

2020 FCC Unit Address List

FCC Unit: **13536**

FCC Unit Description: **Kentucky**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
225 Russell Rd	Ashland	KY	41101
155 N KY Hwy 3438	Barbourville	KY	40906
427 Chestnut St	Berea	KY	40403
515 Double Springs Rd	Bowling Green	KY	42101
105 W 3rd Street	Corbin	KY	40701
220 Hightower Rd	Danville	KY	40422
100 Barnwood Dr	Edgewood	KY	41017
7906 Dixie Hwy	Florence	KY	41042
7683 A, Mall Road	Florence	KY	41042
100 Mary Lynn Dr	Georgetown	KY	40324
108 North Greenville St	Harrodsburg	KY	40330
459 Klutey Park Plaza Dr	Henderson	KY	42420
1525 Marie Dr	Hopkinsville	KY	42240
1090 Glensboro Rd.	Lawrenceburg	KY	40342
1575 Winchester Rd	Lexington	KY	40505
101 Prosperous Place	Lexington	KY	40509
2312 Sir Barton Way	Lexington	KY	40509
2544 Palumbo Dr	Lexington	KY	40509
2450 Nicholasville Road	Lexington	KY	40503
116 London Shopping Center	London	KY	40741
10170 Linn Station Rd	Louisville	KY	40223
10300 Ormsby Park Place Suite 100	Louisville	KY	40223
10200 Linn Station Rd	Louisville	KY	40223
5111 Commerce Crossings Dr	Louisville	KY	40229
10168 Linn Station Rd	Louisville	KY	40223
4701 Commerce Crossings Dr	Louisville	KY	40229
4245 Outer Loop	Louisville	KY	40219
10345 Dixie Highway	Louisville	KY	40272
3927 South 7th Street	Louisville	KY	40216
7810 Preston Hwy	Louisville	KY	40219
1041 Bardstown Road	Louisville	KY	40204
13301 Shelbyville Road	Louisville	KY	40223
291 N Hubbards Ln	Louisville	KY	40207
250 Madison Square Dr	Madisonville	KY	42431
201 W. Chester Ave	Middlesboro	KY	40965
250 Reynolds Rd	Morehead	KY	40351
970 US Highway 60 W	Morganfield	KY	42437
223 Indian Mound Dr	Mount Sterling	KY	40353
906 S 12th Street	Murray	KY	42071
1851 Monmouth St	Newport	KY	41071
100 Industrial Dr	Owensboro	KY	42301
460 W. Lincoln Trail Blvd	Radcliff	KY	40160
1617 Foxhaven Dr	Richmond	KY	40475
125 Hi-Lane	Richmond	KY	40475
2085 Lantern Ridge Way	Richmond	KY	40475
1615 Foxhaven Dr	Richmond	KY	40475

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
695 S Preston Hwy	Shepherdsville	KY	40165
5026 S Highway 27	Somerset	KY	42501
1430 Second St	Richlands	VA	24641

Federal Communications Commission Washington, D.C. 20554 <div style="text-align: center;">FCC 396-C</div>	OMB 3060-1033 September 2003 FOR FCC USE ONLY
<div style="text-align: center;">Multi-Channel Video Program Distributor EEO Program Annual Report</div> <div style="text-align: center;">Read INSTRUCTIONS Before Filling Out Form</div>	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 # 13536

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

JEFFERSON, KY

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: 13536 Kentucky

1. #12 - Listing each upper level opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

WICT Job Postings

- Media Trade Group: Women in Cable Telecommunications (WICT)
- Description of the media trade group:

“WICT’s mission is to create women leaders who transform our industry. We do this by providing unparalleled professional development programs, commissioning original gender research, and supporting a B2B network that helps advance women.”

- Targeted positions: All open positions
- Reporting period: August 5, 2019

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.

2020 FCC Unit Outreach Source List

FCC Unit: 13536

FCC Unit Description: Kentucky

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
ADULT & COMMUNITY EDUCATION	Smithville	OH		sadams@wccsc.org	330-669-7070
American Council of the Blind of Texas	Beaumont	TX	77704	semien@sbcglobal.net	409-866-5838
American Indian Center	Indianapolis	IN	46201	dpoe@americanindiancenter.org	317-917-8000
American Job Center of Tennessee - Tazewell	Tazewell	TN	37879	mmccollough@mchra.com	423-526-5508
ARCIL	Austin	TX	78753	valerie@arcil.com	5128326349
ASHLAND COMMUNITY & TECH COLLEGE	Ashland	KY		nancy.menhouse@kctcs.edu	606-329-2199
Audubon Area Community Services	Murray	KY	42071	lori.wilson1@ky.gov	270-753-1034
Austin Community College	Austin	TX	78736	jp Cain@austincc.edu	512-223-8001
Austin Recovery	Austin	TX	78745	mmorales@austinrecovery.org	512-997-0101
AWS Employment Services	New Albany	IN	47150	lrector@awsusa.com	888-558-2554
BAWAC	Florence	KY	41042	shelly.borg@bawac.org	8593714410
Beckfield College	Florence	KY	41042	anix@beckfield.edu	859-320-0976
Beckfield College	Florence	KY	41042	karen.sheldon2@yahoo.com	859-320-0976
Bell Whitley Community Action Agency	Pineville	KY	40977	abarnett@bellwhitley.com	606-337-3044
Big Sandy Community and Technical College-Adult Education	Prestonsburg	KY	41653	dhall0076@kctcs.edu	606-886-7334
Big Sandy Community and Technical College-Adult Education	Prestonsburg	KY	41653	kross0018@kctcs.edu	606-886-7334
BLUEGRASS COMMUNITY & TECH COLLEGE	Lexington	KY		anthony.roberts@kctcs.edu	859-246-6200
BLUEGRASS COMMUNITY & TECH COLLEGE	Lexington	KY		kammy.mccleery@kctcs.edu	859-246-6533
BOWLING GREEN TECHNICAL CLG	Bowling Green	KY	42101	mark.brooks@kctcs.edu	2709011000
Breathitt County Adult Education Center	Jackson	KY	41339	charlene.fugate@hazard.kyschools.us	606-666-7351
Brighton Center For Employment Training	Newport	KY	41071	lcanfield@brightoncenter.com	859-491-8303
BUREAU OF VOCATIONAL REHABILITATION	Dover	OH		Stephanie.Branco@ood.ohio.gov	7406850404
BUREAU-MILWAUKEE CHILD WELFARE	Milwaukee	WI	53214	cheryl.quinn@wisconsin.gov	4143026100
Butler County United Way	Hamilton	OH	45011	rosu_jf@fuse.net	513-863-0800
Butler County Veterans Service Commission	Hamilton	OH	45011	vsc@butlercountyohio.org	513-887-3600
Cabell County Career Center	Huntington	WV	25705	partrip@k12.wv.us	304-528-5106
Cardinal Stritch University	Milwaukee	WI	53217	career@stritch.edu	414-410-4000
CAREER VISIONS INC	Louisville	KY	40208	careervisions@gmail.com	5026360525
Careers For Life	Austin	TX	78755	careersforlife@scic.com	512-349-3328
Casey County - SCC Center	Liberty	KY	42539	leslie@lcadd.org	606-787-1405
Casey County - SCC Center	Liberty	KY	42539	lisag@lcadd.org	606-787-1405
Catholic Charities	Saint Francis	WI		sxiong@ccmke.org	414-769-3415
Cedar Bluff VEC Field Office	Cedar Bluff	VA	24609	cedarbluff@vec.virginia.gov	276-964-4007
Central Kentucky Job Center - Powell County School Board Annex	Stanton	KY	40380	j.hendrix@moreheadstate.edu	606-663-1948
Central Kentucky Job Center - Powell County School Board Annex	Stanton	KY	40380	susan.watson@powell.kyschools.us	606-663-1948
CINCINNATI JOB CORPS CENTER	Cincinnati	OH	45214	dixon.anita@jobcorps.org	5136512000
Cincinnati Urban League Workforce Development	Cincinnati	OH	45229	tjones@gcul.org	513-281-9955
Community Action Council Nicholas County Center	Carlisle	KY	40311	cameron.minter@commaction.org	859-289-7172
Community Action Program	Evansville	IN	47713	tsuggs@capeevansville.org	812-425-4241
COMMUNITY FUND MANAGERMENT FOUNDATION	Cleveland	OH		askcopsr@usdoj.gov	2168610253
Creating Opportunities Networking Group - Wauwatosa Presbyterian Church	Wauwatosa	WI	53213	rshirley@elmbrook.org	262-780-1692
Crossroads Career Network - Hales Corners Lutheran Church	Hales Corners	WI	53130	arnotheron@mail.com	414-915-0866
Cumberland Plateau Planning District Commission	Lebanon	VA	24266	jimbaldwin@bvunet.net	276-889-1778

