing - LinkedIn	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	50	19	1
269579BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	19	4	0
269909BR	Rep 1, Spectrum Mobile	Internet - Indeed	30	30	27
		Internet - LinkedIn	1	1	1
		Website - External Career Site	454	9	0
270406BR	Account Executive	Internet - Indeed	1	1	1
		Internet - LinkedIn	1	1	0
		Website - External Career Site	17	8	0
270587BR	Human Resources Generalist	Direct Sourcing - Indeed	2	2	2
		Website - External Career Site	82	0	0
270670BR	Field Technician II	Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	0
		Website - External Career Site	49	27	0
270671BR	Field Technician II	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	32	17	0
270673BR	Field Technician II	Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	5	5	4
		Website - External Career Site	51	32	3
270680BR	Field Technician II	Internet - Indeed	1	1	1
		Internet - Other	1	1	0
		Website - External Career Site	7	5	0
270946BR	Rep 1, Spectrum Mobile	Brazen	1	1	1
		Internet - Indeed	57	57	44
		Referral - Employee Referral	1	1	1
		Website - External Career Site	592	84	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271039BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	12	2	0
271094BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	5	0	0
271107BR	Store Associate	Website - External Career Site	17	1	1
271320BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	1	1	0
		Website - External Career Site	15	0	0
271483BR	MAE - Government & Education	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	13	1	0
271603BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Internet - Indeed	4	4	1
		Job Fair - Internal	2	2	1
		Website - External Career Site	18	11	0
271670BR	EAE - Generalist	Direct Sourcing - LinkedIn	2	2	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	9	0	0
271774BR	Strategice Account Spec-Hosp	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - LinkedIn	1	1	0
		Website - External Career Site	11	0	0
271800BR	Direct Sales Rep	Internet - Indeed	3	3	2
		Website - External Career Site	19	19	1
271861BR	Direct Sales Rep	Direct Sourcing - Indeed	7	7	4
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	18	4	0
272384BR	Field Technician II	Internet - Indeed	3	3	2
		Website - External Career Site	41	22	0
272385BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	14	5	0
272467BR	MAE - Major Account Exec	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	20	0	0
272920BR	Store Associate	Website - External Career Site	31	11	1
272925BR	Field Technician II	Direct Sourcing - Indeed	6	6	6
		Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	29	19	1



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272926BR	Field Technician II	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	3	3	3
		Referral - Employee Referral	3	3	2
		Website - External Career Site	78	50	0
272957BR	Account Executive	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	41	21	0
273003BR	Field Technician II	Direct Sourcing - Indeed	3	3	2
		Former Employee - Rehire	1	1	0
		Internet - Indeed	4	4	3
		Website - External Career Site	20	12	0
273262BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	10	3	0
273283BR	Direct Sales Rep	Internet - Indeed	8	8	3
		Job Fair - Internal	5	5	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	23	21	0
273293BR	Direct Sales Rep	Internet - Indeed	5	5	2
		Website - External Career Site	4	3	0
273315BR	Direct Sales Rep	Internet - Indeed	5	5	2
		Website - External Career Site	8	8	0
273370BR	Store Associate	Website - External Career Site	63	13	1
273394BR	Store Associate	Internet - Indeed	2	2	2
		Website - External Career Site	25	3	0
273476BR	Rep 1, Spectrum Mobile	Internet - Indeed	52	52	39
		Referral - Employee Referral	2	2	1
		Website - External Career Site	649	58	0
273477BR	Rep 1, Spectrum Mobile	Internet - Indeed	30	30	19
		Referral - Employee Referral	3	3	2
		Website - External Career Site	282	34	0
273546BR	Field Technician IV	Former Employee - Rehire	1	1	1
273572BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	20	7	0
273801BR	Store Associate	Website - External Career Site	12	6	2
273833BR	Maintenance Technician I Nonexempt	Internal - Internal Hire	1	1	0
		Website - External Career Site	21	7	2
273957BR	Field Technician II	Internet - Indeed	2	2	2
		Internet - LinkedIn	1	1	1
		Website - External Career Site	19	10	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274218BR	Tier 3, Spectrum Mobile Nonexempt	Internal - Internal Hire	12	12	0
		Referral - Manager Referral	1	1	1
		Website - External Career Site	62	6	0
274304BR	Direct Sales Rep	Internet - Indeed	4	4	2
		Website - External Career Site	24	22	0
274325BR	Store Associate	Campaign - Indeed	1	1	1
		Website - External Career Site	16	0	0
274794BR	Sup, Direct Sales	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	21	4	0
274838BR	Field Technician II	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	6	6	3
		Referral - Employee Referral	4	4	3
		Website - External Career Site	14	10	0
274840BR	Field Technician II	Internet - Indeed	2	2	2
		Referral - Employee Referral	3	3	2
		Website - External Career Site	40	29	0
274842BR	Field Technician II	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	6	4	0
275084BR	Sales Engineer II	Direct Sourcing - LinkedIn	1	1	1
		Former Employee - Rehire	1	1	0
		Website - External Career Site	10	1	0
275118BR	Field Technician IV	Former Employee - Rehire	1	1	1
275186BR	Direct Sales Rep	Internet - Indeed	6	6	2
		Website - External Career Site	12	8	0
275204BR	Direct Sales Rep	Internet - Indeed	3	3	1
		Website - External Career Site	4	2	0
275217BR	Direct Sales Rep	Internet - Indeed	11	11	3
