

2020 FCC Unit Address List

FCC Unit: **13538**

FCC Unit Description: **Midwest Central Ohio**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
6346 Gender Road	Canal Winchester	OH	43110
580 N 4th St	Columbus	OH	43215
3760 Interchange Rd	Columbus	OH	43204
1015 Olentangy River Rd	Columbus	OH	43212
1600 Dublin Rd	Columbus	OH	43215
1980 Alum Creek Drive	Columbus	OH	43207
1125 Chambers Rd	Columbus	OH	43212
3638 W Dublin-Granville Rd	Columbus	OH	43235
3770 E. Livingston Ave	Columbus	OH	43227
1376 N High Street	Columbus	OH	43215
4174 Worth Avenue	Columbus	OH	43219
1314 Polaris Parkway	Columbus	OH	43240
640 Walnut St	Coshocton	OH	43812
4182 Buckeye Parkway	Grove City	OH	43123
5900 N Meadows Drive	Grove City	OH	43123
160 North Greenwood	Marion	OH	43302
14500 Industrial Parkway	Marysville	OH	43040
1441 Newark Rd	Mt. Vernon	OH	43050
617 Tuscarawas Ave	New Philadelphia	OH	44663
111 North 11th St	Newark	OH	43055
75 W Main St	Springfield	OH	45502
737 Howard St	Zanesville	OH	43701
3940 North Pointe Dr	Zanesville	OH	43701

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 # 13538

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

FRANKLIN, OH

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 [Exhibit 1] additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

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

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

SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed 	Title GVP, LABOR & EMPLOYEE RELATIONS
Date 9/28/2020	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: 13538 Midwest Central Ohio

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

Ohio Women Veterans Conference

- August 10, 2019
- The Ohio Union, Ohio State University – Columbus, OH
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Over 100 attendees

Recruit Military Job Fair

- February 20, 2020
- The Fawcett Center – Columbus, OH
- 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: 13538

FCC Unit Description: Midwest Central Ohio

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
AARP - SENIOR EMPLOYMENT	Cleveland	OH	44103	dsawyerarp@gmail.com	2168811155
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
ADULT COMMUNITY EDUCATION CENTER, COLUMBUS CITY SCHOOLS	Columbus	OH	43211	mkramer6324@columbus.k12.oh.us	6143656000
AKRON INSTITUTE OF HERZING UNIVERSITY	Akron	OH	44306	cantenucci@akr.herzing.edu	3307241600
ALLEN COUNTY VETERANS SVC	Lima	OH	45802	acvso@allencountyohio.com	4192238522
American Council of the Blind of Ohio	Columbus	OH	43214	acbo.director@gmail.com	614-261-3561
ARROWHEAD BEHAVIORAL HEALTH	Toledo	OH	43606	maday602@hotmail.com	4192620487
BAWAC	Florence	KY	41042	shelly.borg@bawac.org	8593714410
Beachwood Job Club - Beachwood Library Branch	Beachwood	OH	44122	npaulett@cuyahogalibrary.org	216-831-6868
Beckfield College	Florence	KY	41042	karen.sheldon2@yahoo.com	859-320-0976
BOWLING GREEN STATE UNIVERSITY	Bowling Green	OH	43403	careerservices@bgsu.edu	4193722356
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
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
CINCINNATI JOB CORPS CENTER	Cincinnati	OH	45214	dixon.anita@jobcorps.org	5136512000
CLEVELAND HOUSING NETWORK	Cleveland	OH	44114	csantiago@chnnet.com	2165747100
CLEVELAND JOB CORPS CENTER	Cleveland	OH	44110	singleton.s@jobcorps.org	2165412528
CLEVELAND STATE UNIVERSITY	Cleveland	OH	44115	y.burt@csuohio.edu	2166872000
Columbus State Community College	Columbus	OH	43216	mbowers3@csc.edu	614-287-2776
Columbus State Community College	Columbus	OH	43216	tholton5@csc.edu	614-287-2776
COMMUNITY FUND MANAGEMENT FOUNDATION	Cleveland	OH		askcopsrc@usdoj.gov	2168610253
COMMUNITY RESOURCES CENTER	Columbus	OH	43202	familyservices@clintonvillecr.org	614-268-3539
COUNCIL ON ECONOMIC OPPORTUNITY	Cleveland	OH	44115	smoret2005@yahoo.com	2166515188
CREATIVE REHAB	New Philadelphia	OH	44663	kelly.witt@att.net	3305751738
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 CO BOARD OF MENTAL RETARDATION	Maple Heights	OH	44137	dukes-young.sharon@cuyahogabdd.org	2169317412
Cuyahoga County Job and Family Services	Parma	OH	44130	jen.martinez@ulagency.org	216-898-1366
Cuyahoga County Job and Family Services	Parma	OH	44130	joshua.collins@jfs.ohio.gov	216-898-1366
Cuyahoga County Job and Family Services	Parma	OH	44130	matthew.katona@jfs.ohio.gov	216-898-1366
Cuyahoga Valley Career Center	Brecksville	OH	44141	msluka@cvcworks.edu	
Delaware Job Network	Delaware	OH	43015	jason.lambert@jfs.ohio.gov	740-833-2326
Delaware Job Network	Delaware	OH	43015	lisa.eichelberger@jfs.ohio.gov	740-833-2326
Delaware Job Network	Delaware	OH	43015	merrit02@odjfs.state.oh.us	740-833-2326
Department of Veterans Affairs	Dayton	OH	45428	harold.edwards@va.gov	
Franklin County Veterans Services	Columbus	OH	43215	jkharris@franklincountyohio.gov	
FREE STORE FOOD BANK	Cincinnati	OH	45202	danderson@freestorefoodbank.org	5133574600
Functional Training Services, Inc.	Columbus	OH	43224	cindy.kazalia@ftsjobs4u.com	614-262-9669
Goodwill Career Services	Cleveland	OH	44103	sharon.duke@goodwillky.org	216-431-8300
Goodwill Career Services - Toledo	Toledo	OH	43604	kleroux@goodwillnwohio.org	419-255-0070
GOODWILL INDUSTRIES	Toledo	OH		jroloff@goodwillnwohio.org	4192550070
Grace Job Seekers NetWORK - Grace Church	Middleburg Heights	OH	44130	jjjasko@gmail.com	216-267-4300