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Cumberland-Southeast Kentucky Community and Technical College-Cumberland Campus	Cumberland	KY	40823	angie.lockaby@kctcs.edu	606-589-2145
Cumberland-Southeast Kentucky Community and Technical College-Cumberland Campus	Cumberland	KY	40823	charlotte.lockaby@kctcs.edu	606-589-2145
Cumberland-Southeast Kentucky Community and Technical College-Cumberland Campus	Cumberland	KY	40823	jfulkerson0016@kctcs.edu	606-589-2145
Cumberland-Southeast Kentucky Community and Technical College-Cumberland Campus	Cumberland	KY	40823	joe.sutton@kctcs.edu	606-589-2145
CUYAHOGA CC-EASTERN CAMPUS	Beachwood	OH		pamela.buchter@tri-c.edu	216-987-2215
DARS DBS	Austin	TX	78756	cecilia.berrios@dars.state.tx.us	5123770575
Department of Veterans Affairs	Dayton	OH	45428	harold.edwards@va.gov	
Department of Vocational Rehabilitation	Bowling Green	KY	42101	paula.brooks@ky.gov	270-746-7489
Department of Vocational Rehabilitation	Bowling Green	KY	42101	seth.basham@ky.gov	270-746-7489
Division of Rehabilitation	Lexington	KY	40507	craig.smith@ky.gov	877-246-2185
Division of Vocational Rehabilitation	Milwaukee	WI	53216	catrina.duncan@dwd.wisconsin.gov	414-874-1626
Division of Vocational Rehabilitation	Racine	WI	53406	jennifer.klein@dwd.wisconsin.gov	262-638-7216
Dress for Success	Lexington	KY	40505	careercenter@dfslexington.org	859-231-7848
Dress for Success	Lexington	KY	40505	lexingtongpn@dressforsuccess.org	859-231-7848
East Tennessee Human Resource Agency, Inc.	Oak Ridge	TN	37830	kcox@ethra.org	
Eastern Kentucky Employment Center	Hazard	KY	41701	jwilcox@ekcep.org	606-435-8490
Eastern Kentucky Employment Center	Hazard	KY	41701	tnolen@ekcep.org	606-435-8490
Employment Networking Group (ENG) - Washington Park Library	Milwaukee	WI	53208	roger@varnerengineering.com	262-392-8001
EMPLOYMENT PLUS INC	Lexington	KY	40511	lexington@employmentplus.com	8593670101
Employment Readiness Solutions	Waukesha	WI	53186	office@employready.com	262-720-7752
Epilepsy Foundation	Austin	TX	78752	kflores@nfbtx.org	512-323-5444
Estill Development Alliance	Irvine	KY	40336	info@estillcountky.net	606-723-2450
FAIRDALE WIC	Fairdale	KY	40118	polly.mayer@louisvilleky.gov	5023631428
Fivco Area Development District	Grayson	KY	41143	mary@fivco.org	606-929-1366
Fivco Area Development District	Grayson	KY	41143	sherry@fivco.org	606-929-1366
Foothills Community Action Partnership	Richmond	KY	40475	jozef@foothillscap.org	8596242046
Fort Campbell Onestop Employment Center	Fort Campbell	KY	42223	kyle.ballard@ky.gov	270-798-6507
FREE STORE FOOD BANK	Cincinnati	OH	45202	danderson@freestorefoodbank.org	5133574600
Frenchburg Job Corps Civilian Conservation Center	Frenchburg	KY	40322	flemingcountylibrary@yahoo.com	606-768-2111
Frenchburg Job Corps Civilian Conservation Center	Frenchburg	KY	40322	nolan.orleana@jobcorps.org	606-768-2111
Gateway Community Action	West Liberty	KY	41472	kristy.gamble@gcscap.org	606-743-4141
GOODWILL BRIDGPOINTE SERVICES	Clarksville	IN	47129	clocke@goodwillsi.org	8122837908
Goodwill Career Services	Louisville	KY	40204	sharon.duke@goodwillky.org	502-584-8821
Goodwill Career Services	Sheperdsville	KY	40165	sharon.duke@goodwillky.org	502-955-9135
Goodwill Career Services	Shelbyville	KY	40065	sharon.duke@goodwillky.org	502-844-2800
GOODWILL INDUSTRIES	Toledo	OH		jroloff@goodwillnwhiohio.org	4192550070
GOODWILL INDUSTRIES	Bowling Green	KY	42101	kathy.burns@goodwillky.org	2702822223
Goodwill Industries of Central Texas	Austin	TX	78702	roberto.perez@austingoodwill.org	512-480-0772
Goodwill Industries of Kentucky	Louisville	KY	40218	angela.hasty@kentuckianaworks.org	502-581-0058
Goodwill Southeastern Wisconsin	Milwaukee	WI	53225	lisa.norman@goodwillsew.com	414-358-6525
Green Acres Regional Center, Inc.	Lesage	WV	25537	birthisel2@yahoo.com	304-762-2522
Green Acres Regional Center, Inc.	Lesage	WV	25537	devinslone@yahoo.com	304-762-2522

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Greenup County Public Library	Flatwoods	KY	41139	sharon.haines@ky.gov	
Greenup Learning Center	Greenup	KY	41144	leeannsned@att.net	606-473-1091
Hancock County Career Center	Hawesville	KY	42348	careercenter@hancockky.us	270-927-8066
HANOVER COLLEGE	Hanover	IN		careercenter@hanover.edu	812-866-7127
Harlan Co. CAA JobSight Center Southeast KCTCS-Harlan Campus	Harlan	KY	40831	stephen.sturgill@kctcs.edu	606-573-1506
Harlan County Community Action Agency	Harlan	KY	40831	bfreeman@harlancountycaa.com	606-573-5330
Harry Sparks Vocational School	Mt. Vernon	KY	40456	sandy@lcadd.org	606-256-2001
Hazard Community and Technical College	Hazard	KY	41701	bobby.collins@kctcs.edu	606-436-5721
Hazard Community and Technical College	Hazard	KY	41701	hctc-stuinfo@kctcs.edu	606-436-5721
Henderson Office of Employment & Training	Henderson	KY	42419	michael.williams@ky.gov	270-826-2746
Hindman-Hazard Community & Tech. College-Knott Co. Branch	Hindman	KY	41822	hctc-stuinfo@kctcs.edu	606-436-5721
Hindman-Hazard Community & Tech. College-Knott Co. Branch	Hindman	KY	41822	jackie.hall@kctcs.edu	606-436-5721
Hindman-LKLP Community Action Council	Hindman	KY	41822	s.conley@lkpl.net	606-785-3322
Hire Heroes USA		TX		ltalbot@hireherosusa.org	
HISPANIC CHAMBER OF COMMERCE	Cincinnati	OH	45209	office@hispanicchambercincinnati.com	513-458-6649
HOPKINSVILLE COMMUNITY COLLEGE	Hopkinsville	KY	42241	kanya.allen@kctcs.edu	270-707-3827
HUNTINGTON JUNIOR COLLEGE	Huntington	WV	25701	jgarrett@huntingtonjuniorcollege.edu	3046977550
Huntington West Virginia Housing Authority - Youthbuild	Huntington	WV	25702	mpowers@hwhva.org	304-636-6495
Hyden-LKLP Community Action Council	Hyden	KY	41749	t.hacker@lkpl.net	606-672-2155
IKRON	Cincinnati	OH	45219	rstrunk@ikron.org	
Independent Living Centers	Austin	TX	78745	sandra@txsilc.org	512-371-7353
International Institute of Wisconsin	Milwaukee	WI	53203	aldurtka@iivisconsin.org	414-225-6225
IVY TECH COMMUNITY COLLEGE	Terre Haute	IN		jorduff2@ivytech.edu	8122982301
IVY TECH COMMUNITY COLLEGE-SWEST	Evansville	IN		mfleeger@ivytech.edu	8124291422
IVY TECH STATE COLLEGE	Madison	IN		rbradley@ivytech.edu	8122652580
Jefferson Community & Technical College - Metropolitan College/CREW Career Center	Louisville	KY	40202	askmetro@kctcs.edu	502-213-4520
Jefferson Community and Technical College Shelbyville	Shelbyville	KY	40065	tiffany.jones@kentuckianaworks.org	502-213-3612
Jeffersonville WorkOne Express	Jeffersonville	IN	47130	jburke@workoneregion10.com	812-620-6780
JVS Career Services - Cincinnati Career Network	Cincinnati	OH	45236	kslaton@jvscinti.org	5133471561
KEDC Elliot Adult Education Career Center	Sandy Hook	KY	41171	simmons@mrtc.com	606-738-5733
KEDC Elliot Adult Education Career Center	Sandy Hook	KY	41171	tessa.love@kedc.org	606-738-5733
KENTON COUNTY COOPERATIVE EXT	Latonia	KY	41015	linda.brownprice@kyu.edu	8593563155
Kentucky Career Center	Lexington	KY	40505	briana.jones@ky.gov	859-425-2180
Kentucky Career Center	Lexington	KY	40505	bruce.quire@ky.gov	859-425-2180
Kentucky Career Center	Lexington	KY	40505	CharlesT.BellJr@ky.gov	859-425-2180
Kentucky Career Center	Georgetown	KY	40324	charlest.belljr@ky.gov	502-863-2402
Kentucky Career Center	Georgetown	KY	40324	ReneaA.houston@ky.gov	502-863-2402
Kentucky Career Center - Bowling Green	Bowling Green	KY	42102	franklinm.garabato@ky.gov	270-746-7425
Kentucky Career Center - Corbin	Corbin	KY	40701	sandy@lcadd.org	606-528-3460
Kentucky Career Center - Covington	Covington	KY	41011	gerald.fields@ky.gov	859-292-6666
Kentucky Career Center - Danville	Danville	KY	40422	bruce.quire@ky.gov	859-239-7411
Kentucky Career Center - Downtown Louisville	Louisville	KY	40202	Donna.Bazzell@ky.gov	502-595-4003
Kentucky Career Center - Downtown Louisville	Louisville	KY	40202	nikki.walker@kentuckianaworks.org	502-595-4003
Kentucky Career Center - Elizabethtown	Elizabethtown	KY	42701	jim@ltadd.org	270-766-5115
Kentucky Career Center - Elliott County - Sandy Hook	Sandy Hook	KY	41171	csbg@nkcaa.net	606-738-4731
Kentucky Career Center - Elliott County - Sandy Hook	Sandy Hook	KY	41171	ellcolib@mrtc.com	606-738-4731
Kentucky Career Center - Florence	Florence	KY	41042	kjones@brightoncenter.com	859-371-0808
Kentucky Career Center - Frankfort	Frankfort	KY	40601	bruce.quire@ky.gov	502-564-7046