		Job Fair - Internal	10	10	3
		Website - External Career Site	23	19	0
275711BR	Rep 1, Spectrum Mobile	Brazen	1	1	1
		Internet - Indeed	22	22	12
		Website - External Career Site	303	37	0
275750BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	11	6	0
275830BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	4	4	0
276046BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	4	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276275BR	Direct Sales Rep	Internet - Indeed	8	8	3
		Website - External Career Site	12	12	0
276278BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	2	0
276311BR	Account Executive	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	14	8	0
276720BR	Field Technician II	Direct Sourcing - Indeed	5	5	4
		Internet - Indeed	4	4	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	42	24	1
276722BR	Field Technician II	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	3	3	3
		Referral - Employee Referral	2	2	1
		Website - External Career Site	9	8	0
276723BR	Field Technician II	Direct Sourcing - Indeed	2	2	2
		Website - External Career Site	15	6	1
276724BR	Field Technician II	Website - External Career Site	7	2	1
276807BR	Fraud Investigator Nonexempt	Contractor - Conversion	3	3	2
		Website - External Career Site	97	0	0
276879BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	15	0	0
276942BR	Direct Sales Rep	Internal - Internal Hire	1	1	0
		Internet - Indeed	4	4	2
		Referral - Employee Referral	1	1	0
		Website - External Career Site	10	10	0
277270BR	Direct Sales Rep	Internet - Indeed	8	8	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	16	8	1
277439BR	Mgr, Construction	Former Employee - Rehire	1	1	1
		Website - External Career Site	19	5	0
277697BR	Sup, Direct Sales	Direct Sourcing - Indeed	1	1	1
		Former Employee - Rehire	1	1	1
		Website - External Career Site	10	4	0
277743BR	Field Technician II	Website - External Career Site	2	1	1
277959BR	Fraud Representative Nonexempt	Contractor - Conversion	1	1	1
		Website - External Career Site	12	1	0
278141BR	Fraud Investigator Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	56	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278173BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	3	2	0
278352BR	Account Executive	Former Employee - Rehire	1	1	1
		Website - External Career Site	1	0	0
278465BR	Facilities Maintenance Spec	Former Employee - Rehire	1	1	1
		Website - External Career Site	10	4	0
278699BR	Store Associate	Internet - Other	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	6	2	0
278786BR	Store Associate	Website - External Career Site	28	2	1
278800BR	Rep 1, Spectrum Mobile	Internal - Internal Hire	1	1	0
		Internet - Indeed	17	17	12
		Referral - Employee Referral	5	5	3
		Website - External Career Site	219	24	0
278823BR	Store Associate	Direct Sourcing - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	7	1	0
278978BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	15	11	1
278979BR	Field Technician II	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	15	13	0
279088BR	Account Executive	Internal - Internal Hire	1	1	0
		Internet - LinkedIn	1	1	1
		Website - External Career Site	13	7	1
279270BR	Sup, Customer Service	Internal - Internal Hire	1	1	0
		Other	1	1	1
		Website - External Career Site	28	1	0
279343BR	Field Technician II	Internet - Indeed	4	4	1
		Website - External Career Site	18	6	0
279409BR	Direct Sales Rep	Direct Sourcing - Other	1	1	0
		Former Employee - Rehire	2	2	2
		Internet - Indeed	11	11	6
		Referral - Employee Referral	3	3	1
		Website - External Career Site	15	6	0
279505BR	Direct Sales Rep	Internet - Indeed	6	6	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	11	8	0
279665BR	Store Associate	Website - External Career Site	14	1	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
279763BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	2	0
279997BR	Warehouse Technician Nonexempt	Website - External Career Site	11	4	1
280009BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	6	3	0
280015BR	Field Technician II	Former Employee - Rehire	1	1	0
		Internet - Indeed	1	1	0
		Website - External Career Site	27	20	3
280099BR	National Account Manager G2 Exempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	9	1	0
280133BR	Workforce Management Admin Exempt	Website - External Career Site	38	1	1
280578BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	4	0	0
280760BR	Store Associate	Website - External Career Site	5	2	1
280811BR	SAM - Strategic AM Healthcare	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	4	0	0
280905BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	6	0	0
281433BR	Client Success Planner Exempt	Internal - Internal Hire	1	1	0
		Referral - Manager Referral	1	1	1
		Website - External Career Site	6	3	0
281496BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	9	1	0
281603BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	11	6	0
281798BR	Sup, Fraud Exempt	Website - External Career Site	12	1	1
282115BR	Client Success Coordinator Nonexempt	Website - External Career Site	6	2	1
282145BR	Fraud Representative Nonexempt	Contractor - Conversion	1	1	1
		Website - External Career Site	40	0	0
282161BR	Field Technician II	Direct Sourcing - Indeed	2	2	2
		Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	0
		Website - External Career Site	45	33	0
282162BR	Field Technician II	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	5	5	3
		Referral - Employee Referral	1	1	0
		Website - External Career Site	31	18	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
282337BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	7	3	0
282832BR	Field Technician III	Website - External Career Site	1	1	1