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
HAMRICK SCHOOL	Medina	OH	44256	careerservices@hamrickschool.edu	3302392229
HARMONY HOUSE	Mansfield	OH	44902	hhouse@neo.rr.com	4195222283
HISPANIC CHAMBER OF COMMERCE	Cincinnati	OH	45209	office@hispanicchambercincinnati.com	513-458-6649
Hudson Job Search - Christ Church, Hudson	Hudson	OH	44236	hudsonjs@windstream.net	
IKRON	Cincinnati	OH	45219	rstrunk@ikron.org	
Jay County WorkOne	Portland	IN	47371	kbailey@work-one.org	260-726-8316
Jay County WorkOne	Portland	IN	47371	lprice@work-one.org	260-726-8316
Job Connection - Tipp City Council of Churches	Tipp City	OH	45371	stjohn.info@gmail.com	937-667-3419
Job Search and Career Transition	Streetsboro	OH	44241	neal@jsct.com	330-626-1490
Job Seekers - St. Paul's Episcopal Church	Cleveland Heights	OH	44106	bonniedick10@gmail.com	216-898-8338
Jobs Partnership of Greater Cleveland - All Nations Deliverance Ministries	Cleveland	OH	44137	ytjeans@yahoo.com	
JVS Career Services - Cincinnati Career Network	Cincinnati	OH	45236	kslaton@jvscinti.org	5133471561
KENTON COUNTY COOPERATIVE EXT	Latonia	KY	41015	linda.brownprice@kysu.edu	8593563155
Kentucky Career Center - Florence	Florence	KY	41042	kjones@brightoncenter.com	859-371-0808
LICKING CO VETERANS SERVICE COMMISSION	Newark	OH	43055	lcjets@alink.com	7406705430
LORAIN CO COMM COLLEGE/CAREER NET	Elyria	OH	44035	mfield@lorainccc.edu	4403667563
LORAIN COUNTY URBAN LEAGUE	Elyria	OH	44035	pdeason@lcul.org	440-323-3364
Louis Stokes Cleveland VA Medical Center	Cleveland	OH	44106	katti.sorboro@va.gov	2167913800
Lucas Metropolitan Housing	Toledo	OH	43604	vhill@lucasmha.org	419-259-9515
Malone University	Canton	OH	44709	jvannest@malone.edu	3304718322
MayDugan Center	Cleveland	OH	44113	smarasco@maydugancenter.org	216-631-5800
Michigan Works! Monroe Service Center	Monroe	MI	48162	albigm@michigan.gov	734-240-7950
Military Veterans Resource Center	Columbus	OH	43229	info@milvetsrc.org	614-504-4359
NAACP DELAWARE COUNTY BRANCH #3178	Delaware	OH	43015	delconaacp@gmail.com	614-895-0330
NATIONAL COLLEGE OF BUSINESS	Dayton	OH	45420	djohnson@national-college.edu	9372999450
NEIGHBORHOOD LEADERSHIP	Cleveland	OH	44114	don@neighborhoodleadership.org	2168128700
NEW PERCEPTIONS INC	Ft Mitchell	KY	41017	pmeisenhelder@newperceptions.org	8593449322
Nicholas County Schools Family Resource Center	Carlisle	KY	40311	paula.hunter@nicholas.kyschools.us	859-289-3702
North Canton Executive Networking Group - Church of the Lakes	Canton	OH	44718	jerodek@gmail.com	330-499-8972
Northern Kentucky Area Development District	Florence	KY	41042	melinda.ford@nkadd.org	
NW EMPLOYMENT/CCBOD	Cleveland	OH	44111	mccarthy.lori@cuyahogabdd.org	2169317323
OAKLAND PARK SCHOOL - TECHNOLOGY	Columbus	OH	43224	kbutler46@yahoo.com	6142624856
ODJFS	Mansfield	OH		bedsol@odjfs.state.oh.us	4197745400
ODJFS	Medina	OH	44256	hartk@odjfs.state.oh.us	3307229283
OHIO BUSINESS COLLEGE	Lorain	OH	44055	tgraham@ohiobusinesscollege.edu	4402770021
Ohio County Veterans Services Office	Rising Sun	IN	47040	bramage@dwd.in.gov	
Ohio Department of Job and Family Services	Elyria	OH	44035	daviddiego1@hotmail.com	440-323-5726
Ohio Department of Job and Family Services	Columbus	OH	43215	joyce.swisher@jfs.ohio.gov	
OHIO HISPANIC COALITION	Columbus	OH	43235	ohco@ohiohispaniccoalition.org	614-840-9934
OHIO NORTHERN UNIVERSITY	Ada	OH	45810	career@onu.edu	4197722145
Ohio Rehabilitation Services	Canton	OH	44709	jennifer.wells@ood.ohio.gov	330-438-0500
Ohio Rehabilitation Services - Lakewood	Lakewood	OH	44107	camille.ali@ood.ohio.gov	216-227-3251
OHIO STATE UNIVERSITY	Lewis Center	OH	43035	smith.4818@osu.edu	7405494426
OHIO WESLEYAN UNIVERSITY	Delaware	OH	43015	careers@owu.edu	740-368-3152
OhioMeansJobs - Madison County	London	OH	43140	jeffrey.adams@jfs.ohio.gov	740-852-8801

