

# 2020 FCC Unit Address List

FCC Unit: **13537**

FCC Unit Description: **Michigan**

Address	City	State	Postal Code
4670 E Fulton Suite 102	Ada	MI	49301
12956 68th Ave	Allendale	MI	49401
2074 M-32	Alpena	MI	49707
1480 S Valley Center Dr	Bay City	MI	48706
1100 East Maple	Big Rapids	MI	49307
614 S Mitchell St	Cadillac	MI	49601
654 E Chicago Rd	Coldwater	MI	49036
7372 Davison Rd	Davison	MI	48423
401 North 30th St	Escanaba	MI	49829
37635 Enterprise Court	Farmington Hills	MI	48331
408 W 4th St	Gaylord	MI	49735
1433 Fulton St	Grand Haven	MI	49417
315 Davis St	Grand Haven	MI	49417
1202 West Benton	Greenville	MI	48838
110 James St Ste 20	Holland	MI	49424
12719 Riley St, Suite 70	Holland	MI	49424
1603 Enterprise Dr	Houghton	MI	49931
385 Woodward Ave	Iron Mountain	MI	49801
115 East Mcleod Ave	Ironwood	MI	49938
5095 Century Ave	Kalamazoo	MI	49006
14525 Farmington Road	Livonia	MI	48154
590 S Pere Marquette Hwy	Ludington	MI	49431
1609 Vine St	Manistee	MI	49660
1001 Payne Lake Rd	Middleville	MI	49333
1145 S Telegraph Rd	Monroe	MI	48161
221 Ellis Place	Mt Pleasant	MI	48858
2014 S Mission St	Mt Pleasant	MI	48858
359 East US 41	Negaunee	MI	49866
345 South State St	Oscoda	MI	48750
737 W Main St	Owosso	MI	48867
2255 Harbor-Petoskey Rd	Petoskey	MI	49770
380 Cross Oaks Blvd, Suite D	Plainwell	MI	49080
4176 Commercial Dr	Portage	MI	49002
6800 South Westnedge Ave	Portage	MI	49024
300 Wolverine Blvd	Rockford	MI	49341
4300 Fashion Square Blvd Suite 101	Saginaw	MI	48603
720 N Bates St	Saginaw	MI	48602
950 Bridgeview North	Saginaw	MI	48604
2525 State St	Saginaw	MI	48602
5815 Bay Rd Suite 100	Saginaw	MI	48604
2682 Ashmun St	Sault Ste. Marie	MI	49783
1392 Trade Centre Dr	Traverse City	MI	49696
5955 Cedar Run Rd	Traverse City	MI	49684
2668 Crossing Circle, Suite D.	Traverse City	MI	49684
3355 Walker Ave NW	Walker	MI	49544
3432 W M-76	West Branch	MI	48661

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
8436 Homestead Dr Ste 110&220	Zeeland	MI	49464

Federal Communications Commission Washington, D.C. 20554  <div style="text-align: center;"><b>FCC 396-C</b></div>	OMB 3060-1033 September 2003  FOR FCC USE ONLY
<div style="text-align: center;"><b>Multi-Channel Video Program Distributor EEO Program Annual Report</b></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 # 13537

**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

OTTAWA, MI

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: 13537 Michigan

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

## ***Muskegon Community College Job Fair***

- September 11, 2019
- Muskegon Community College – Walker, MI
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Over 100 attendees

## ***West Michigan Works Job Fair***

- October 16, 2019
- Michigan Works Center – Grand Rapids, MI
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Very low volume of attendees

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

## ***Leave and Accommodation Training for Leaders***

Are you a people leader or human resources representative responsible for answering employee questions and processing requests for leaves and accommodations? This training will help you increase your expertise by providing information and guidance for managing leaves and other accommodations in an efficient, cost effective and compliant manner in order to support employees as they plan for a leave or other accommodation, and once they return to work. This required course is assigned at new hire to all people leaders and human resources employees. In addition, this course is reassigned annually for all people leaders and human resources employees in southern California.