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Kentucky Career Center - Frankfort	Frankfort	KY	40601	charlest.belljr@ky.gov	502-564-7046
Kentucky Career Center - Laurel County	London	KY	40741	sandy@lcadd.org	606-330-2115
Kentucky Career Center - Madisonville	Madisonville	KY	42431	molly.deahl@ky.gov	270-821-9966
Kentucky Career Center - Manchester	Manchester	KY	40962	phillip.arnett@danielboonecaa.org	606-598-5127
Kentucky Career Center - Morehead	Morehead	KY	40351	toniam.anderson@ky.gov	606-783-8525
Kentucky Career Center - Owensboro	Owensboro	KY	42303	michelle.drake@ky.gov	270-687-7297
Kentucky Career Center - Perry County	Hazard	KY	41701	b.fields@lklp.net	606-435-6038
Kentucky Career Center - Perry County	Hazard	KY	41701	melissaj.miller@ky.gov	606-435-6038
Kentucky Career Center - Shepherdsville	Shepherdsville	KY	40165	amanda.hall@kentuckianaworks.org	502-955-9131
Kentucky Career Center- Somerset	Somerset	KY	42502	shirlene@lcadd.org	606-677-4124
Kentucky Career Center - West Louisville	Louisville	KY	40211	donna.bazzell@ky.gov	502-574-4100
Kentucky Career Center JobSight	Olive Hill	KY	41164	amber.reynolds@nkcaa.net	606-286-4443
Kentucky Career Center JobSight	Barbourville	KY	40906	jsmith@kceoc.com	606-546-2639
Kentucky Career Center Wayne County - Monticello	Monticello	KY	42633	larryh@lcadd.org	606-348-6050
Kentucky Communities Economic Opportunity Council	Barbourville	KY	40906	bmiller@kceoc.com	6065463152
Kentucky Communities Economic Opportunity Council	Barbourville	KY	40906	pdole@kceoc.com	6065463152
Kentucky Community and Technical College System	Versailles	KY	40383	ejacobs0014@kctcs.edu	859-256-3100
Kentucky Community and Technical College System	Versailles	KY	40383	lisa.stethen@kctcs.edu	859-256-3100
Knox County Adult Education	Barbourville	KY	40906	julie.walsh@knox.kyschools.us	606-545-6032
KY Office of Vocational Rehabilitation	Hopkinsville	KY	42431	anthonyl.simning@ky.gov	270-824-7549
KY OFFICE OF VOCATIONAL REHABILITATION	Somerset	KY	42501	deana.wilson-kimble@ky.gov	6066774116
KY works program Cabinet for Health and Family Services	Stanford	KY	40484	christy.atkins@bigsandy.org	
Larue County Public Library	Hodgenville	KY	42748	info@laruelibrary.org	270-358-3851
Leslie County Adult Education Center	Hyden	KY	41749	hctc-stuinfo@kctcs.edu	606-436-5721
Lincoln Trail Area Development District	Elizabethtown	KY	42701	info@ltadd.org	270-769-2393
MANUEL DANIELS BURK INTL LLC	Alexandria	VA		prmanuel@mdbinternational.com	703-299-9520
Marion Workforce Center	Marion	VA	24354	marion@vec.virginia.gov	276-781-7431
Marshall County Adult Learning Center	Benton	KY	42025	jillian.henson@marshall.kyschools.us	270-527-7712
Maysville Community & Technical College - Rowan Campus	Morehead	KY	40351	jo.mccarty@kctcs.edu	606-783-1538
McCreary OET/WIOA Local Office	Whitley City	KY	42653	charlotte@lcadd.org	606-376-7512
McCreary OET/WIOA Local Office	Whitley City	KY	42653	shirlene@lcadd.org	606-376-7512
MIAMI UNIVERSITY/MIDDLETOWN	Middletown	OH	45042	vogtln@muohio.edu	5137273431
Middle Kentucky Community Action Partnership, Inc.	Jackson	KY	41339	jerry.mcbrayer@ky.gov	606-666-2369
Middle Kentucky Community Action Partnership, Inc.	Booneville	KY	41314	mkowsleycaa@setel.com	606-593-5103
Middlesboro Learning Center	Middlesboro	KY	40965	bcclit@bellsouth.net	606-248-4000
MIDWAY COLLEGE	Midway	KY		gcourtney@midway.edu	8598465390
Milwaukee Area Technical College	Oak Creek	WI	53154	kuehnlm@matc.edu	414-570-4421
Milwaukee Careers Cooperative	Milwaukee	WI	53208	temery2010@hotmail.com	414-937-8260
Milwaukee Community Service Coprs.	Milwaukee	WI	53205	mconsiglio@mcscwi.org	414-372-9040
Milwaukee Southeast Job Center (UMOS)	Milwaukee	WI	53207	jobcentersouth@umos.org	414-389-6600
Milwaukee Southeast Job Center (UMOS)	Milwaukee	WI	53207	leonor.rosas@umos.org	414-389-6600
Milwaukee Urban League	Milwaukee	WI	53210	bspeed@tmul.org	414-374-5850
Mt. Sterling Office of Employment & Training	Mt. Sterling	KY	40353	briana.jones@ky.gov	859-498-4418
MULTICULTURAL COMMUNITY SVC	Milwaukee	WI	53209	proder@mcs-milw.org	414-527-1010
MURRAY STATE UNIVERSITY	Murray	KY		vhudspeth@murraystate.edu	2708093803
National Alliance on Mental Illness	Austin	TX	78704	kjeschke@namitexas.org	
NEW PERCEPTIONS INC	Ft Mitchell	KY	41017	pmeisenhelder@newperceptions.org	8593449322

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Nicholas County Schools Family Resource Center	Carlisle	KY	40311	paula.hunter@nicholas.kyschools.us	859-289-3702
North Texas Job Corps	McKinney	TX		taylor.loretta@jobcorps.org	972-547-7720
Northeast Comprehensive Job Center	Milwaukee	WI	53212	geraldine.perry@dwd.wisconsin.gov	414-267-3233
Northeast Comprehensive Job Center	Milwaukee	WI	53212	michael.james@dwd.wi.gov	414-267-3233
Northeast Kentucky Community Action Council	Grayson	KY	41143	donna.jackson@nkcaa.net	606-474-8118
Northern Kentucky Area Development District	Florence	KY	41042	melinda.ford@nkadd.org	
Northern Kentucky Community Action Commission	Lexington	KY	40505	cmodore@nkac.org	
ODJFS	Mansfield	OH		bedsol@odjfs.state.oh.us	4197745400
Ohio County Veterans Services Office	Rising Sun	IN	47040	bramage@dwd.in.gov	
OHIO UNIVERSITY/IRONTON	Ironton	OH	45638	wagnerj@ohio.edu	7405334544
OhioMeansJobs Adams County	Winchester	OH	45697	bphillips@omjadamsbrown.org	800-233-7891
OhioMeansJobs Adams County	Winchester	OH	45697	dplymail@omjadamsbrown.org	800-233-7891
OhioMeansJobs Adams County	Winchester	OH	45697	stepht@odjfs.state.oh.us	800-233-7891
OhioMeansJobs Butler County	Fairfield	OH	45014	melissa.obrien@jfs.ohio.gov	513-785-6500
OhioMeansJobs Butler County	Fairfield	OH	45014	ruth.atha@jfs.ohio.gov	513-785-6500
OhioMeansJobs Cincinnati-Hamilton County	Cincinnati	OH	45214	darryl.gaither@jfs.ohio.gov	513-946-7200
OhioMeansJobs Cincinnati-Hamilton County	Cincinnati	OH	45214	james.saunders@jfs.ohio.gov	513-946-7200
OhioMeansJobs Clermont County	Cincinnati	OH	45245	sherri.bowling@jfs.ohio.gov	513-943-3000
OhioMeansJobs Lawrence County	Ironton	OH	45638	pmonceaux@wdrc.net	740-532-3140
OhioMeansJobs Warren County	Lebanon	OH	45036	james.saunders@jfs.ohio.gov	513-695-1130
OhioMeansJobs Warren County	Lebanon	OH	45036	whitks@ohioworkforce.com	513-695-1130
Operations Good Jobs Goodwill Industries of Central Ohio	Austin	TX	78753	erin.kingsbury@austingoodwill.org	
Opportunities for Ohioans with Disabilities Agency	Cincinnati	OH	45202	kimberly.colyer@ood.ohio.gov	8006863323
OPTIONS UNLIMITED	Shepherdsville	KY	40165	williebyrd@gmail.com	5029557271
OTTAWA UNIVERSITY	Brookfield	WI	53005	laurie.bartels@ottawa.edu	2628790200
OWENSBORO COMMUNITY & TECH COLLEGE	Owensboro	KY		katie.ballard@kctcs.edu	2706864529
Owsley County Adult Education	Booneville	KY	41314	haley.sandlin@hazard.kyschools.us	606-593-5194
Ozaukee County Workforce Development Center	Mequon	WI	53092	barbara.godsey@dwd.wisconsin.gov	262-238-2880
Ozaukee County Workforce Development Center	Mequon	WI	53092	wfdc-info@wctc.edu	262-238-2880
Paintsville-Big Sandy Area Community Action Program	Paintsville	KY	41240	sgrimm@bsacap.org	606-789-6515
People Inc. of Virginia	Lebanon	VA	24266	csteffey@peopleinc.net	276-889-0999
Project RETURN	Milwaukee	WI		andre@projectreturnmilwaukee.org	414-374-8029
Racine County Workforce Solutions	Racine	WI	53403	bradley.behling@racinecounty.com	262-638-6420
Racine County Workforce Solutions	Racine	WI	53403	joshua.tamayo@dwd.wisconsin.gov	262-638-6420
Red Bird Mission - Beverly	Beverly	KY	40913	tnolan@rbmission.org	606-598-0520
Reignbow Staffing	Louisville	KY	40214	ftammie1577@gmail.com	
Robert Morris University	Chicago	IL	60605	jamev132@robertmorris.edu	312-935-6800
SALVATION ARMY	Painesville	OH		robert.bender@use.salvationarmy.org	4403543774
Southeast Kentucky Community and Technical College	Middlesboro	KY	40965	felicia.carroll@kctcs.edu	606-248-0768
Southeast Kentucky Community and Technical College	Middlesboro	KY	40965	joe.sutton@kctcs.edu	606-248-0768
Southeast Kentucky Community and Technical College	Middlesboro	KY	40965	kim.hobbsl@kctcs.edu	606-248-0768
Southeast Kentucky Community and Technical College	Pineville	KY	40977	felicia.carroll@kctcs.edu	606-337-3106
Southeast Kentucky Community and Technical College	Pineville	KY	40977	jhayes0114@kctcs.edu	606-337-3106
Southeast Kentucky Community and Technical College	Pineville	KY	40977	kima.hobbs@kctcs.edu	606-337-3106
Southeast Kentucky Community and Technical College	Pineville	KY	40977	susan.croushorn@kctcs.edu	606-337-3106
Southwest Virginia Community College	Cedar Bluff	VA	24609	shelly.musick@sw.edu	276-964-2555
SPRING HURST PINES	Louisville	KY	40241	ldauenhauer@springhurstpines.org	5024265531
Starlight Behavioral Health Services	Huntington	WV	25705	aingles@starlightbhs.com	
Still Waters Community United Methodist Church	Jackson	WI	53037	mellison@wi.rr.com	262-442-0388
Supports to Encourage Low-income Families	Hamilton	OH	45011	gdrexler@selfhelps.org	513-868-9300
Supports to Encourage Low-income Families	Hamilton	OH	45011	gsargent@selfhelps.org	513-868-9300