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
OhioMeansJobs - Meigs County	Middleport	OH	45760	lavent@odjfs.state.oh.us	740-992-2117
OhioMeansJobs - Perry County	New Lexington	OH	43764	cheryl.boleyn@jfs.ohio.gov	740-342-3551
OhioMeansJobs - Perry County	New Lexington	OH	43764	john.bateman@jfs.ohio.gov	740-342-3551
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 Allen County	Lima	OH	45804	Joe.Patton@jfs.ohio.gov	419-999-0360
OhioMeansJobs Allen County	Lima	OH	45804	paula.siebeneck@jfs.ohio.gov	419-999-0360
OhioMeansJobs Allen County	Lima	OH	45804	steven.musser@jfs.ohio.gov	419-999-0360
OhioMeansJobs Ashland County	Ashland	OH	44805	sheppp@odjfs.state.oh.us	419-282-5052
OhioMeansJobs Athens County - The Work Station	The Plains	OH	45780	brian.lent@jfs.ohio.gov	740-797-1405
OhioMeansJobs Athens County - The Work Station	The Plains	OH	45780	nancy.stotts@jfs.ohio.gov	740-797-1405
OhioMeansJobs Auglaize County	Wapakoneta	OH	45895	michael.burkholder@jfs.ohio.gov	567-242-2750
OhioMeansJobs Auglaize County	Wapakoneta	OH	45895	morris.lewis@jfs.ohio.gov	567-242-2750
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 Carroll County	Carrollton	OH	44615	carroll_djfs_mail@odjfs.state.oh.us	330-627-3804
OhioMeansJobs Carroll County	Carrollton	OH	44615	carrollcountyconnections@gmail.com	330-627-3804
OhioMeansJobs Champaign County	Urbana	OH	43078	jeffrey.adams@jfs.ohio.gov	937-484-1500
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 Clark County	Springfield	OH	45503	jeffrey.adams@jfs.ohio.gov	937-327-1961
OhioMeansJobs Clermont County	Cincinnati	OH	45245	sherri.bowling@jfs.ohio.gov	513-943-3000
OhioMeansJobs Cleveland-Cuyahoga County	Cleveland	OH	44115	william.jones@jfs.ohio.gov	216-777-8200
OhioMeansJobs Columbus-Franklin County	Columbus	OH	43205	info@omjcf.org	614-559-5052
OhioMeansJobs Columbus-Franklin County	Columbus	OH	43205	jay.mendoza@jfs.ohio.gov	614-559-5052
OhioMeansJobs Columbus-Franklin County	Columbus	OH	43205	lisa.eichelberger@jfs.ohio.gov	614-559-5052
OhioMeansJobs Columbus-Franklin County	Columbus	OH	43205	pat.carter@jfs.ohio.gov	614-559-5052
OhioMeansJobs Crawford County	Bucyrus	OH	44820	neefa@odjfs.state.oh.us	419-562-8066
OhioMeansJobs Darke County	Greenville	OH	45331	Matthew.Longfellow@jfs.ohio.gov	937-548-4132
OhioMeansJobs Darke County	Greenville	OH	45331	michael.burkholder@jfs.ohio.gov	937-548-4132
OhioMeansJobs Darke County	Greenville	OH	45331	omj-darkeco@jfs.ohio.gov	937-548-4132
OhioMeansJobs Fairfield County	Lancaster	OH	43130	joanie.hines@jfs.ohio.gov	740-689-2494
OhioMeansJobs Fairfield County	Lancaster	OH	43130	kristen.palonis@jfs.ohio.gov	740-689-2494
OhioMeansJobs Fairfield County	Lancaster	OH	43130	patrick.bookman@jfs.ohio.gov	740-689-2494
OhioMeansJobs Fayette County	Washington C.H.	OH	43160	jeffrey.hapner@jfs.ohio.gov	740-333-5115
OhioMeansJobs Guernsey County	Cambridge	OH	43725	thomas14@odjfs.state.oh.us	740-432-2381
OhioMeansJobs Hardin County	Kenton	OH	43326	pat.carter@jfs.ohio.gov	419-674-2312
OhioMeansJobs Hocking County	Logan	OH	43138	Rick.Moore@jfs.ohio.gov	740-380-4043
OhioMeansJobs Holmes County	Millersburg	OH	44654	miricr@odjfs.state.oh.us	330-674-1111
OhioMeansJobs Holmes County	Millersburg	OH	44654	sundee.porter@jfs.ohio.gov	330-674-1111
OhioMeansJobs Knox County	Mount Vernon	OH	43050	willwd08@odjfs.state.oh.us	740-392-9675
OhioMeansJobs Licking County	Newark	OH	43055	joseph.duncan@jfs.ohio.gov	740-670-8700
OhioMeansJobs Licking County	Newark	OH	43055	Mark.Pellegrino@jfs.ohio.gov	740-670-8700
OhioMeansJobs Licking County	Newark	OH	43055	myel@odjfs.state.oh.us	740-670-8700
OhioMeansJobs Logan County	Bellfontaine	OH	43311	jeffrey.adams@jfs.ohio.gov	937-599-5165
OhioMeansJobs Lorain County	Elyria	OH	44035	jgonzaless@loraincounty.us	440-324-5244
OhioMeansJobs Lorain County	Elyria	OH	44035	ronald.ramsey@jfs.ohio.gov	440-324-5244
OhioMeansJobs Lucas County	Toledo	OH	43604	cgebers@zepfcenter.org	419-213-5627