## 2020 FCC Unit Outreach Source List

FCC Unit: 13537

FCC Unit Description: Michigan

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
ABILITY CENTER OF GREATER TOLEDO	Sylvania	OH	43560	dandriette@abilitycenter.org	4198855733
ADULT & COMMUNITY EDUCATION	Smithville	OH		sadams@wcsc.org	330-669-7070
ADULT CAREER & TECHNICAL EDUCATION	Canton	OH	44702	malavite_b@ccsdistrict.org	3304382556
AKRON INSTITUTE OF HERZING UNIVERSITY	Akron	OH	44306	cantenucci@akr.herzing.edu	3307241600
ARROWHEAD BEHAVIORAL HEALTH	Toledo	OH	43606	maday602@hotmail.com	4192620487
Ashland Job Center	Ashland	WI	54806	jbaron@nwcep.org	715-682-4889
Bay - Arenac Career Center	Bay City	MI	48706	sewardk@baisd.net	989-686-4770
Bay - Arenac Career Center	Bay City	MI	48706	sheppardt@baisd.net	989-686-4770
BUREAU OF VOCATIONAL REHABILITATION	Dover	OH		Stephanie.Branco@ood.ohio.gov	7406850404
Business & Community Innovation Corporation for a Skilled Workforce	Ann Arbor	MI	48108	mwilliams@skilledwork.org	734-769-2900
C3G - Central Wesleyan Church	Holland	MI	49423	larrywiersma@att.net	616-395-3108
Career Ministry - St. Mary of the Hills	Rochester Hills	MI	48307	stmaryoth@yahoo.com	
Center for Women in Transition	Holland	MI	49424	mail@cwitmi.org	
COMMUNITY FUND MANAGERMENT FOUNDATION	Cleveland	OH		askcopsrc@usdoj.gov	2168610253
Crossroads Career Network - Christ Community Chapel	Hudson	OH	44236	fzam@neo.rr.com	330-650-9533
CUYAHOGA CC-EASTERN CAMPUS	Beachwood	OH		pamela.buchter@tri-c.edu	216-987-2215
Cuyahoga Valley Career Center	Brecksville	OH	44141	msluka@cvcworks.edu	
Department of Veterans Affairs	Detroit	MI	48226	brent.haddow@va.gov	800-827-1000
Detroit Employment Solutions Corporation	Detroit	MI	48210	hayesc@michigan.gov	313-846-5447
Detroit Employment Solutions Corporation	Detroit	MI	48210	info@sermetro.org	313-846-5447
Detroit Employment Solutions Corporation	Detroit	MI	48210	jonesr24@michigan.gov	313-846-5447
Detroit Urban League Workforce Development	Detroit	MI	48201	srichmond@deturbanleague.org	313-832-4600
Detroit Workforce Development Department	Detroit	MI	48202	evans7@michigan.gov	313-873-7321
Detroit Workforce Development Department	Detroit	MI	48202	gabbersbergerj@michigan.gov	313-873-7321
Disability Network/Lakeshore	Holland	MI	49423	rick@dnlakeshore.org	616-396-5326
Downriver Community Conference - (Michigan Works! Southgate Service Center)	Southgate	MI	48195	hayesc@michigan.gov	734-362-3466
Downriver Community Conference - (Michigan Works! Southgate Service Center)	Southgate	MI	48195	Lisa.Wayne@dccwf.org	734-362-3466
Goodwill Career Center	Oxford	MI	48371	rossr@michigan.gov	248-969-2399
GOODWILL INDUSTRIES	Toledo	OH		jroloff@goodwillnwohio.org	4192550070
Goodwill Industries	Grandville	MI	49418	tamid@goodwillgr.org	616-532-4200
GST Michigan Works! - Genesee County	Flint	MI	48503	blahad@michigan.gov	810-234-9880
GST Michigan Works! - Genesee County	Flint	MI	48503	wyattr1@michigan.gov	810-234-9880
GST Michigan Works! Lapeer County Service Center	Lapeer	MI	48446	belcherr1@michigan.gov	810-664-1680
GST Michigan Works! Lapeer County Service Center	Lapeer	MI	48446	cadyi@michigan.gov	810-664-1680
GST Michigan Works! Lapeer County Service Center	Lapeer	MI	48446	gagnoni@michigan.gov	810-664-1680
HAMRICK SCHOOL	Medina	OH	44256	careerservices@hamrickschool.edu	3302392229
Hudson Job Search - Christ Church, Hudson	Hudson	OH	44236	hudsonjs@windstream.net	
Jewish Vocational Service and Community Workshop	Southfield	MI	48076	atolle@jvsdet.org	248-559-5000

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Job Search and Career Transition	Streetsboro	OH	44241	neal@jsct.com	330-626-1490
Malone University	Canton	OH	44709	jvannest@malone.edu	3304718322
Michigan Rehabilitation Services	Detroit	MI	48227	howardj2@michigan.gov	313-270-2200
Michigan Rehabilitation Services	Cadillac	MI	49601	robertbest@nwm.cog.mi.us	231-775-3408
Michigan Works Service Center-Saginaw	Saginaw	MI	48607	merrellg@michigan.gov	989-752-3145
Michigan Works Service Center-Saginaw	Saginaw	MI	48607	smb@michiganworks.com	989-752-3145
Michigan Works! - Houghton County	Hancock	MI	49930	mwjob@wupmwa.org	906-482-6916
Michigan Works! - Houghton County	Hancock	MI	49930	tweedalem@michigan.gov	906-482-6916
Michigan Works! Novi Service Center	Novi	MI	48377	mdiegel@goodwilldetroit.org	248-926-1820
Michigan Works! Novi Service Center	Novi	MI	48377	munozs@michigan.gov	248-926-1820
Michigan Works! Novi Service Center	Novi	MI	48377	pittmanf@michigan.gov	248-926-1820
Michigan Works! Paw Paw	Paw Paw	MI	49079	lemieuxp@michigan.gov	269-657-7014
Michigan Works! Paw Paw	Paw Paw	MI	49079	razora@michigan.gov	269-657-7014
Michigan Works! Alcona Service Center	Lincoln	MI	48742	general@nemcworks.org	989-736-6082
Michigan Works! Alcona Service Center	Lincoln	MI	48742	stanuszekj@michigan.gov	989-736-6082
Michigan Works! Alcona Service Center	Lincoln	MI	48742	szatkowskid@michigan.gov	989-736-6082
Michigan Works! Cadillac Service Center-Wexford County	Cadillac	MI	49601	matzenb@michigan.gov	231-775-3408
Michigan Works! Calhoun County	Battle Creek	MI	49017	youngd@michigan.gov	269-660-1412
Michigan Works! Dearborn Access Service Center	Dearborn	MI	48126	jonesr24@michigan.gov	313-945-8159
Michigan Works! Dearborn Access Service Center	Dearborn	MI	48126	mmounajed@accesscommunity.org	313-945-8159
Michigan Works! Gladwin County Service Center	Gladwin	MI	48624	rbalzer@michworks4u.org	989-426-8571
Michigan Works! Gladwin County Service Center	Gladwin	MI	48624	reg7b@michworks4u.org	989-426-8571
Michigan Works! Highland Career Center	Highland	MI	48357	donovanr@michigan.gov	248-889-0410
Michigan Works! Highland Career Center	Highland	MI	48357	kressler@goodwilldetroit.org	248-889-0410
Michigan Works! Highland Career Center	Highland	MI	48357	mdiegel@goodwilldetroit.org	248-889-0410
Michigan Works! Highland Park Service Center	Highland Park	MI	48203	archerd1@michigan.gov	313-826-0299
Michigan Works! Highland Park Service Center	Highland Park	MI	48203	evanss7@michigan.gov	313-826-0299
Michigan Works! Houghton County Service Center	Houghton	MI	49931	mwjob@isupward.org	906-482-6916
Michigan Works! Ionia Service Center	Ionia	MI	48846	moreheadr@michigan.gov	616-527-1360
Michigan Works! Iosco County Service Center	East Tawas	MI	48730	stanuszekj@michigan.gov	989-362-6407
Michigan Works! Isabella Service Center	Mt Pleasant	MI	48858	hardemand@michigan.gov	989-772-5304
Michigan Works! Isabella Service Center	Mt Pleasant	MI	48858	rreid@giresd.net	989-772-5304
Michigan Works! Joblink Service Center	Pontiac	MI	48340	donovanr@michigan.gov	248-276-1777
Michigan Works! Joblink Service Center	Pontiac	MI	48340	moorei@michigan.gov	248-276-1777
Michigan Works! Joblink Service Center	Pontiac	MI	48340	rossr@michigan.gov	248-276-1777
Michigan Works! Kalamazoo County	Kalamazoo	MI	49001	sheahont@michigan.gov	269-383-2536
Michigan Works! Lake County Workforce Service Center	Baldwin	MI	49304	wilsonc18@michigan.gov	231-745-2703
Michigan Works! Livonia Service Center	Livonia	MI	48150	brzegr@michigan.gov	734-513-4900
Michigan Works! Livonia Service Center	Livonia	MI	48150	HicksE@michigan.gov	734-513-4900
Michigan Works! Livonia Service Center	Livonia	MI	48150	jfisher@rossprov.com	734-513-4900
Michigan Works! Livonia Service Center	Livonia	MI	48150	khoward@rossprov.com	734-513-4900
Michigan Works! Macomb Service Center - Clinton Township	Clinton Township	MI	48038	archerd1@michigan.gov	586-263-1501
Michigan Works! Macomb Service Center - Clinton Township	Clinton Township	MI	48038	jrtaylor@macomb-stclairworks.org	586-263-1501
Michigan Works! Macomb Service Center - Clinton Township	Clinton Township	MI	48038	ursud@michigan.gov	586-263-1501
Michigan Works! Macomb Service Center - Mt. Clemens	Mt. Clemens	MI	48043	hooperm@michigan.gov	586-783-8700
Michigan Works! Macomb Service Center - Mt. Clemens	Mt. Clemens	MI	48043	mcfalf@michigan.gov	586-783-8700
Michigan Works! Macomb Service Center - Mt. Clemens	Mt. Clemens	MI	48043	Teresa@macomb-stclairworks.org	586-783-8700
Michigan Works! Macomb Service Center - Roseville	Roseville	MI	48066	andersont7@michigan.gov	586-447-9200