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Tennessee Career Center at Clarksville	Clarksville	TN	37040	jbagwell@workforceessentials.com	931-648-5530
Tennessee Career Center at Clarksville	Clarksville	TN	37040	michael.elliott@tn.gov	931-648-5530
Tennessee Career Center at Paris	Paris	TN	38242	jbane@nwtworks.org	731-644-7355
TOWARDS EMPLOYMENT INC	Cleveland	OH		gbaker@towardsemployment.org	2166965750
UNITED WAY OF GREATER CINCINNATI	Cincinnati	OH	45202	pam.haney@uwgc.org	5137627179
UNIV OF TOLEDO/DEPT OF COMMUNICATIONS	Toledo	OH		paul.fritz@utoledo.edu	4195302006
UNIVERSITY OF TEXAS-EL PASO	El Paso	TX		careers@utep.edu	9157475640
University of Wisconsin - Milwaukee	Milwaukee	WI	53211	careerplan@uwm.edu	414-229-4487
Urban League of Greater Southwestern Ohio	Cincinnati	OH	45229	tjones@gcul.org	513-487-6522
Urban League Workforce Development	Austin	TX	78754	darnise_bowens@aaul.org	512-478-7176
Veteran Employment Center - OH		OH		john.a.owens10.ctr@mail.mil	
Veteran Employment Center - TX		TX		norma.gutierrez.ctr@mail.mil	
Veteran Employment Center - VA		VA		robert.b.hicks6.ctr@mail.mil	
VETERANS PROGRAM/LVER/DVOP	Cleveland	OH		rosa.torres3@va.gov	4408455023
Virginia Transition Assistance Program	Richmond	VA	23219	keta.fetters@dvs.virginia.gov	804-786-0286
Virginia Transition Assistance Program	Richmond	VA	23219	vtap@dvs.virginia.gov	804-786-0286
Washington County Workforce Development Center	West Bend	WI	53090	Christopher.Coleman@dwd.wisconsin.gov	262-335-5300
Washington County Workforce Development Center	West Bend	WI	53090	wfdc-info@wctc.edu	262-335-5300
Washington WorkOne Express Daviess County	Washington	IN	47501	mboulanger@dwd.in.gov	812-254-7734
Washington WorkOne Express Daviess County	Washington	IN	47501	rbranch@vinu.edu	812-254-7734
WAUKESHA CO TECHNICAL COLLEGE	Pewaukee	WI	53072	sesdept@wctc.edu	2626957801
Waukesha County Workforce Development Center	Pewaukee	WI	53072	csimons3@wctc.edu	262-695-8056
Waukesha County Workforce Development Center	Pewaukee	WI	53072	wfdc-info@wctc.edu	262-695-8056
West Carter Adult Education Center	Olive Hill	KY	41164	vickierose1@yahoo.com	606-286-0137
WESTERN KENTUCKY UNIV/JOURNALISM & BROADCASTING	Bowling Green	KY		journalism@wku.edu	2707454143
Whitesburg-LKLP Community Action Council, Inc	Whitesburg	KY	41858	a.smith@lklp.net	606-633-4458
Whitesburg-LKLP Community Action Council, Inc	Whitesburg	KY	41858	t.hogg@lklp.net	606-633-4458
Whitesburg-Southeast Kentucky Community and Technical College	Whitesburg	KY	41858	deborah.young@kctcs.edu	606-633-0279
WI Division of Vocational Rehabilitation	Milwaukee	WI	53209	meredith.dressel@dwd.state.wi.us	4144384877
WIC CLINICS	Ironton	OH	45638	wiclawrence@odh.ohio.gov	7405322646
Williamsburg Community Based Services	Williamsburg	KY	40769	nora@lcadd.org	606-549-5009
Wisconsin Lutheran College	Milwaukee	WI	53226	thad.jahns@wlc.edu	414-443-8800
Work One - Madison	Madison	IN	47250	bramage@dwd.in.gov	
Workforce Development Center of Jefferson County	Jefferson	WI	53549	eugene.degner@dwd.wisconsin.gov	920-674-7500
Workforce Development Center of Jefferson County	Jefferson	WI	53549	Richard.forss@dwd.wisconsin.gov	920-674-7500
Workforce Essentials, Inc	Clarksville	TN	37040	shancock@workforceessentials.com	931-905-3544
Workforce Solutions	Lockhart	TX	78644	janie.chavez@ruralcapital.net	512-398-3491
Workforce Solutions Capital Area - East	Austin	TX	78702	bernadette.lopez@twc.state.tx.us	512-223-5400
Workforce Solutions Capital Area - North	Austin	TX	78752	tycin.thompson@tvc.texas.gov	
Workforce Solutions Capital Area - South	Austin	TX	78744	angelof123@live.com	512-381-4221
Workforce Solutions Capital Area - South	Austin	TX	78744	paul.julio@tvc.texas.gov	512-381-4221
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	craig.henry@ruralcapital.net	
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	rhonda.mack@ruralcapital.net	
WorkForce West Virginia Huntington	Huntington	WV	25704	alan.d.machir@wv.gov	304-508-2696
WorkOne - Linton	Linton	IN	47441	mboulanger@dwd.in.gov	812-847-4479
WorkOne Express Martin County	Loogootee	IN	47553	j_mcatee@hotmail.com	812-295-2722
WorkOne Express Martin County	Loogootee	IN	47553	lughes@vinu.edu	812-295-2722
WorkOne New Albany	New Albany	IN	47150	jwebb@dwd.in.gov	812-948-6102
WorkOne Southeast	North Vernon	IN	47265	bramage@dwd.in.gov	812-346-6030
WorkOne Southeast	Lawrenceburg	IN	47025	bramage@dwd.in.gov	812-537-1117
WorkOne Southeast	North Vernon	IN	47265	mk_eastman@yahoo.com	812-346-6030
WorkOne Southwest	Princeton	IN	47670	bkoehler@dwd.in.gov	812-386-7983
WorkOne Southwest	Evansville	IN	47713	jbarnabee@dwd.in.gov	812-424-4473
WRTP/BIG STEP	Milwaukee	WI	53208	rberth@wrtp.org	414-573-1918

2020 FCC Source Evaluation Report

FCC Unit: 13536

FCC Unit Description: Kentucky

Source	Applicant Count	Interview Count	Hire Count
Ad - 30-Day Indeed Campaign	2	0	0
Ad - TV Commercial Advertisement	1	1	0
Campaign - Indeed	57	57	31
Coalition for Workforce Diversity	2	0	0
College - Campus Recruiting	1	1	0
Contractor - Conversion	184	184	127
Direct Sourcing - ATS	205	204	155
Direct Sourcing - Careerbuilder	3	3	3
Direct Sourcing - Indeed	71	70	42
Direct Sourcing - LinkedIn	10	10	9
Direct Sourcing - Other	7	7	4
Direct Sourcing - Recruiter Networking	2	1	2
Direct Sourcing - Sourcing Specialist	12	12	10
Former Employee - Rehire	50	50	39
Indeed- Onsite Hiring Event	3	0	0
Internal - Internal Hire	59	58	56
Internet - Career Builders	14	14	7
Internet - Craigslist.com	2	2	1
Internet - Facebook.com	5	5	0
Internet - Glassdoor.com	1	1	0
Internet - Google	5	4	3
Internet - Indeed	1119	974	581
Internet - LinkedIn	7	7	4
Internet - Monster	1	1	1
Internet - Other	18	18	12
Internet - Ziprecruiter	25	25	15
Job Fair - External	96	96	30
Job Fair - Internal	45	45	22
Job Fair - Military/Veterans	1	1	1
Job News Job Fair	2	0	0
Louisville RSC Onsite Hiring Event	1	0	0
Louisville Urban League Construction Hiring Event	1	0	0
Military Inclusion Hiring Event	1	0	0
Off Site Hiring Event	2	0	0
Onsite Hiring Event	1	0	0
Organization - Community Outreach	1	1	1
Organization - Military/Veteran	1	1	0
Referral - Employee Referral	318	312	196
Referral - Manager Referral	7	6	4
TextRecruit TextApply Ad	1	1	0
UK Networking Event	1	0	0
Website - External Career Site	16267	2251	150
Grand Total	18612	4423	1506