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
OhioMeansJobs Lucas County	Toledo	OH	43604	craig.wieczorek@jfs.ohio.gov	419-213-5627
OhioMeansJobs Lucas County	Toledo	OH	43604	morris.lewis@jfs.ohio.gov	419-213-5627
OhioMeansJobs Marion County	Marion	OH	43302	lisa.eichelberger@jfs.ohio.gov	740-382-0076
OhioMeansJobs Marion County	Marion	OH	43302	Ronald.Meade@jfs.ohio.gov	740-382-0076
OhioMeansJobs Medina County	Medina	OH	44256	mdzurec@medinacountyworks.com	330-723-9675
OhioMeansJobs Miami County	Troy	OH	45373	Matthew.Longfellow@jfs.ohio.gov	937-440-3465
OhioMeansJobs Montgomery County	Dayton	OH	45408	jeffrey.wittneben@jfs.ohio.gov	937-285-6580
OhioMeansJobs Montgomery County	Dayton	OH	45408	Linda.White@jfs.ohio.gov	937-285-6580
OhioMeansJobs Montgomery County	Dayton	OH	45408	thejobbank@jfs.ohio.gov	937-285-6580
OhioMeansJobs Muskingum County	Zanesville	OH	43701	justy.cordray@jfs.ohio.gov	740-454-6211
OhioMeansJobs Ottawa County	Oak Harbor	OH	43449	bsnuser@wsos.org	419-707-8605
OhioMeansJobs Ottawa County	Oak Harbor	OH	43449	jbgrant@ocic.biz	419-707-8605
OhioMeansJobs Ottawa County	Oak Harbor	OH	43449	kowals@odjfs.state.oh.us	419-707-8605
OhioMeansJobs Ottawa County	Oak Harbor	OH	43449	robert.bliss@jfs.ohio.gov	419-707-8605
OhioMeansJobs Pike County	Piketon	OH	45661	lwhite@pikecac.org	740-289-2371
OhioMeansJobs Pike County	Piketon	OH	45661	stepht@odjfs.state.oh.us	740-289-2371
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 Putnam County	Ottawa	OH	45875	martil@odjfs.state.oh.us	419-523-4580
OhioMeansJobs Putnam County	Ottawa	OH	45875	suzy.wischmeyer@jfs.ohio.gov	419-523-4580
OhioMeansJobs Putnam County	Ottawa	OH	45875	wischs@odjfs.state.oh.us	419-523-4580
OhioMeansJobs Richland County	Mansfield	OH	44901	daniel.lipps@jfs.ohio.gov	419-774-5300
OhioMeansJobs Ross County	Chillicothe	OH	45601	Rick.Moore@jfs.ohio.gov	740-779-2946
OhioMeansJobs Seneca County	Tiffin	OH	44883	carol.owen@jfs.ohio.gov	419-447-5011
OhioMeansJobs Shelby County	Sidney	OH	45365	scotth@odjfs.state.oh.us	937-498-4981
OhioMeansJobs Shelby County	Sidney	OH	45365	seegel@odjfs.state.oh.us	937-498-4981
OhioMeansJobs Shelby County	Sidney	OH	45365	shelley.pritchard@jfs.ohio.gov	937-498-4981
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
OhioMeansJobs Union County	Marysville	OH	43040	baetzn@odjfs.state.oh.us	937-645-2018
OhioMeansJobs Union County	Marysville	OH	43040	jeffrey.adams@jfs.ohio.gov	937-645-2018
OhioMeansJobs Union County	Marysville	OH	43040	lori.mehr@jfs.ohio.gov	937-645-2018
OhioMeansJobs Union County	Marysville	OH	43040	Stacia.Rosebrook@jfs.ohio.gov	937-645-2018
OhioMeansJobs Van Wert County	Van Wert	OH	45891	amy.donnely@jfs.ohio.gov	419-238-4931
OhioMeansJobs Van Wert County	Van Wert	OH	45891	denise.meyer@jfs.ohio.gov	419-238-4931
OhioMeansJobs Vinton County	McArthur	OH	45651	reynor01@odjfs.state.oh.us	740-596-2584
OhioMeansJobs Wood County	Bowling Green	OH	43402	dewitm@odjfs.state.oh.us	419-373-7355
Opportunities for Ohioans with Disabilities Agen	Cincinnati	OH	45202	kimberly.colyer@ood.ohio.gov	8006863323
OTTERBEIN COLLEGE	Westerville	OH	43081	career@otterbein.edu	6148231456
PIKE CO DEPT OF JOBS & FAMILY SVCS	Waverly	OH	45690	lambel@odjfs.state.oh.us	7409472171
PIONEER CAREER & TECHNOLOGY CENTER	Shelby	OH	44875	stone.katie@pctc.k12.oh.us	4193477744
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		karen.bender@use.salvationarmy.org	4403543774
SALVATION ARMY	Painesville	OH		robert.bender@use.salvationarmy.org	4403543774
St. Ladislav Job Seekers - St. Ladislav Parish Hall	Westlake	OH	44145	stlads@stlads.org	440-871-8614
The Delaware Area Career Center (DACC)	Delaware	OH	43015	reinhardt@DelawareAreaCC.org	740-363-1993
The Job Shop - Lakeland Community College	Kirtland	OH	44094	jshelley@lakelandcc.edu	440-975-4747