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Michigan Works! Macomb Service Center - Roseville	Roseville	MI	48066	kinsmanc@michigan.gov	586-447-9200
Michigan Works! Manistee Service Center	Manistee	MI	49660	matzenb@michigan.gov	231-723-2535
Michigan Works! Monroe Service Center	Monroe	MI	48162	albigm@michigan.gov	734-240-7950
Michigan Works! Montcalm Service Center	Greenville	MI	48838	hardemand@michigan.gov	616-754-3611
Michigan Works! Ogemaw County Service Center	West Branch	MI	48661	kenningw@michigan.gov	989-345-1090
Michigan Works! Ogemaw County Service Center	West Branch	MI	48661	mchasey@michworks4u.org	989-345-1090
Michigan Works! Osceola Service Center	Reed City	MI	49677	wilsonc18@michigan.gov	231-832-3131
Michigan Works! Otsego Service Center	Gaylord	MI	49735	budreaul@nemcworks.org	989-732-3886
Michigan Works! Otsego Service Center	Gaylord	MI	49735	laura@miworks-nemc.gen.mi.us	989-732-3886
Michigan Works! Otsego Service Center	Gaylord	MI	49735	nasha2@michigan.gov	989-732-3886
Michigan Works! Otsego Service Center	Gaylord	MI	49735	robinsonD15@michigan.gov	989-732-3886
Michigan Works! Roscommon County Service Center	Prudenville	MI	48651	bbachelder@michworks4u.org	989-366-8660
Michigan Works! Roscommon County Service Center	Prudenville	MI	48651	reg7b@michworks4u.org	989-366-8660
Michigan Works! Service Center	Warren	MI	48093	csanford@mhrdi.org	586-574-2170
Michigan Works! Service Center	Alma	MI	48801	hardemand@michigan.gov	989-466-4832
Michigan Works! Service Center	Warren	MI	48093	jkimm@macomb-stclairworks.org	586-574-2170
Michigan Works! Service Center	Warren	MI	48093	meadowsm@michigan.gov	586-574-2170
Michigan Works! Service Center	Warren	MI	48093	pittmanf@michigan.gov	586-574-2170
Michigan Works! Service Center	Alma	MI	48801	rreid@giresd.net	989-466-4832
Michigan Works! Service Center - Alpena County	Alpena	MI	49707	szatkowskid@michigan.gov	989-356-3339
Michigan Works! Service Center - Grand Rapids	Grand Rapids	MI	49504	marind@michigan.gov	616-336-4460
Michigan Works! Service Center in Midland County	Midland	MI	48640	smb@michiganworks.com	989-631-3073
Michigan Works! Service Center North Ottawa County	Grand Haven	MI	49417	stelsterj@michigan.gov	616-296-0776
Michigan Works! Southeast - Lenawee Service Center	Adrian	MI	49221	albigm@michigan.gov	517-266-5627
Michigan Works! Southeast - Lenawee Service Center	Adrian	MI	49221	arellanom1@michigan.gov	517-266-5627
Michigan Works! Southfield Service Center	Southfield	MI	48033	mark.meadows@va.gov	248-796-4550
Michigan Works! Southfield Service Center	Southfield	MI	48033	pittmanf@michigan.gov	248-796-4550
Michigan Works! Southfield Service Center	Southfield	MI	48033	vetrepmichigan@gmail.com	248-796-4550
Michigan Works! St. Joseph County	Three Rivers	MI	49093	fred.harvey@kresa.org	269-273-2717
Michigan Works! St. Joseph County	Three Rivers	MI	49093	sheahont@michigan.gov	269-273-2717
Michigan Works! St. Joseph County	Three Rivers	MI	49093	walters@upjohn.org	269-273-2717
Michigan Works! Washtenaw County Service Center	Ypsilanti	MI	48197	cmallory@mwse.org	
Michigan Works! Washtenaw County Service Center	Ypsilanti	MI	48197	hickse@michigan.gov	
Michigan Works! Washtenaw County Service Center	Ypsilanti	MI	48197	pittmanf@michigan.gov	
Michigan Works! Washtenaw County Service Center	Ypsilanti	MI	48197	simss@michigan.gov	
Michigan Works! Washtenaw County Service Center	Ypsilanti	MI	48197	weaverg@michigan.gov	
Michigan Works! Waterford Service Center	Waterford	MI	48329	brzegr@michigan.gov	248-682-3417
Michigan Works! Wayne Service Center	Wayne	MI	48184	collinsc14@michigan.gov	734-858-4284
Michigan Works! Wayne Service Center	Wayne	MI	48184	pduford@etdinc.com	734-858-4284
Michigan Works! Workforce Service Center	Big Rapids	MI	49307	hardemand@michigan.gov	231-796-0049