2020 FCC Source Report

FCC Unit: 13536
FCC Unit Description: Kentucky

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
243890BR	Field Technician I Nonexempt				
		Website - External Career Site	50	19	0
		Direct Sourcing - ATS	2	2	2
244258BR	Field Technician I Nonexempt				
		Website - External Career Site	100	33	1
		Direct Sourcing - ATS	10	10	9
		Military Inclusion Hiring Event	1	0	0
244408BR	Rep, Resi Telesales Inbound Nonexempt				
		Website - External Career Site	79	15	1
		Internet - Indeed	16	16	6
		Referral - Employee Referral	6	6	4
		Campaign - Indeed	6	6	2
		Job Fair - Internal	3	3	2
		Former Employee - Rehire	2	2	1
		Job Fair - External	1	1	1
244421BR	Store Associate Nonexempt				
		Website - External Career Site	25	3	0
		Internet - Indeed	1	1	1
244422BR	Store Associate Nonexempt				
		Website - External Career Site	84	11	0
		Direct Sourcing - ATS	2	2	2
		Referral - Employee Referral	1	1	0
		Internet - Indeed	1	1	0
244463BR	Direct Sales Rep Exempt				
		Website - External Career Site	51	19	0
		Internet - Indeed	12	12	6
		Referral - Employee Referral	1	1	0
244479BR	Direct Sales Rep Exempt				
		Website - External Career Site	22	9	0
		Internet - Indeed	3	3	2
244481BR	Direct Sales Rep Exempt				
		Website - External Career Site	39	12	4
		Job Fair - External	9	9	0
		Internet - Indeed	6	6	3
		Referral - Employee Referral	5	5	2
244767BR	RSC Rep I Nonexempt				
		Website - External Career Site	87	15	1
		Referral - Employee Referral	3	3	1
		Internal - Internal Hire	3	3	3
		Former Employee - Rehire	2	2	2
		Internet - Indeed	2	2	1
		Louisville RSC Onsite Hiring Event	1	0	0
244858BR	Store Associate Nonexempt				
		Website - External Career Site	47	6	0
		Direct Sourcing - ATS	1	1	1
244866BR	Store Greeter Nonexempt				
		Website - External Career Site	20	1	0
		Internet - Indeed	1	1	1
244893BR	Field Technician I Nonexempt				
		Website - External Career Site	58	2	0
		Referral - Employee Referral	1	1	1
244993BR	Store Associate Nonexempt				
		Website - External Career Site	16	0	0
		Direct Sourcing - ATS	1	1	1
244997BR	Field Technician I Nonexempt				
		Website - External Career Site	42	1	1
245027BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
245210BR	Multimedia Journalist Exempt	Website - External Career Site	33	3	0
		Direct Sourcing - LinkedIn	1	1	1
245216BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	207	37	0
		Internet - Indeed	17	17	8
		Referral - Employee Referral	8	7	5
		Internet - Career Builders	3	3	1
		Internet - Other	2	2	2
		Internal - Internal Hire	1	1	1
		Direct Sourcing - Indeed	1	1	0
		Internet - Facebook.com	1	1	0
245243BR	Field Technician I Nonexempt	Website - External Career Site	18	6	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
245276BR	Field Technician I Nonexempt	Website - External Career Site	20	2	1
		Direct Sourcing - ATS	1	1	0
245356BR	Rep, Resi Telesales Inbound PT Nonexempt	Website - External Career Site	81	17	0
		Internet - Indeed	10	10	3
		Campaign - Indeed	8	8	4
		Referral - Employee Referral	1	1	0
245584BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	262	31	0
		Campaign - Indeed	11	11	7
		Referral - Employee Referral	8	8	5
		Direct Sourcing - ATS	4	4	3
		Job Fair - Internal	2	2	1
		Former Employee - Rehire	1	1	0
245602BR	Store Associate Nonexempt	Website - External Career Site	65	7	0
		Direct Sourcing - ATS	2	2	2
		Internet - Indeed	1	1	1
245611BR	Store Associate Nonexempt	Website - External Career Site	14	0	0
		Internet - Ziprecruiter	1	1	1
245808BR	Field Technician I Nonexempt	Website - External Career Site	69	13	2
		Referral - Employee Referral	4	4	3
245976BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	366	52	0
		Internet - Indeed	28	28	16
		Referral - Employee Referral	14	14	7
		Internet - Other	9	9	4
		Internet - Career Builders	2	2	2
		Internal - Internal Hire	1	1	1
245983BR	Store Associate Nonexempt	Website - External Career Site	23	4	1
		Referral - Employee Referral	1	1	1
246077BR	Store Associate Nonexempt	Website - External Career Site	9	2	0
		Former Employee - Rehire	1	1	1
246108BR	Field Technician I Nonexempt	Website - External Career Site	54	0	0
		Referral - Employee Referral	1	1	1
246109BR	NOC Technician - Int Nonexempt	Website - External Career Site	38	15	0
		Internet - Google	1	1	1
		Internet - Other	1	1	1
246109BR	Field Technician I Nonexempt	Website - External Career Site	74	11	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Internet - Indeed	1	1	1
246218BR	Rep, Resi Telesales Inbound Nonexempt				
		Website - External Career Site	165	36	2
		Internet - Indeed	29	29	13
		Campaign - Indeed	9	9	6
		Referral - Employee Referral	7	7	6
		Internet - Ziprecruiter	2	2	1
		Former Employee - Rehire	1	1	1
246455BR	Asst Mgr, Store Exempt				
		Website - External Career Site	22	3	0
		Internet - Indeed	1	1	1
246481BR	Asst Mgr, Store Exempt				
		Website - External Career Site	72	3	0
		Direct Sourcing - Other	1	1	1
246505BR	Asst Mgr, Store Exempt				
		Website - External Career Site	60	3	0
		Direct Sourcing - Sourcing Specialist	1	1	1
246640BR	Direct Sales Rep Exempt				
		Website - External Career Site	11	2	1
246641BR	Maintenance Technician I Nonexempt				
		Website - External Career Site	24	3	0
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
246647BR	Direct Sales Rep Exempt				
		Website - External Career Site	51	13	1
		Internet - Indeed	8	8	2
		Referral - Employee Referral	7	7	4
		Job Fair - External	1	1	0
246664BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	313	58	10
		Internet - Indeed	13	13	3
		Referral - Employee Referral	7	7	3
		Direct Sourcing - Indeed	4	4	1
		Internet - Other	2	2	1
		Direct Sourcing - Careerbuilder	1	1	1
		Ad - TV Commercial Advertisement	1	1	0
246679BR	Store Associate Nonexempt				
		Website - External Career Site	86	10	0
		Direct Sourcing - ATS	3	3	1
		Direct Sourcing - Sourcing Specialist	2	2	1
246680BR	Asst Mgr, Store Exempt				
		Website - External Career Site	42	0	0
		Direct Sourcing - Recruiter Networking	1	1	1
246687BR	Store Associate Nonexempt				
		Website - External Career Site	27	4	0
		Direct Sourcing - Sourcing Specialist	2	2	2
246688BR	Store Associate Nonexempt				
		Website - External Career Site	28	4	0
		Direct Sourcing - Sourcing Specialist	2	2	1
		Direct Sourcing - ATS	1	1	0
246821BR	Field Technician I Nonexempt				
		Website - External Career Site	78	15	0
		Job Fair - External	10	10	6
		Direct Sourcing - ATS	10	10	9
		Indeed- Onsite Hiring Event	3	0	0
		Off Site Hiring Event	1	0	0
		Internal - Internal Hire	1	1	1
246958BR	Field Technician I Nonexempt				
		Website - External Career Site	21	0	0
		Internet - Indeed	1	1	1
246973BR	Store Greeter Nonexempt				
		Website - External Career Site	39	5	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
247098BR		Direct Sourcing - ATS	1	1	0
		Job Fair - External	1	1	1
	RSC Rep I Nonexempt	Website - External Career Site	78	15	0
		Internal - Internal Hire	2	2	2
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Off Site Hiring Event	1	0	0
		Job Fair - External	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Internet - Ziprecruiter	1	1	1
247105BR	Asst Mgr, Store Exempt	Website - External Career Site	22	0	0
Internet - Indeed		1	1	1	
247115BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	98	30	0
Direct Sourcing - Indeed		8	8	4	
Referral - Employee Referral		7	7	7	
Internet - Indeed		5	5	3	
Internal - Internal Hire		4	4	4	
Job Fair - Internal		1	1	1	
Former Employee - Rehire		1	1	1	
Internet - Craigslist.com		1	1	1	
Internet - Google		1	1	1	
247245BR	Field Technician I Nonexempt	Website - External Career Site	14	3	2
247262BR	Rep 1, Cust Svc SB Billing Nonexempt	Website - External Career Site	221	31	1
Referral - Employee Referral		8	8	6	
Internet - Ziprecruiter		4	4	2	
Direct Sourcing - Indeed		3	3	2	
Campaign - Indeed		3	3	3	
Job Fair - Internal		2	2	2	
Internet - Indeed		2	2	2	
Former Employee - Rehire		2	2	1	
Direct Sourcing - Other		1	1	1	
Internal - Internal Hire		1	1	1	
Direct Sourcing - Sourcing Specialist		1	1	1	
Direct Sourcing - Careerbuilder		1	1	1	
247293BR	Field Technician I Nonexempt	Website - External Career Site	64	19	0
Direct Sourcing - ATS		5	5	4	
Job Fair - External		5	5	2	
Onsite Hiring Event		1	0	0	
247364BR	Sup, Residential Telesales Exempt	Website - External Career Site	15	4	1
Direct Sourcing - LinkedIn		2	2	2	
Internet - Indeed		1	1	1	
Job Fair - Military/Veterans		1	1	1	
Direct Sourcing - Indeed		1	1	0	
Direct Sourcing - Sourcing Specialist		1	1	1	
247441BR	Field Technician I Nonexempt	Website - External Career Site	57	15	0
Internet - Indeed		4	4	2	
Referral - Employee Referral		2	2	1	
Internet - Other		1	1	1	
Job Fair - Internal		1	1	1	
247442BR	Field Technician I Nonexempt	Website - External Career Site	27	2	0
Direct Sourcing - ATS		1	1	1	
	Store Associate Nonexempt	Website - External Career Site	14	2	0
		Internet - Indeed	1	1	1
247899BR	Field Technician I Nonexempt	Website - External Career Site	38	3	1
Internet - Indeed		2	2	2	