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
The St. Richard-North Olmsted Employment M	Olmsted Falls	OH	44138	srs.secy@yahoo.com	440-777-5050
Three Rivers Indian Employment Center	Pittsburgh	PA	15238	rjohn@cotraic.org	800-985-8721
TOWARDS EMPLOYMENT INC	Cleveland	OH		gbaker@towardsemployment.org	2166965750
UNITED WAY	Chillicothe	OH	45601	info@unitedwayross.org	7407733280
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 TOLEDO	Toledo	OH	43606	sheila.anderson@utoledo.edu	4195304341
Urban League of Greater Southwestern Ohio	Cincinnati	OH	45229	tjones@gcul.org	513-487-6522
VA Medical Center	Chillicothe	OH	45601	clay.fowler@jfs.ohio.gov	740-773-1141
Veteran Employment Center - OH		OH		john.a.owens10.ctr@mail.mil	
VETERANS PROGRAM/LVER/DVOP	Cleveland	OH		rosa.torres3@va.gov	4408455023
VOCATIONAL GUIDANCE SERVICES	Cleveland	OH	44103	annecummings@vgsjob.org	2168816032
Volunteers of America of Greater Ohio	Cleveland	OH	44141	hcool@voa.org	440-717-1500
West Shore Networking & Support Group - Avon	Avon Lake	OH	44012	alpresby@avonlakepc.org	440-933-6240
Winchester WorkOne Express	Winchester	IN	47394	brea@work-one.org	765-584-5627
WorkOne Southeast	Lawrenceburg	IN	47025	bramage@dwd.in.gov	812-537-1117
WorkOne Southeast	North Vernon	IN	47265	bramage@dwd.in.gov	812-346-6030
WorkOne Southeast	North Vernon	IN	47265	mk_eastman@yahoo.com	812-346-6030
Zane State College-Workforce Development Cen	Zanesville	OH	43701	bhampp@zanestate.edu	740-588-1377
Zanesville Welfare Org. & Goodwill Ind. Inc.	Zanesville	WV	43701	kdm@ohwvagoodwill.org	740-450-6060
Zanesville Welfare Org. & Goodwill Ind. Inc.	Zanesville	OH	43701	kln_cfo@ohwvagoodwill.org	740-450-6060

2020 FCC Source Evaluation Report

FCC Unit: 13538

FCC Unit Description: Midwest Central Ohio

Source	Applicant Count	Interview Count	Hire Count
Ad - Broadcasting and Cable	6	6	2
Ad - Print	44	44	26
Ad - Radio Advertisement	2	2	0
Ad - TV Commercial Advertisement	3	3	3
Campaign - Indeed	35	35	18
College - Campus Recruiting	1	1	1
Contractor - Conversion	4	4	4
Direct Sourcing - Agency	1	1	1
Direct Sourcing - ATS	40	40	33
Direct Sourcing - Indeed	38	38	26
Direct Sourcing - Line Networking	1	1	1
Direct Sourcing - LinkedIn	5	5	5
Direct Sourcing - Other	9	9	5
Direct Sourcing - Recruiter Networking	5	5	3
Direct Sourcing - Sourcing Specialist	16	16	9
Former Employee - Rehire	82	81	58
Internal - Internal Hire	52	50	46
Internet - Career Builders	2	2	1
Internet - Facebook.com	16	16	12
Internet - Glassdoor.com	8	8	7
Internet - Google	8	8	7
Internet - Indeed	658	655	377
Internet - LinkedIn	11	11	9
Internet - Monster	1	1	1
Internet - Other	9	9	6
Internet - Ziprecruiter	27	27	12
Job Fair - CORRE Virtual Hiring Event	1	0	0
Job Fair - External	166	166	62
Job Fair - Internal	183	183	110
MyComputerCareer Job Fair	2	0	0
Organization - Community Outreach	6	6	6
Other	2	2	2
Referral - Employee Referral	478	474	300
Referral - Manager Referral	4	4	3
Text Recruit	1	1	1
TextRecruit TextApply Ad	16	16	12
Website - External Career Site	15073	2218	178
Grand Total	17016	4148	1347