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Michigan Works! Workforce Service Center	Big Rapids	MI	49307	wilsonc18@michigan.gov	231-796-0049
New Genesis Inc.	Kalamazoo	MI	49007	earmstrong@newgenesisinc.org	269-343-7023
New Horizons Rehabilitations Services, Inc.	Auburn Hills	MI	48326	jksazubski@newhorizonsrehab.org	
North Canton Executive Networking Group - Church of the Lakes	Canton	OH	44718	jerodek@gmail.com	330-499-8972
Northern Transitions, Inc.	Sault Ste. Marie	MI	49783	eddetour@sault.com	906-635-5681
Northern Transitions, Inc.	Sault Ste Marie	MI	49783	karlmonroe@sault.com	
Northwest Michigan Works! Traverse City Service Center	Traverse City	MI	49686	ginzeld@michigan.gov	
Oakland County Michigan Works! Oak Park Career Center	Oak Park	MI	48237	mdefran@oakparkcareercenter.org	248-691-8437
Oakland County Michigan Works! Oak Park Career Center	Oak Park	MI	48237	munozs@michigan.gov	248-691-8437
Oakland County Michigan Works! Troy	Troy	MI	48083	cschubeck@troy.k12.mi.us	248-823-5101
ODJFS	Mansfield	OH		bedsol@odjfs.state.oh.us	4197745400
ODJFS	Medina	OH	44256	hartk@odjfs.state.oh.us	3307229283
Ohio Rehabilitation Services	Canton	OH	44709	jennifer.wells@ood.ohio.gov	330-438-0500
OhioMeansJobs Cleveland-Cuyahoga County	Cleveland	OH	44115	william.jones@jfs.ohio.gov	216-777-8200
OhioMeansJobs Medina County	Medina	OH	44256	mdzurec@medinacountyworks.com	330-723-9675
OhioMeansJobs Portage County	Ravenna	OH	44266	helene.leightner@jfs.ohio.gov	330-296-2841
OhioMeansJobs Portage County	Ravenna	OH	44266	marilyn.miller@jfs.ohio.gov	330-296-2841
OhioMeansJobs Stark County	Canton	OH	44709	jimmie.harris@jfs.ohio.gov	330-433-9675
OhioMeansJobs Stark County	Canton	OH	44709	troy.bradfield@jfs.ohio.gov	330-433-9675
OhioMeansJobs Stark County	Canton	OH	44709	william.moore@jfs.ohio.gov	330-433-9675
OhioMeansJobs Summit County	Akron	OH	44310	jason.haas@jfs.ohio.gov	330-633-1050
OhioMeansJobs Summit County	Akron	OH	44310	Jimmie.Harris@jfs.ohio.gov	330-633-1050
OhioMeansJobs Summit County	Akron	OH	44310	Marilyn.Miller@jfs.ohio.gov	330-633-1050
OhioMeansJobs Summit County	Akron	OH	44310	michael.chastain@jfs.ohio.gov	330-633-1050
OhioMeansJobs Summit County	Akron	OH	44310	thomas.dyer@jfs.ohio.gov	330-633-1050
OneStop Service Center	Detroit	MI	48213	BruggemanJ@michigan.gov	313-579-4925
OneStop Service Center	Detroit	MI	48213	debosec@michigan.gov	313-579-4925
PYRAMID TRAINING SVC	Canton	OH	44720	ppaschal@csstark.org	3304550374
Ross College	Canton	OH	44718	jsnyder@rosseducation.edu	330-491-8581
SALVATION ARMY	Painesville	OH		robert.bender@use.salvationarmy.org	4403543774
South Central Michigan Works! Jackson Service Center	Jackson	MI	49201	albigm@michigan.gov	517-841-5627
South Central Michigan Works! Jackson Service Center	Jackson	MI	49201	monagine@michigan.gov	517-841-5627
St. Jude Catholic Church - Weekly Wednesday Job Club	Grand Rapids	MI	49525	postma.joel@gmail.com	
Sylvester Broome Jr. Training and Technology Center	Flint	MI	48505	blahad@michigan.gov	
Take Control - St. Paul's in Grosse Pointe	Pointe Farms	MI	48236	susanbristol.soc@comcast.net	
The Greening of Detroit	Detroit	MI	48216	devon@greeningofdetroit.com	313-608-9184
Three Rivers Indian Employment Center	Pittsburgh	PA	15238	rjohn@cotraic.org	800-985-8721
TOWARDS EMPLOYMENT INC	Cleveland	OH		gbaker@towardsemployment.org	2166965750
UNIV OF TOLEDO/DEPT OF COMMUNICATIONS	Toledo	OH		paul.fritz@utoledo.edu	4195302006
UNIVERSITY OF TOLEDO	Toledo	OH	43606	sheila.anderson@utoledo.edu	4195304341
Upward Talent Council Michigan Works! - Delta County	Escanaba	MI	49829	bertagnolip@michigan.gov	906-789-9732
Upward Talent Council Michigan Works! - Delta County	Escanaba	MI	49829	picordh@michigan.gov	906-789-9732
Upward Talent Council Michigan Works! - Dickinson County	Iron Mountain	MI	49801	mwjob@wupmwa.org	906-774-3647