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
247991BR	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	16	3	0
		Former Employee - Rehire	1	1	1
248192BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	16	1	0
		Direct Sourcing - Indeed	1	1	1
248211BR	Store Associate Nonexempt				
		Website - External Career Site	13	0	0
		Former Employee - Rehire	1	1	1
248235BR	Rep 1, CustSvc SB Tech Support Nonexempt				
		Website - External Career Site	151	21	0
		Direct Sourcing - Indeed	12	11	7
		Internal - Internal Hire	4	3	4
		Internet - Indeed	2	2	2
		Direct Sourcing - Careerbuilder	1	1	1
		Internet - Google	1	0	0
248349BR	Multimedia Journalist Exempt				
		Website - External Career Site	24	1	0
		Direct Sourcing - Sourcing Specialist	1	1	1
248384BR	Field Technician I Nonexempt				
		Website - External Career Site	26	4	1
		Internet - Indeed	1	1	1
248422BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	282	57	13
		Internet - Indeed	12	12	4
		Referral - Employee Referral	4	4	3
		Direct Sourcing - Indeed	4	4	2
		Direct Sourcing - Other	2	2	0
		Internet - Facebook.com	1	1	0
		UK Networking Event	1	0	0
		Internet - Career Builders	1	1	1
		Internet - Other	1	1	1
248425BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	200	38	8
		Job Fair - Internal	13	13	3
		Referral - Employee Referral	2	2	2
		Former Employee - Rehire	1	1	1
		Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	1	1	0
248579BR	Direct Sales Rep Exempt				
		Website - External Career Site	11	4	0
		Referral - Employee Referral	1	1	1
248581BR	Direct Sales Rep Exempt				
		Website - External Career Site	42	10	0
		Internet - Indeed	4	4	2
		Referral - Employee Referral	2	2	1
248600BR	Direct Sales Rep Exempt				
		Website - External Career Site	39	11	1
		Internet - Indeed	10	10	3
		Referral - Employee Referral	4	4	2
248626BR	Account Executive Exempt				
		Website - External Career Site	16	4	1
		Referral - Employee Referral	1	1	1
248788BR	Traffic Workforce Analyst Exempt				
		Website - External Career Site	61	8	0
		Internal - Internal Hire	3	3	3
		Referral - Employee Referral	1	1	1
248931BR	Rep, Resi Telesales Inbound Nonexempt				
		Website - External Career Site	107	24	1
		Internet - Indeed	24	24	7
		Job Fair - External	6	6	2
		Referral - Employee Referral	3	3	2
		Campaign - Indeed	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>
248932BR	Rep, Resi Telesales Inbound PT Nonexempt				
		Website - External Career Site	93	16	1
		Internet - Indeed	20	20	9
		Job Fair - External	6	6	3
248934BR	Store Associate Nonexempt				
		Website - External Career Site	31	3	0
		Direct Sourcing - Indeed	1	1	1
		Job Fair - External	1	1	0
248935BR	Store Associate Nonexempt				
		Website - External Career Site	39	8	1
		Referral - Employee Referral	1	1	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Former Employee - Rehire	1	1	1
248941BR	Store Associate Nonexempt				
		Website - External Career Site	14	1	0
		Direct Sourcing - ATS	1	1	1
249251BR	Rep 1, CustSvc SB Tech Support Nonexempt				
		Website - External Career Site	163	29	0
		Internet - Ziprecruiter	6	6	3
		Referral - Employee Referral	2	2	1
		Direct Sourcing - ATS	2	2	2
		Former Employee - Rehire	2	2	2
		Internet - Indeed	2	2	1
		College - Campus Recruiting	1	1	0
		Campaign - Indeed	1	1	1
		Job Fair - External	1	1	1
		Job Fair - Internal	1	1	1
249306BR	Dir, Field Engineering Exempt				
		Website - External Career Site	9	4	0
		Internet - LinkedIn	1	1	1
249364BR	Maintenance Technician I Nonexempt				
		Website - External Career Site	90	1	0
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
249530BR	Mgr, Training Delivery Exempt				
		Website - External Career Site	60	2	0
		Internet - Indeed	1	1	1
249543BR	Field Technician I Nonexempt				
		Website - External Career Site	53	14	0
		Direct Sourcing - ATS	16	16	11
		Job Fair - External	2	2	0
		Louisville Urban League Construction Hiring Eve	1	0	0
		Job Fair - Internal	1	1	1
249646BR	Field Technician I Nonexempt				
		Website - External Career Site	31	3	0
		Internet - Indeed	1	1	1
249712BR	RSC Rep I Nonexempt				
		Website - External Career Site	75	16	2
		Referral - Employee Referral	6	6	4
		Internet - Indeed	5	5	4
		Direct Sourcing - ATS	4	4	1
		Direct Sourcing - Indeed	3	3	1
		Former Employee - Rehire	3	3	2
		Job Fair - External	2	2	2
		Direct Sourcing - Other	2	2	1
		Internet - Monster	1	1	1
		Internal - Internal Hire	1	1	1
249720BR	Field Technician I Nonexempt				
		Website - External Career Site	30	9	0
		Direct Sourcing - ATS	3	3	2
249860BR	Sup, Residential Telesales Exempt				
		Website - External Career Site	42	29	0
		Internal - Internal Hire	3	3	3
		Former Employee - Rehire	2	2	2