2020 FCC Source Report

FCC Unit: 13538
FCC Unit Description: Midwest Central Ohio

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
244088BR	PAC Coordinator I Nonexempt				
		Website - External Career Site	86	19	5
		Internal - Internal Hire	3	3	3
		Internet - Indeed	3	3	3
244432BR	Direct Sales Rep Exempt				
		Website - External Career Site	2	0	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
244495BR	Direct Sales Rep Exempt				
		Internet - Indeed	4	4	1
		Website - External Career Site	4	0	0
		Referral - Employee Referral	3	3	1
244512BR	Account Executive Exempt				
		Website - External Career Site	10	3	1
244586BR	Direct Sales Rep Exempt				
		Website - External Career Site	22	1	0
		Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	1
244650BR	Field Technician I Nonexempt				
		Website - External Career Site	107	19	0
		Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	1	1	0
244652BR	Field Technician I Nonexempt				
		Website - External Career Site	40	11	3
		Internet - Indeed	3	3	3
		Direct Sourcing - Indeed	2	2	1
		Job Fair - Internal	2	2	2
		Referral - Employee Referral	1	1	1
		Text Recruit	1	1	1
244781BR	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	145	33	0
		Internet - Indeed	8	8	5
		Campaign - Indeed	6	6	1
		Direct Sourcing - Sourcing Specialist	2	2	1
		Referral - Employee Referral	2	2	2
		Former Employee - Rehire	2	2	1
		Internet - Ziprecruiter	1	1	1
		Internal - Internal Hire	1	1	1
		Job Fair - External	1	1	1
		Internet - LinkedIn	1	1	1
244782BR	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	209	59	1
		Campaign - Indeed	15	15	12
		Internet - Indeed	8	8	6
		Former Employee - Rehire	3	3	2
		Referral - Employee Referral	2	2	2
		Direct Sourcing - Sourcing Specialist	2	2	1
		Ad - TV Commercial Advertisement	1	1	1
		Job Fair - Internal	1	1	1
		Job Fair - External	1	1	1
244902BR	Store Associate Nonexempt				
		Website - External Career Site	19	0	0
		Internet - Indeed	1	1	1
244930BR	Store Associate Nonexempt				
		Website - External Career Site	74	6	1
244950BR	MAE - Hospitality Exempt				
		Website - External Career Site	7	0	0
		Former Employee - Rehire	1	1	1
245037BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
245126BR	Sup, Customer Service Exempt	Website - External Career Site	130	9	0
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
245148BR	Direct Sales Rep Exempt	Website - External Career Site	7	1	0
		Referral - Employee Referral	2	2	2
245155BR	Store Associate Nonexempt	Website - External Career Site	34	3	0
		Direct Sourcing - Other	1	1	1
245618BR	Asst Mgr, Store Exempt	Website - External Career Site	29	1	0
		Internet - Indeed	1	1	1
245660BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	221	47	11
		Internet - Indeed	2	2	2
		Internet - Glassdoor.com	1	1	1
245670BR	Store Associate Nonexempt	Website - External Career Site	12	3	1
245856BR	Sup, Direct Sales Exempt	Website - External Career Site	17	4	0
		Referral - Employee Referral	1	1	1
246001BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	292	34	0
		Referral - Employee Referral	10	10	8
		Job Fair - Internal	6	6	5
		Internet - Indeed	4	4	3
		Internet - Other	3	3	2
		Internet - Ziprecruiter	3	3	1
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	1	1	1
		Ad - TV Commercial Advertisement	1	1	1
		Internet - Career Builders	1	1	1
		Ad - Print	1	1	1
		Internet - Glassdoor.com	1	1	1
246030BR	Store Associate Nonexempt	Website - External Career Site	47	12	2
246036BR	Direct Sales Rep Exempt	Job Fair - External	19	19	7
		Website - External Career Site	11	7	0
		Referral - Employee Referral	3	3	0
		Job Fair - Internal	3	3	1
		Former Employee - Rehire	2	2	0
		Direct Sourcing - Other	1	1	0
246038BR	Direct Sales Rep Exempt	Website - External Career Site	32	6	0
		Former Employee - Rehire	2	2	1
		Referral - Employee Referral	1	1	0
		Job Fair - External	1	1	1
246094BR	Direct Sales Rep Exempt	Website - External Career Site	6	0	0
		Referral - Employee Referral	2	2	1
		Former Employee - Rehire	1	1	1
		Job Fair - External	1	1	1
246105BR	Sup, Resi Inbound Sales Exempt	Website - External Career Site	40	7	3
246637BR	Direct Sales Rep Exempt	Website - External Career Site	23	4	0
		Job Fair - External	4	4	2
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
246637BR	Warehouse Technician Nonexempt	Website - External Career Site	12	2	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
		Direct Sourcing - ATS	1	1	1
246720BR	Field Technician I Nonexempt				
		Website - External Career Site	77	17	1
		Job Fair - Internal	4	4	3
		Direct Sourcing - Indeed	1	1	1
		Direct Sourcing - Other	1	1	1
		TextRecruit TextApply Ad	1	1	1
246721BR	Field Technician I Nonexempt				
		Website - External Career Site	24	3	0
		Referral - Employee Referral	2	2	1