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Upward Talent Council Michigan Works! - Dickinson County	Iron Mountain	MI	49801	picordh@michigan.gov	906-774-3647
Upward Talent Council Michigan Works! - Gogebic County	Ironwood	MI	49938	mwjob@isupward.org	906-932-4059
Upward Talent Council Michigan Works! - Marquette County	Marquette	MI	49855	gillottes@michigan.gov	906-228-3075
Upward Talent Council Michigan Works! - Marquette County	Marquette	MI	49855	mwjob@isupward.org	906-228-3075
Upward Talent Council Michigan Works! - Marquette County	Marquette	MI	49855	tweedalem@michigan.gov	906-228-3075
Upward Talent Council Michigan Works! Chippewa County	Sault Ste. Marie	MI	49783	mullinm@michigan.gov	906-635-1752
Veteran Employment Center - OH		OH		john.a.owens10.ctr@mail.mil	
VETERANS PROGRAM/LVER/DVOP	Cleveland	OH		rosa.torres3@va.gov	4408455023
Volunteers of America of Greater Ohio	Cleveland	OH	44141	hcool@voa.org	440-717-1500
West Michigan Works! Muskegon	Muskegon	MI	49440	ellisn@michigan.gov	231-724-6381
West Michigan Works! Muskegon	Muskegon	MI	49440	info@westmiworks.org	231-724-6381
West Michigan Works! Muskegon	Muskegon	MI	49440	kmazur@westmiworks.org	231-724-6381
West Michigan Works! Muskegon	Muskegon	MI	49440	mikaelsenj@michigan.gov	231-724-6381
West Michigan Works! Service Center - Allegan	Allegan	MI	49010	Rapeljek@michigan.gov	269-686-5079
West Michigan Works! Service Center - Allegan	Allegan	MI	49010	sheahont@michigan.gov	269-686-5079
West Michigan Works! Service Center - Franklin	Grand Rapids	MI	49507	ellisn1@michigan.gov	
West Michigan Works! Service Center - Franklin	Grand Rapids	MI	49507	moreheadr@michigan.gov	
West Michigan Works! Service Center - Franklin	Grand Rapids	MI	49507	porterc2@michigan.gov	
West Michigan Works! Service Center - Franklin	Grand Rapids	MI	49507	Rapeljek@michigan.gov	
West Michigan Works! Service Center - Franklin	Grand Rapids	MI	49507	wilsonc18@michigan.gov	
West Michigan Works! Service Center - West Sid	Grand Rapids	MI	49504	marind@michigan.gov	616-336-4040
West Michigan Works! Service Center - West Sid	Grand Rapids	MI	49504	rapeljek@michigan.gov	616-336-4040
West Michigan Works! Service Center: Ottaway	Holland	MI	49423	steltermj@michigan.gov	616-396-2154
West Michigan Works! Service Center: Ottaway	Holland	MI	49423	wilsonc18@michigan.gov	616-396-2154
Womens Resource Center	Grand Rapids	MI	49504	info@grwrc.org	616-458-5443

# 2020 FCC Source Evaluation Report

FCC Unit: 13537

FCC Unit Description: Michigan

Source	Applicant Count	Interview Count	Hire Count
Ad - Broadcasting and Cable	1	1	1
Ad - TV Commercial Advertisement	3	3	3
Campaign - Indeed	40	40	17
Direct Sourcing - ATS	46	46	28
Direct Sourcing - Indeed	72	72	37
Direct Sourcing - LinkedIn	5	5	5
Direct Sourcing - Other	1	1	1
Direct Sourcing - Sourcing Specialist	56	56	31
Former Employee - Rehire	6	5	6
Internal - Internal Hire	3	3	2
Internet - Facebook.com	2	2	1
Internet - Glassdoor.com	1	1	1
Internet - Google	1	1	1
Internet - Indeed	164	163	93
Internet - Monster	1	1	1
Internet - Other	1	1	1
Internet - Ziprecruiter	3	3	2
Job Fair - Community Job Fair	1	0	0
Referral - Employee Referral	76	76	55
Referral - Manager Referral	1	0	1
TextRecruit TextApply Ad	1	1	0
Website - External Career Site	3842	707	70
West Michigan Works! Grand Rapids Job Fair	1	0	0
<b>Grand Total</b>	<b>4328</b>	<b>1188</b>	<b>357</b>