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
250027BR	Asst Mgr, Store Exempt	Direct Sourcing - LinkedIn	1	1	1
250030BR	Store Associate Nonexempt	Website - External Career Site	27	2	1
250316BR	NOC Technician - Int Nonexempt	Website - External Career Site	67	5	1
250327BR	Store Associate Nonexempt	Website - External Career Site	30	10	0
		Internal - Internal Hire	1	1	1
		Internet - Google	1	1	1
250372BR	Store Associate Nonexempt	Website - External Career Site	49	9	0
		Direct Sourcing - ATS	4	4	3
250467BR	Direct Sales Rep Exempt	Website - External Career Site	59	5	0
		Direct Sourcing - ATS	1	1	1
250479BR	Direct Sales Rep Exempt	Website - External Career Site	33	4	0
		Referral - Employee Referral	11	11	4
		Job Fair - External	7	7	1
		Internet - Indeed	6	6	1
250482BR	Direct Sales Rep Exempt	Website - External Career Site	29	10	1
		Referral - Employee Referral	3	3	2
		Internet - Indeed	1	1	0
250486BR	Direct Sales Rep Exempt	Website - External Career Site	18	3	1
		Internet - Indeed	2	2	1
250804BR	Rep 1, Cust Svc SB Billing Nonexempt	Website - External Career Site	6	2	0
		Internet - Indeed	1	1	1
250868BR	Field Technician I Nonexempt	Website - External Career Site	169	15	0
		Referral - Employee Referral	14	14	11
		Internet - Indeed	6	6	5
		Former Employee - Rehire	3	3	2
		Direct Sourcing - ATS	1	1	0
		Internal - Internal Hire	1	1	1
		Internet - LinkedIn	1	1	1
		Job Fair - External	1	1	1
250917BR	Field Technician I Nonexempt	Website - External Career Site	55	7	1
		Internet - Indeed	4	4	2
250918BR	Field Technician I Nonexempt	Website - External Career Site	28	6	0
		Direct Sourcing - ATS	1	1	1
250919BR	Field Technician I Nonexempt	Website - External Career Site	28	7	0
		Direct Sourcing - ATS	3	3	3
250945BR	Field Technician I Nonexempt	Website - External Career Site	21	1	0
		Direct Sourcing - ATS	4	4	4
251058BR	Rep, Resi Telesales Inbound PT Nonexempt	Website - External Career Site	136	26	1
		Job Fair - Internal	6	6	4
		Direct Sourcing - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
		Internet - Career Builders	2	2	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
251060BR		Contractor - Conversion	1	1	1
		Job Fair - Internal	1	1	0
	Rep, Resi Telesales Inbound Nonexempt				
251069BR		Website - External Career Site	88	32	9
		Internet - Indeed	25	25	13
		Contractor - Conversion	16	16	11
		Referral - Employee Referral	10	10	6
	Store Associate Nonexempt				
251140BR		Website - External Career Site	65	9	3
	Sup, Field Operations Exempt				
251219BR		Website - External Career Site	12	4	0
		Direct Sourcing - Other	1	1	1
	Account Executive Exempt				
251428BR		Website - External Career Site	7	1	1
	Acct Exec, Spec Comm Sol Exempt				
251621BR		Website - External Career Site	13	1	0
		Direct Sourcing - Indeed	1	1	1
	Field Technician I Nonexempt				
251750BR		Website - External Career Site	60	16	0
		Direct Sourcing - ATS	18	18	16
		Job Fair - External	1	1	0
	Multi-Tenant Sales Rep Exempt				
251777BR		Website - External Career Site	5	1	0
		Direct Sourcing - Indeed	2	2	1
	Store Associate Nonexempt				
251811BR		Website - External Career Site	44	5	0
		Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	1
	Store Associate Nonexempt				
251849BR		Website - External Career Site	14	0	0
		Direct Sourcing - ATS	1	1	1
	RSC Rep I Nonexempt				
251892BR		Website - External Career Site	59	21	0
		Direct Sourcing - ATS	4	4	2
		Job Fair - Internal	3	3	2
		Former Employee - Rehire	2	2	2
		Ad - 30-Day Indeed Campaign	1	0	0
		Campaign - Indeed	1	1	0
		Internal - Internal Hire	1	1	1
		Job Fair - External	1	1	1
	Direct Sales Rep Exempt				
252047BR		Website - External Career Site	20	8	0
		Internet - Indeed	2	2	2
	Direct Sales Rep Exempt				
252111BR		Website - External Career Site	9	6	0
		Internet - Indeed	2	2	1
	Sup, Residential Telesales Exempt				
252222BR		Website - External Career Site	19	6	1
		Internal - Internal Hire	2	2	2
		Contractor - Conversion	1	1	1
	Rep 1, CustSvc SB Tech Support Nonexempt				
252223BR		Website - External Career Site	111	16	3
		Job Fair - Internal	11	11	4
		Referral - Employee Referral	5	5	0
		Internet - Indeed	4	4	3
		Referral – Manager Referral	1	1	0
		Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	1
		Direct Sourcing - LinkedIn	1	1	1
		Former Employee - Rehire	1	1	1
	Rep 1, CustSvc SB Tech Support Nonexempt				
		Website - External Career Site	288	57	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
252256BR		Internet - Indeed	25	24	15
		Referral - Employee Referral	3	3	3
		Internal - Internal Hire	1	1	1
		TextRecruit TextApply Ad	1	1	0
252258BR	Direct Sales Rep Exempt	Website - External Career Site	28	7	0
		Internet - Indeed	2	2	1
252488BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	205	27	8
		Internet - Indeed	8	8	4
		Referral - Employee Referral	2	2	1
		Internet - Facebook.com	1	1	0
252490BR	Rep 1, Cust Svc SB Billing Nonexempt	Website - External Career Site	164	31	0
		Internet - Indeed	11	11	7
		Referral - Employee Referral	5	5	4
		Direct Sourcing - ATS	1	1	0
		Campaign - Indeed	1	1	1
		Internal - Internal Hire	1	1	1
252544BR	Field Technician V Nonexempt	Website - External Career Site	4	0	0
		Former Employee - Rehire	1	1	1
252597BR	Store Associate Nonexempt	Website - External Career Site	19	4	2
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
252619BR	Sr Marketing Analyst Exempt	Website - External Career Site	47	2	0
		Former Employee - Rehire	1	1	1
252641BR	Direct Sales Rep Exempt	Website - External Career Site	35	8	0
		Internet - Indeed	8	8	1
		Referral - Employee Referral	2	2	1
252644BR	Direct Sales Rep Exempt	Website - External Career Site	21	2	0
		Internet - Indeed	9	9	2
		Referral - Employee Referral	5	5	1
252647BR	Direct Sales Rep Exempt	Website - External Career Site	15	5	0
		Internet - Indeed	8	8	4
252689BR	Direct Sales Rep Exempt	Website - External Career Site	14	5	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
252865BR	Account Executive Exempt	Website - External Career Site	19	2	1
		Internet - Indeed	1	1	0
252935BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	117	17	0
		Campaign - Indeed	6	6	1
		Internet - Ziprecruiter	4	4	4
		Referral - Employee Referral	4	4	3
		Internet - Indeed	3	3	1
		Direct Sourcing - ATS	2	2	1
		Direct Sourcing - Indeed	1	1	1
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
252944BR	Store Associate Nonexempt	Website - External Career Site	34	2	0
		Referral - Employee Referral	2	2	2
252944BR	Asst Mgr, Store Exempt	Website - External Career Site	20	1	0
		Direct Sourcing - ATS	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
253226BR	Store Associate Nonexempt				
		Website - External Career Site	25	3	0
		Direct Sourcing - ATS	2	2	2
253391BR	Field Technician I Nonexempt				
		Website - External Career Site	94	23	0
		Direct Sourcing - ATS	19	19	14
		Job Fair - External	2	2	0
		Direct Sourcing - Indeed	1	1	1
253392BR	Rep, Resi Telesales Inbound Nonexempt				
		Website - External Career Site	15	2	0
		Contractor - Conversion	7	7	4
		Internet - Indeed	3	3	2
		Referral - Employee Referral	2	2	1
253397BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	9	3	0
		Direct Sourcing - Indeed	1	1	1
253422BR	Fiber Technician I Nonexempt				
		Website - External Career Site	11	3	0
		Direct Sourcing - ATS	1	1	1
253426BR	Field Technician I Nonexempt				
		Website - External Career Site	27	4	0
		Direct Sourcing - Indeed	1	1	1
253619BR	Field Technician I Nonexempt				
		Website - External Career Site	21	1	0
		Direct Sourcing - Indeed	2	2	0
		Internet - Indeed	1	1	1
253838BR	Sup, Maintenance Exempt				
		Website - External Career Site	9	3	0
		Internet - Indeed	1	1	1
253855BR	Field Technician I Nonexempt				
		Website - External Career Site	22	0	0
		Direct Sourcing - Indeed	2	2	2
253872BR	Rep 1, Cust Svc SB Billing Nonexempt				
		Website - External Career Site	301	23	1
		Internet - Indeed	13	13	5
		Referral - Employee Referral	11	11	10
		Internet - Ziprecruiter	3	3	1
		Direct Sourcing - ATS	2	2	2
		Former Employee - Rehire	1	1	1
253875BR	Rep 1, CustSvc SB Tech Support Nonexempt				
		Website - External Career Site	132	19	0
		Referral - Employee Referral	4	4	3
		Internet - Indeed	4	4	1
		Internal - Internal Hire	2	2	1
		Direct Sourcing - ATS	2	2	1
		Former Employee - Rehire	2	2	1
		Referral - Manager Referral	1	1	0
		Campaign - Indeed	1	1	1
		Internet - LinkedIn	1	1	0
		Internet - Other	1	1	1
254090BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	490	82	15
		Internet - Indeed	10	10	4
		Referral - Employee Referral	6	6	4
		Former Employee - Rehire	1	1	0
254221BR	Direct Sales Rep Exempt				
		Website - External Career Site	15	4	0
		Internet - Indeed	4	3	2
254223BR	Direct Sales Rep Exempt				
		Website - External Career Site	12	1	0
		Internet - Indeed	4	4	1
254229BR	Direct Sales Rep Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
254231BR	Direct Sales Rep Exempt	Website - External Career Site	37	3	0
		Referral - Employee Referral	8	8	4
		Internet - Indeed	3	3	1
254235BR	Direct Sales Rep Exempt	Website - External Career Site	17	0	0
		Internet - Indeed	1	1	1
254368BR	Direct Sales Rep Exempt	Website - External Career Site	19	4	0
		Internet - Indeed	3	3	2
		Referral - Employee Referral	1	1	0
254739BR	Store Associate Nonexempt	Website - External Career Site	22	1	0
		Internet - Indeed	7	6	2
254749BR	Store Associate Nonexempt	Website - External Career Site	35	6	0
		Direct Sourcing - ATS	1	1	1
		Internet - Indeed	1	1	0
254812BR	Store Associate Nonexempt	Website - External Career Site	38	3	0
		Direct Sourcing - ATS	1	1	1
		Internet - Indeed	1	1	1
254850BR	Sup, Residential Telesales Exempt	Website - External Career Site	16	3	1
254948BR	Rep, Resi Telesales Inbound Nonexempt	Website - External Career Site	17	3	0
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
255064BR	Sales Engineer II Exempt	Contractor - Conversion	65	65	37
		Website - External Career Site	25	3	0
		Referral - Employee Referral	8	8	4
		Internet - Indeed	3	3	1
		Internet - Career Builders	1	1	0
255089BR	Direct Sales Rep Exempt	Website - External Career Site	19	0	0
		Internet - LinkedIn	1	1	1
255436BR	Store Associate Nonexempt	Website - External Career Site	25	6	0
		Internet - Indeed	4	4	1
		Former Employee - Rehire	3	3	3
		Referral - Employee Referral	1	1	0
255442BR	Store Greeter Nonexempt	Website - External Career Site	35	7	0
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
255469BR	Store Associate Nonexempt	Website - External Career Site	29	1	0
		Referral - Employee Referral	1	1	1
255766BR	Workforce Management Analyst Exempt	Website - External Career Site	52	9	0
		Direct Sourcing - ATS	1	1	1
255638BR	Direct Sales Rep Exempt	Website - External Career Site	45	3	1
255654BR	Direct Sales Rep Exempt	Website - External Career Site	19	2	0
		Internet - Indeed	3	1	1
		Website - External Career Site	35	2	0
		Job Fair - External	11	11	1
		Internet - Indeed	6	2	2
		Referral - Employee Referral	3	3	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Former Employee - Rehire	1	1	0
255659BR	Direct Sales Rep Exempt				
		Website - External Career Site	17	0	0
		Internet - Indeed	3	1	1
		Referral - Employee Referral	1	0	0
255661BR	Direct Sales Rep Exempt				
		Website - External Career Site	32	2	0
		Internet - Indeed	3	1	2
255711BR	Field Technician I Nonexempt				
		Website - External Career Site	33	5	0
		Direct Sourcing - Indeed	1	1	1
255756BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	13	3	0
		Direct Sourcing - Indeed	4	4	2
		Referral - Employee Referral	1	1	0
255832BR	Account Executive Exempt				
		Website - External Career Site	9	5	1
255898BR	Sup, Customer Service Exempt				
		Website - External Career Site	29	10	0
		Internal - Internal Hire	2	2	2
		Referral - Employee Referral	1	1	1
256069BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	578	84	12
		Internet - Indeed	34	34	21
		Referral - Employee Referral	7	7	3
		Internet - Ziprecruiter	2	2	1
		Internet - Google	1	1	0
		Coalition for Workforce Diversity	1	0	0
		Internet - Career Builders	1	1	1
		Internet - Glassdoor.com	1	1	0
		Organization - Military/Veteran	1	1	0
256072BR	Rep 1, CustSvc SB Tech Support Nonexempt				
		Website - External Career Site	215	31	1
		Internet - Indeed	33	32	19
		Internal - Internal Hire	3	3	3