		Job Fair - Internal	2	2	1
		Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	1	1	1
246743BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	304	55	16
		Referral - Employee Referral	10	10	6
		Internet - Indeed	5	5	3
		Ad - Print	3	3	1
		Internal - Internal Hire	1	1	1
		Internet - Glassdoor.com	1	1	1
247006BR	Store Greeter Nonexempt				
		Website - External Career Site	33	1	1
247025BR	Store Associate Nonexempt				
		Website - External Career Site	42	6	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
247157BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	303	58	0
		Job Fair - Internal	16	16	9
		Internet - Indeed	12	12	8
		Internet - Ziprecruiter	9	9	4
		Referral - Employee Referral	7	7	6
		Internet - Glassdoor.com	3	3	3
		Ad - Print	2	2	1
		Former Employee - Rehire	1	1	0
		Internet - Monster	1	1	1
247398BR	Credit Services Associate Nonexempt				
		Website - External Career Site	28	1	0
		Former Employee - Rehire	1	1	1
247405BR	TQA Field Tech I Nonexempt				
		Website - External Career Site	3	0	0
		Former Employee - Rehire	1	1	1
247470BR	PPI Mgr Exempt				
		Website - External Career Site	24	4	0
		Direct Sourcing - LinkedIn	1	1	1
247587BR	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	8	0	0
		Direct Sourcing - ATS	1	1	1
247649BR	Store Associate Nonexempt				
		Website - External Career Site	14	5	3
247653BR	Store Associate Nonexempt				
		Website - External Career Site	22	3	0
		Direct Sourcing - ATS	3	3	2
247717BR	Field Technician I Nonexempt				
		Website - External Career Site	82	21	1
		Direct Sourcing - Indeed	5	5	3
		Job Fair - Internal	3	3	2
		Internet - Indeed	2	2	2
		Direct Sourcing - Other	1	1	1
		Internal - Internal Hire	1	1	1
247890BR	Producer Exempt				
		Website - External Career Site	8	0	0
		Direct Sourcing - LinkedIn	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>
247958BR	Credit Services Analyst Exempt	Website - External Career Site	44	6	1
248328BR	Intern Nonexempt	Former Employee - Rehire	1	1	1
248374BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	414	97	32
		Internet - Indeed	12	12	8
		Referral - Employee Referral	8	8	3
		Ad - Print	2	2	1
		Organization - Community Outreach	1	1	1
		TextRecruit TextApply Ad	1	1	1
		Internet - Facebook.com	1	1	1
		Internet - Ziprecruiter	1	1	0
248382BR	Human Resources Generalist Exempt	Website - External Career Site	81	3	0
		Internet - Indeed	1	1	1
248743BR	Field Technician I Nonexempt	Website - External Career Site	20	5	0
		Internet - Indeed	2	2	0
		Direct Sourcing - Indeed	1	1	1
248792BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	11	3	0
		Direct Sourcing - Indeed	2	2	2
248904BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	265	28	1
		Job Fair - Internal	12	12	8
		Internet - Indeed	10	10	9
		Referral - Employee Referral	4	4	1
		Internet - Ziprecruiter	4	4	2
		Internet - Other	2	2	2
		Ad - Print	2	2	2
248933BR	Store Associate Nonexempt	Website - External Career Site	75	4	0
		Referral - Employee Referral	1	1	1
248967BR	Store Associate Nonexempt	Website - External Career Site	49	4	2
		Former Employee - Rehire	1	1	1
249098BR	Direct Sales Rep Exempt	Website - External Career Site	7	0	0
		Job Fair - External	3	3	1
		Referral - Employee Referral	1	1	0
249253BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	285	41	2
		Job Fair - Internal	14	14	10
		Internet - Indeed	9	9	7
		Referral - Employee Referral	6	6	3
		Internet - Ziprecruiter	4	4	3
		Internal - Internal Hire	1	1	1
		Former Employee - Rehire	1	1	1
249301BR	Field Technician I Nonexempt	Website - External Career Site	62	6	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internal - Internal Hire	1	1	1
249418BR	Account Planner Exempt	Website - External Career Site	20	7	0
		Internet - LinkedIn	1	1	1
249486BR	Sales Engineer II - National Exempt	Website - External Career Site	21	0	0
		Former Employee - Rehire	1	1	1
249802BR	Direct Sales Rep Exempt	Job Fair - External	13	13	6
		Website - External Career Site	11	4	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
249961BR		Referral - Employee Referral	7	7	4
		Internal - Internal Hire	1	1	1
Residential Inbound Sales Rep Nonexempt					
249979BR		Website - External Career Site	111	27	0
		Referral - Employee Referral	6	6	4
		Internet - Indeed	2	2	2
		Internal - Internal Hire	1	1	1
		Former Employee - Rehire	1	1	1
		TextRecruit TextApply Ad	1	1	1
		Direct Sourcing - Other	1	1	1
		Job Fair - External	1	1	0
		Internet - Other	1	1	1
Direct Sales Rep Exempt					
250314BR		Website - External Career Site	12	3	0
		Job Fair - External	5	5	3
Store Associate Nonexempt					
250315BR		Website - External Career Site	6	1	1
Sr Credit Services Specialist Nonexempt					
250446BR		Website - External Career Site	20	5	0