## 2020 FCC Source Report

FCC Unit: 13537  
FCC Unit Description: Michigan

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
244445BR	Field Technician I Nonexempt	Website - External Career Site Internet - Indeed	38 1	8 1	2 0
244613BR	Account Executive Exempt	Direct Sourcing - ATS	1	1	1
244856BR	TQA Field Tech I Nonexempt	Website - External Career Site Former Employee - Rehire	3 1	0 1	0 1
244870BR	Direct Sales Rep Exempt	Website - External Career Site Referral - Employee Referral Internet - Indeed	8 2 1	1 2 1	1 1 0
244914BR	Direct Sales Rep Exempt	Website - External Career Site Internet - Indeed Referral - Employee Referral Internet - Ziprecruiter	10 2 1 1	1 2 1 1	0 0 1 0
244915BR	Direct Sales Rep Exempt	Website - External Career Site Referral - Employee Referral	19 3	2 3	0 1
244925BR	Direct Sales Rep Exempt	Website - External Career Site Internet - Indeed Referral - Employee Referral	16 2 1	4 2 1	0 1 0
245008BR	Account Executive Exempt	Website - External Career Site Direct Sourcing - ATS	37 4	2 4	0 2
245022BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site Direct Sourcing - LinkedIn	43 1	2 1	0 1
245032BR	Store Associate Nonexempt	Website - External Career Site Referral - Employee Referral	3 1	0 1	0 1
245063BR	Direct Sales Rep Exempt	Website - External Career Site Internet - Indeed Referral - Employee Referral	6 3 1	4 3 1	0 1 1
245568BR	Direct Sales Rep Exempt	Website - External Career Site Internet - Indeed	11 2	2 2	0 2
245569BR	Direct Sales Rep Exempt	Website - External Career Site Internet - Indeed	8 1	3 1	1 0
245573BR	Direct Sales Rep Exempt	Website - External Career Site Internet - Indeed	1 1	0 1	0 1
245716BR	Direct Sales Rep Exempt	Website - External Career Site Referral - Employee Referral	6 2	0 2	0 1
245847BR	Store Associate Nonexempt	Website - External Career Site Internet - Indeed	106 3	23 3	0 1
245855BR	Store Associate Nonexempt	Website - External Career Site	13	2	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
246015BR		Internet - Indeed	1	1	1
	Account Executive Exempt				
		Website - External Career Site	25	3	0
		Direct Sourcing - ATS	1	1	1
246214BR					
	Account Executive Exempt				
		Website - External Career Site	10	0	0
		Referral - Employee Referral	1	1	1
246427BR					
	Residential Retention Rep Nonexempt				
		Website - External Career Site	111	39	6
		Campaign - Indeed	7	7	5
		Direct Sourcing - ATS	5	5	1
		Referral - Employee Referral	4	4	4
		Direct Sourcing - Sourcing Specialist	4	4	2
		Internet - Indeed	3	3	2
		Direct Sourcing - Indeed	1	1	0
246713BR					
	Store Associate Nonexempt				
		Website - External Career Site	4	1	0
		Internet - Monster	1	1	1
246715BR					
	Store Associate Nonexempt				
		Website - External Career Site	19	5	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
246955BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	9	0	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
246957BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	10	1	0
		Internet - Indeed	2	2	1
		TextRecruit TextApply Ad	1	1	0
		Referral - Employee Referral	1	1	1
246960BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	29	8	0
		Internet - Other	1	1	1
246965BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	11	3	0
		Internet - Indeed	1	1	1
247285BR					
	ROC Specialist I Nonexempt				
		Website - External Career Site	19	10	0
		Former Employee - Rehire	1	1	1
247389BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	3	1	0
		Internet - Indeed	2	2	1
247540BR					
	Account Executive Exempt				
		Website - External Career Site	4	1	0
		Internet - Indeed	1	1	1
247702BR					
	Store Associate Nonexempt				
		Website - External Career Site	33	5	0
		Internet - Indeed	1	1	1
247779BR					
	Store Associate Nonexempt				
		Website - External Career Site	25	5	0
		Internet - Indeed	1	1	1
247912BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	7	1	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	0
248029BR					
	Mgr, Store Exempt				
		Website - External Career Site	14	4	0
		Internet - Indeed	1	1	1
248079BR					
	Store Associate Nonexempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
248197BR		Website - External Career Site	56	3	0
		Internet - Indeed	2	2	1
Residential Retention Rep Nonexempt					
248284BR		Website - External Career Site	130	59	15
		Direct Sourcing - Sourcing Specialist	13	13	12
		Direct Sourcing - ATS	5	5	3
		Referral - Employee Referral	4	4	4
		Internet - Indeed	4	4	3
		Campaign - Indeed	3	3	2
		Direct Sourcing - Indeed	2	2	2
		West Michigan Works! Grand Rapids Job Fair	1	0	0
		Job Fair - Community Job Fair	1	0	0
Account Executive 3 Exempt					
248572BR		Website - External Career Site	32	4	0
		Ad - Broadcasting and Cable	1	1	1
Store Associate Nonexempt					
248578BR		Website - External Career Site	56	13	0
		Internet - Indeed	3	3	1
Store Associate Nonexempt					
248711BR		Website - External Career Site	36	2	0
		Internet - Indeed	2	2	1
Account Planner Exempt					
248754BR		Website - External Career Site	10	0	0
		Referral - Employee Referral	1	1	1
Direct Sales Rep Exempt					
248756BR		Website - External Career Site	2	0	0
		Internet - Google	1	1	1
Multi-Tenant Sales Rep Exempt					
249133BR		Website - External Career Site	16	0	0
		Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Indeed	1	1	0
Multi-Tenant Sales Rep Exempt					
249198BR		Website - External Career Site	11	1	0
		Direct Sourcing - Indeed	1	1	1
Direct Sales Rep Exempt					
249199BR		Website - External Career Site	10	1	0
		Referral - Employee Referral	1	1	1
Direct Sales Rep Exempt					
249206BR		Website - External Career Site	9	0	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
Direct Sales Rep Exempt					
249219BR		Website - External Career Site	10	1	0
		Internet - Indeed	3	3	1
National Account Manager Exempt					
249232BR		Website - External Career Site	66	1	0
		Direct Sourcing - LinkedIn	1	1	1
Direct Sales Rep Exempt					
249236BR		Website - External Career Site	11	0	0
		Internet - Indeed	4	4	1
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
Direct Sales Rep Exempt					
249836BR		Website - External Career Site	26	3	0
		Referral - Employee Referral	2	2	1
		Internet - Indeed	1	1	0
Recruiting Coordinator Nonexempt					
249958BR		Website - External Career Site	67	3	0
		Internet - Indeed	1	1	1
Residential Retention Rep Nonexempt					
		Website - External Career Site	71	30	4