		Coalition for Workforce Diversity	1	0	0
		Former Employee - Rehire	1	1	1
		Internet - Facebook.com	1	1	0
		Internet - Career Builders	1	1	1
256075BR	Sup, Residential Telesales Exempt				
		Website - External Career Site	38	17	0
		Campaign - Indeed	3	3	2
		Referral - Employee Referral	1	1	1
		Internet - Indeed	1	1	1
256124BR	Sr Scrum Master Exempt				
		Website - External Career Site	43	2	1
256202BR	HR Coordinator Nonexempt				
		Website - External Career Site	113	4	0
		Internet - Indeed	2	2	2
256298BR	Mgr, Residential Telesales Exempt				
		Website - External Career Site	31	8	0
		Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	1
256328BR	Store Associate Nonexempt				
		Website - External Career Site	13	0	0
		Job Fair - External	1	1	1
256338BR	Store Associate Nonexempt				
		Website - External Career Site	26	2	1
256356BR	Account Executive Exempt				
		Website - External Career Site	16	3	1
256414BR	Field Technician I Nonexempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
256487BR		Website - External Career Site	15	6	0
		Direct Sourcing - Indeed	3	3	3
256660BR	Field Technician I Nonexempt				
		Website - External Career Site	60	20	0
		Direct Sourcing - ATS	8	8	3
		Ad - 30-Day Indeed Campaign	1	0	0
		Campaign - Indeed	1	1	0
		Referral - Employee Referral	1	1	0
256669BR	RSC Rep I Nonexempt				
		Website - External Career Site	26	8	0
		Internal - Internal Hire	3	3	3
		Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	1
256894BR	Maintenance Technician I Nonexempt				
		Website - External Career Site	41	5	0
		Former Employee - Rehire	1	1	1
256905BR	Rep 1, Cust Svc SB Billing Nonexempt				
		Website - External Career Site	246	24	0
		Internet - Indeed	10	10	5
		Referral - Employee Referral	9	9	7
		Direct Sourcing - ATS	8	8	6
		Referral - Manager Referral	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Ziprecruiter	1	1	0
256939BR	Asst Mgr, Store Exempt				
		Website - External Career Site	19	0	0
256969BR	Store Associate Nonexempt				
		Direct Sourcing - Recruiter Networking	1	0	1
257018BR	Rep, Resi Telesales Inbound Nonexempt				
		Website - External Career Site	23	2	0
257110BR	Store Associate Nonexempt				
		Direct Sourcing - ATS	4	4	2
257308BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	28	6	1
257322BR	Traffic Workforce Analyst Exempt				
		Website - External Career Site	32	16	4
		Contractor - Conversion	9	9	8
		Referral - Employee Referral	7	7	4
		Internet - Indeed	4	4	0
257330BR	Store Associate Nonexempt				
		Job Fair - External	2	2	0
257335BR	Store Associate Nonexempt				
		Website - External Career Site	26	4	1
257355BR	Store Associate Nonexempt				
		Website - External Career Site	204	31	0
		Internet - Indeed	49	48	26
		Internet - LinkedIn	2	2	0
		Internal - Internal Hire	1	1	1
257418BR	Direct Sales Rep Exempt				
		Job News Job Fair	1	0	0
257418BR	Direct Sales Rep Exempt				
		Website - External Career Site	32	6	0
		Internal - Internal Hire	1	1	1
257418BR	Direct Sales Rep Exempt				
		Internet - Indeed	1	1	1
257418BR	Direct Sales Rep Exempt				
		Website - External Career Site	37	5	0
		Direct Sourcing - ATS	2	1	2
257418BR	Direct Sales Rep Exempt				
		Website - External Career Site	31	5	0
		Direct Sourcing - ATS	1	1	1
257418BR	Direct Sales Rep Exempt				
		Website - External Career Site	28	3	0
		Direct Sourcing - ATS	1	1	1
257418BR	Direct Sales Rep Exempt				
		Direct Sourcing - Sourcing Specialist	1	1	1
257418BR	Direct Sales Rep Exempt				
		Website - External Career Site	31	1	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
257421BR		Internet - Indeed	7	7	3
	Direct Sales Rep Exempt				
		Website - External Career Site	66	13	0
		Internet - Indeed	11	11	3
		Job Fair - External	7	7	3
		Referral - Employee Referral	2	2	0
257422BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	19	1	0
		Internet - Indeed	5	5	1
257427BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	18	3	0
		Internet - Indeed	10	9	2
		Referral - Employee Referral	4	4	4
		Former Employee - Rehire	1	1	0
257432BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	18	1	0
		Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	1
257437BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	69	7	0
		Internet - Indeed	9	8	4
257478BR					
	Rep 1, CustSvc SB Tech Support Nonexempt				
		Website - External Career Site	237	40	1
		Internet - Indeed	25	25	17
		Referral - Employee Referral	5	5	2
		Internal - Internal Hire	3	3	2
		Internet - Craigslist.com	1	1	0
		Job News Job Fair	1	0	0
257564BR					
	MAE - Hospitality Exempt				
		Website - External Career Site	26	1	0
		Former Employee - Rehire	1	1	1
		Referral - Manager Referral	1	1	0
257593BR					
	Field Technician I Nonexempt				
		Website - External Career Site	46	7	0
		Internet - Indeed	1	1	1
257676BR					
	Account Executive Exempt				
		Website - External Career Site	25	2	1
257715BR					
	Store Associate Nonexempt				
		Website - External Career Site	40	1	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
257961BR					
	Field Technician I Nonexempt				
		Website - External Career Site	22	3	0
		Internet - Indeed	2	2	2
258108BR					
	HR Coordinator Nonexempt				
		Website - External Career Site	137	1	1
258396BR					
	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	5	0	0
		Direct Sourcing - Indeed	1	1	1
258649BR					
	Sup, Residential Telesales Exempt				
		Website - External Career Site	9	5	1
		Referral - Employee Referral	1	1	1
258688BR					
	Store Associate Nonexempt				
		Website - External Career Site	14	4	1
		Direct Sourcing - ATS	1	1	0
258689BR					
	Store Associate Nonexempt				
		Website - External Career Site	22	4	0
		Direct Sourcing - ATS	3	3	2
		Internet - Indeed	1	1	1
258693BR					
	Store Associate Nonexempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
258754BR	Mgr, Executive Producer Exempt	Website - External Career Site	11	3	0
		Direct Sourcing - ATS	2	2	1
258886BR	Store Associate Nonexempt	Website - External Career Site	13	0	0
		Direct Sourcing - ATS	1	1	1
258891BR	Rep, Resi Telesales Inbound Nonexempt	Website - External Career Site	23	2	0
		Direct Sourcing - ATS	2	2	1
258910BR	Store Associate Nonexempt	Website - External Career Site	30	1	0
		Contractor - Conversion	17	17	12
		Internet - Indeed	4	4	1
		Referral - Employee Referral	2	2	1
258912BR	Store Associate Nonexempt	Website - External Career Site	24	2	0
		Direct Sourcing - ATS	4	4	3
258968BR	Direct Sales Rep Exempt	Website - External Career Site	15	1	0
		Direct Sourcing - ATS	1	1	1
259031BR	Direct Sales Rep Exempt	Internet - Indeed	14	14	5
		Website - External Career Site	7	1	0
		Referral - Employee Referral	2	2	1
259218BR	Mgr, NOC Exempt	Website - External Career Site	12	6	0
		Internet - Indeed	8	8	2
		Former Employee - Rehire	2	2	0
		Referral - Employee Referral	1	1	1
259497BR	NOC Technician - Int Nonexempt	Website - External Career Site	20	0	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
259648BR	Store Associate Nonexempt	Website - External Career Site	26	0	0
		Contractor - Conversion	1	1	1
259659BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	34	9	0
		Internet - Indeed	1	1	0
		Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	1
259670BR	Comm NOC Impact Analyst I Exempt	Website - External Career Site	14	2	0
		Direct Sourcing - LinkedIn	1	1	1
259770BR	MAE - Major Account Exec Exempt	Website - External Career Site	10	0	0
		Contractor - Conversion	1	1	1
259881BR	Rep 1, Cust Svc SB Billing Nonexempt	Website - External Career Site	49	5	1
		Direct Sourcing - LinkedIn	2	2	1
260081BR	Direct Sales Rep Exempt	Website - External Career Site	234	10	0
		Internet - Indeed	5	5	2
		Referral - Employee Referral	3	3	3
		Direct Sourcing - ATS	2	2	2
		Internet - Ziprecruiter	1	1	1
260142BR	Sup, Field Operations Exempt	Website - External Career Site	46	2	0
		Job Fair - External	16	16	2
		Internet - Indeed	6	6	0
		Referral - Employee Referral	2	2	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
260143BR	Store Associate Nonexempt	Website - External Career Site	10	1	0
		Referral – Manager Referral	1	0	1
260153BR	Store Associate Nonexempt	Website - External Career Site	8	1	0
		Direct Sourcing - ATS	1	1	1
260154BR	Store Associate Nonexempt	Website - External Career Site	19	2	0
		Referral - Employee Referral	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	1	1	0
260157BR	Store Associate Nonexempt	Website - External Career Site	15	2	0
		Direct Sourcing - ATS	1	1	0
		Referral - Employee Referral	1	1	1
260368BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	27	6	0
		Direct Sourcing - ATS	1	1	1
260481BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	444	37	2
		Internet - Indeed	76	59	43
		Referral - Employee Referral	6	6	4
		Internet - Career Builders	1	1	0
		Internet - LinkedIn	1	1	1
260543BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	205	22	0
		Internet - Indeed	12	12	10
		Referral - Employee Referral	2	2	2
		Internet - Career Builders	1	1	0
260568BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	481	23	1
		Internet - Indeed	102	49	64
		Referral - Employee Referral	3	1	2
		Internal - Internal Hire	1	1	0
260576BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	5	0	0
		Direct Sourcing - Indeed	4	4	3
260589BR	Intern Rep Nonexempt	Website - External Career Site	106	0	0
		Organization - Community Outreach	1	1	1
260678BR	Maintenance Technician II Nonexempt	Referral – Manager Referral	1	1	1
		Referral – Manager Referral	1	1	1
260756BR	Store Associate Nonexempt	Website - External Career Site	20	5	0
		Direct Sourcing - ATS	2	2	2
261057BR	Digital Journalist Exempt	Website - External Career Site	126	0	0
		Direct Sourcing - LinkedIn	2	2	2
261070BR	Store Associate Nonexempt	Website - External Career Site	14	2	0
		Direct Sourcing - ATS	4	4	3
261146BR	Rep, Resi Telesales Inbound Nonexempt	Contractor - Conversion	14	14	12
		Website - External Career Site	13	1	1
261389BR	HR Coordinator Nonexempt	Website - External Career Site	57	3	0
		Job Fair - External	1	1	1
261398BR	Producer Exempt	Website - External Career Site	85	6	0
		Referral - Employee Referral	1	1	0
		Referral – Manager Referral	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
261591BR	Store Associate Nonexempt	Website - External Career Site	26	2	0
		Direct Sourcing - ATS	2	2	2
261636BR	Mgr, Human Resources Exempt	Website - External Career Site	87	1	0
		Internet - Other	1	1	1
261662BR	Store Associate Nonexempt	Website - External Career Site	11	2	0
		Direct Sourcing - ATS	2	2	2
261674BR	Rep 1, CustSvc SB Tech Support Nonexempt	Website - External Career Site	294	31	0
		Internet - Indeed	30	30	16
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
261756BR	Rep, Resi Telesales Inbound PT Nonexempt	Website - External Career Site	102	0	0
		Internet - Indeed	18	18	8
		Campaign - Indeed	3	3	2
		Former Employee - Rehire	2	2	2
261816BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	728	32	0
		Internet - Indeed	122	64	82
		Referral - Employee Referral	2	0	1
261971BR	Store Associate Nonexempt	Website - External Career Site	12	2	0
		Direct Sourcing - ATS	1	1	1
261975BR	Store Associate Nonexempt	Website - External Career Site	24	5	0
		Direct Sourcing - ATS	2	2	2
262207BR	Store Associate Nonexempt	Website - External Career Site	42	7	0
		Direct Sourcing - ATS	2	2	0
		Referral - Employee Referral	1	1	1
262330BR	NOC Technician - Int Nonexempt	Website - External Career Site	44	6	2
		Internal - Internal Hire	1	1	1
262424BR	Rep, Resi Telesales Inbound Nonexempt	Website - External Career Site	8	0	0
		Contractor - Conversion	6	6	6
		Former Employee - Rehire	2	2	2
		Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Indeed	1	1	0
262968BR	Rep, Resi Telesales Inbound PT Nonexempt	Website - External Career Site	124	0	0
		Internet - Indeed	12	12	6
		Campaign - Indeed	1	1	1
		Internet - Career Builders	1	1	1
		Referral - Employee Referral	1	1	0
263076BR	Rep, Resi Telesales Inbound Nonexempt	Contractor - Conversion	46	46	33
		Website - External Career Site	26	1	0
		Internet - Indeed	2	2	1
		Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	0
263076BR	Rep, Resi Telesales Inbound PT Nonexempt	Website - External Career Site	165	0	0
		Internet - Indeed	21	21	6
		Campaign - Indeed	1	1	0
		Internet - Facebook.com	1	1	0
Grand Total			18612	4423	1506