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
250054BR		Direct Sourcing - Sourcing Specialist	9	9	4
		Direct Sourcing - Indeed	6	6	3
		Internet - Indeed	2	2	1
		Direct Sourcing - ATS	1	1	1
250078BR	Store Associate Nonexempt	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
250160BR	Store Associate Nonexempt	Website - External Career Site	62	11	0
		Internet - Indeed	3	3	1
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	0
250172BR	Account Executive Exempt	Website - External Career Site	11	0	0
		Direct Sourcing - ATS	1	1	1
250189BR	Direct Sales Rep Exempt	Website - External Career Site	7	1	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
250206BR	Direct Sales Rep Exempt	Website - External Career Site	8	2	0
		Internet - Indeed	2	2	2
250688BR	Mgr, Sales Business Accounts Exempt	Website - External Career Site	30	3	0
		Internet - Indeed	1	1	1
250856BR	Store Associate Nonexempt	Website - External Career Site	11	0	0
		Internet - Indeed	1	1	1
250993BR	EAM-Enterprise Account Manager Exempt	Website - External Career Site	10	0	0
		Direct Sourcing - LinkedIn	1	1	1
251337BR	Store Associate Nonexempt	Website - External Career Site	24	2	0
		Referral - Employee Referral	1	1	1
251339BR	Store Associate Nonexempt	Website - External Career Site	39	4	0
		Referral - Employee Referral	1	1	1
251360BR	Direct Sales Rep Exempt	Website - External Career Site	24	2	0
		Internet - Indeed	5	5	2
		Internal - Internal Hire	1	1	1
251370BR	Direct Sales Rep Exempt	Website - External Career Site	11	1	0
		Internet - Indeed	1	1	1
251709BR	Direct Sales Rep Exempt	Website - External Career Site	8	1	0
		Referral - Employee Referral	2	2	1
252871BR	Residential Retention Rep Nonexempt	Website - External Career Site	100	38	5
		Internet - Indeed	10	10	5
		Direct Sourcing - ATS	4	4	3
		Direct Sourcing - Indeed	3	3	3
		Direct Sourcing - Sourcing Specialist	3	3	2
		Referral - Employee Referral	2	2	2
252873BR	Account Executive Exempt	Website - External Career Site	17	4	0
		Referral - Employee Referral	1	1	1
253165BR	Store Associate Nonexempt	Website - External Career Site	10	1	0
		Internet - Indeed	1	1	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
253278BR	Store Associate Nonexempt	Website - External Career Site	5	2	0
		Internet - Indeed	1	1	1
253340BR	Sup, Direct Sales Nesting Exempt	Website - External Career Site	47	0	0
		Former Employee - Rehire	1	1	1
253341BR	Direct Sales Rep Exempt	Website - External Career Site	11	1	0
		Internet - Indeed	4	4	1
253350BR	Direct Sales Rep Exempt	Website - External Career Site	18	0	0
		Internet - Indeed	4	4	2
253366BR	Direct Sales Rep Exempt	Website - External Career Site	22	1	0
		Referral - Employee Referral	1	1	1
254419BR	Residential Retention Rep Nonexempt	Website - External Career Site	152	57	1
		Direct Sourcing - Sourcing Specialist	8	8	6
		Direct Sourcing - Indeed	7	7	4
		Direct Sourcing - ATS	4	4	1
		Referral - Employee Referral	4	4	3
254625BR	Store Associate Nonexempt	Website - External Career Site	3	0	0
		Direct Sourcing - Other	1	1	1
254635BR	Facilitator Exempt	Website - External Career Site	20	3	0
		Internet - Indeed	1	1	1
254755BR	Store Associate Nonexempt	Website - External Career Site	20	1	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
254768BR	Store Associate Nonexempt	Website - External Career Site	17	2	1
254874BR	MAE - Major Account Exec Exempt	Website - External Career Site	22	1	0
		Direct Sourcing - LinkedIn	1	1	1
255260BR	Store Associate Nonexempt	Website - External Career Site	71	11	0
		Internet - Indeed	4	4	1
255274BR	Residential Retention Rep Nonexempt	Website - External Career Site	219	78	1
		Direct Sourcing - Indeed	12	12	7
		Direct Sourcing - Sourcing Specialist	9	9	3
		Internet - Indeed	2	2	1
		Direct Sourcing - ATS	2	2	0
		Referral - Employee Referral	1	1	1
255388BR	Store Associate Nonexempt	Website - External Career Site	14	2	0
		Ad - TV Commercial Advertisement	1	1	1
255555BR	Direct Sales Rep Exempt	Website - External Career Site	38	5	0
		Internet - Indeed	13	13	8
		Internet - Ziprecruiter	1	1	1
255561BR	Store Associate Nonexempt	Website - External Career Site	12	0	0
		Ad - TV Commercial Advertisement	1	1	1
255653BR	Store Associate Nonexempt	Website - External Career Site	13	2	1
		Internet - Ziprecruiter	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
255790BR	Direct Sales Rep Exempt	Website - External Career Site	14	4	0
		Internet - Indeed	2	2	2
255990BR	Store Associate Nonexempt	Website - External Career Site	7	1	0
		Referral - Employee Referral	1	1	1
256123BR	Direct Sales Rep Exempt	Website - External Career Site	12	2	0
		Internet - Indeed	1	1	1
256349BR	Store Associate Nonexempt	Website - External Career Site	25	0	0
		Internet - Indeed	1	1	1
256831BR	Residential Retention Rep Nonexempt	Website - External Career Site	24	6	0
		Internet - Indeed	1	1	1
257022BR	Store Associate Nonexempt	Website - External Career Site	193	54	1
		Direct Sourcing - Sourcing Specialist	8	8	1
		Campaign - Indeed	7	7	3
		Referral - Employee Referral	4	4	2
		Direct Sourcing - ATS	2	2	2
		Direct Sourcing - Indeed	2	2	2
257055BR	Store Associate Nonexempt	Website - External Career Site	25	7	0
		Internet - Indeed	2	2	2
257154BR	SAM - Strategic AM Hospitality Exempt	Website - External Career Site	32	5	0
		Internet - Indeed	2	2	0
		Ad - TV Commercial Advertisement	1	1	1
257203BR	Direct Sales Rep Exempt	Website - External Career Site	18	0	0
		Direct Sourcing - LinkedIn	1	1	1
		Internal - Internal Hire	1	1	0
257214BR	Direct Sales Rep Exempt	Website - External Career Site	25	8	0
		Internet - Indeed	8	8	4
257233BR	Direct Sales Rep Exempt	Website - External Career Site	22	1	0
		Internet - Indeed	3	3	2
257833BR	Account Executive Exempt	Website - External Career Site	14	2	0
		Internet - Indeed	11	11	3
258162BR	Store Associate Nonexempt	Website - External Career Site	19	4	0
		Direct Sourcing - Sourcing Specialist	1	1	1
258218BR	Acct Exec, Spec Comm Sol Exempt	Website - External Career Site	15	4	0
		Internet - Indeed	1	1	1
		Website - External Career Site	8	0	0
258340BR	Store Associate Nonexempt	Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	17	2	0
258384BR	Residential Retention Rep Nonexempt	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	197	29	1
		Campaign - Indeed	14	14	3
		Referral - Employee Referral	5	5	4
		Direct Sourcing - Indeed	5	5	1
		Direct Sourcing - ATS	3	3	3

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
258658BR	Direct Sales Rep Exempt	Internet - Indeed	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	0
258853BR	Store Associate Nonexempt	Website - External Career Site	6	0	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
258856BR	Account Executive Exempt	Website - External Career Site	7	2	0
		Internet - Indeed	1	1	1
258863BR	Store Associate Nonexempt	Website - External Career Site	6	3	2
259036BR	Store Associate Nonexempt	Website - External Career Site	9	2	0
		Internet - Indeed	1	1	1
259082BR	Store Associate Nonexempt	Website - External Career Site	24	2	0
		Internet - Indeed	2	2	1
259341BR	Sales Engineer II Exempt	Website - External Career Site	4	0	0
		Referral - Employee Referral	1	1	1
259672BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	21	4	0
		Direct Sourcing - ATS	1	1	1
259736BR	Dir, Corporate Security Exempt	Website - External Career Site	9	0	0
		Direct Sourcing - Indeed	1	1	1
259738BR	Store Associate Nonexempt	Website - External Career Site	86	0	0
		Referral - Manager Referral	1	0	1
260438BR	Residential Retention Rep Nonexempt	Website - External Career Site	11	0	0
		Internet - Indeed	1	1	1
260620BR	Store Associate Nonexempt	Website - External Career Site	154	24	9
		Campaign - Indeed	9	9	4
		Referral - Employee Referral	4	4	1
		Internet - Indeed	3	3	1
		Internet - Facebook.com	1	1	0
260816BR	Intern Nonexempt	Website - External Career Site	13	0	0
		Internet - Indeed	1	1	1
260907BR	Store Associate Nonexempt	Website - External Career Site	49	0	0
		Internet - Indeed	1	0	1
261344BR	Store Associate Nonexempt	Website - External Career Site	7	0	0
		Internet - Facebook.com	1	1	1
261353BR	Store Associate Nonexempt	Website - External Career Site	10	1	0
		Internet - Indeed	2	2	1
261725BR	Residential Retention Rep Nonexempt	Website - External Career Site	10	2	1
		Former Employee - Rehire	1	0	1
261985BR	Store Greeter Nonexempt	Website - External Career Site	133	27	13
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
261985BR	Store Greeter Nonexempt	Website - External Career Site	25	0	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
262737BR	Multi-Tenant Sales Rep Exempt	Internet - Glassdoor.com	1	1	1
		Website - External Career Site	16	2	0
		Internet - Indeed	1	1	1
262785BR	Residential Retention Rep Nonexempt	Website - External Career Site	85	8	3
		Direct Sourcing - Indeed	7	7	2
		Referral - Employee Referral	3	3	1
		Direct Sourcing - ATS	1	1	1
263288BR	Direct Sales Rep Exempt	Website - External Career Site	13	0	0
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
263590BR	Residential Retention Rep Nonexempt	Website - External Career Site	115	1	1
		Direct Sourcing - Indeed	22	22	10
		Direct Sourcing - ATS	10	10	6
		Referral - Employee Referral	5	5	3
		Internet - Indeed	2	2	1
263782BR	Direct Sales Rep Exempt	Referral - Employee Referral	2	2	2
		Website - External Career Site	1	1	0
263789BR	Direct Sales Rep Exempt	Referral - Employee Referral	2	2	1
		Website - External Career Site	1	1	1
Grand Total			4328	1188	357