		Former Employee - Rehire	1	1	1
Mgr, Government Affairs Exempt					
250611BR		Website - External Career Site	138	3	0
		Referral – Manager Referral	1	1	1
Field Technician I Nonexempt					
250612BR		Website - External Career Site	22	7	0
		Job Fair - Internal	1	1	1
Field Technician I Nonexempt					
250706BR		Website - External Career Site	51	11	0
		Job Fair - Internal	3	3	3
		Direct Sourcing - Indeed	2	2	2
		Contractor - Conversion	1	1	1
		Internal - Internal Hire	1	0	1
Direct Sales Rep Exempt					
250799BR		Website - External Career Site	23	0	0
		Job Fair - External	4	4	1
		Referral - Employee Referral	4	4	4
Mgr, Executive Producer Exempt					
250907BR		Website - External Career Site	7	0	0
		Former Employee - Rehire	1	1	1
Rep 1, Cust Svc Billing Nonexempt					
250997BR		Website - External Career Site	211	31	2
		Internet - Indeed	11	11	5
		Referral - Employee Referral	11	11	7
		Internal - Internal Hire	3	2	3
		Ad - Print	3	3	1
		TextRecruit TextApply Ad	2	2	2
		Internet - Career Builders	1	1	0
		Internet - Facebook.com	1	1	1
Store Associate Nonexempt					
251038BR		Website - External Career Site	24	4	1
Store Associate Nonexempt					
251092BR		Website - External Career Site	30	3	1
Multi-Tenant Sales Rep Exempt					
251241BR		Website - External Career Site	4	1	0
		Direct Sourcing - Indeed	3	3	2
SAM - Strategic AM Healthcare Exempt					
251413BR		Website - External Career Site	39	4	0
		Direct Sourcing - ATS	1	1	0
		Referral - Employee Referral	1	1	1
EAE-Enterprise Account Exec Exempt					
251413BR		Website - External Career Site	21	5	0
		Direct Sourcing - ATS	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>
251600BR	Sup, Resi Inbound Sales Exempt				
		Website - External Career Site	45	6	0
		Internal - Internal Hire	3	3	3
		Internet - Indeed	3	3	1
251601BR	Store Associate Nonexempt				
		Website - External Career Site	18	4	1
251608BR	Intern Nonexempt				
		Website - External Career Site	27	0	2
251610BR	Store Associate Nonexempt				
		Website - External Career Site	6	1	1
251706BR	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	162	41	2
		Referral - Employee Referral	12	12	9
		Internet - Indeed	10	10	2
		Former Employee - Rehire	9	9	6
		Internet - LinkedIn	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	1
		Ad - Print	1	1	1
		Internet - Facebook.com	1	1	0
251724BR	Facilitator Exempt				
		Website - External Career Site	19	4	0
		Referral - Employee Referral	1	1	1
251757BR	Store Associate Nonexempt				
		Website - External Career Site	4	1	1
		Former Employee - Rehire	1	1	0
251761BR	Account Executive Exempt				
		Website - External Career Site	5	1	0
		Referral - Employee Referral	1	1	1
251901BR	Direct Sales Rep Exempt				
		Website - External Career Site	10	3	0
		Job Fair - External	5	5	4
		Referral - Employee Referral	4	4	3
251918BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	184	24	8
		Referral - Employee Referral	12	12	6
		Internet - Indeed	9	9	8
		Ad - Print	3	3	2
		Ad - Broadcasting and Cable	1	1	1
251945BR	PAC Coordinator I Nonexempt				
		Website - External Career Site	123	30	3
		Referral - Employee Referral	5	5	4
		TextRecruit TextApply Ad	4	4	3
		Internet - Indeed	4	4	3
		Job Fair - Internal	3	3	2
		Internal - Internal Hire	1	1	1
		Direct Sourcing - Indeed	1	1	0
251947BR	MAC Coordinator I Nonexempt				
		Website - External Career Site	131	52	0
		Referral - Employee Referral	17	17	9
		Internet - Indeed	15	15	12
		TextRecruit TextApply Ad	5	5	2
		Direct Sourcing - Indeed	2	2	0
		Direct Sourcing - ATS	2	2	1
		Direct Sourcing - LinkedIn	1	1	1
		Internal - Internal Hire	1	1	0
252063BR	Account Executive Exempt				
		Website - External Career Site	10	1	0
		Referral - Employee Referral	1	1	1
252083BR	Field Technician I Nonexempt				
		Website - External Career Site	15	4	0
		Internet - Indeed	1	1	1
252348BR	Field Technician I Nonexempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
252465BR		Website - External Career Site	29	2	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	0
		Rep 1, Cust Svc Internet/Voice Nonexempt			
		Website - External Career Site	97	18	0
		Job Fair - Internal	8	8	2
		Internet - Indeed	3	3	3
		Referral - Employee Referral	3	2	3
		Internal - Internal Hire	1	1	1
		Organization - Community Outreach	1	1	1
252477BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	371	40	0
		Internet - Indeed	12	12	8
		Referral - Employee Referral	10	10	6
		Job Fair - Internal	6	6	5
		Internal - Internal Hire	2	2	1
		Job Fair - External	2	2	1
		Ad - Print	1	1	0
		Internet - Glassdoor.com	1	1	0
252571BR	MAE - Major Account Exec Exempt				
		Website - External Career Site	61	0	0
		Direct Sourcing - ATS	1	1	1
253094BR	Project Manager Exempt				
		Website - External Career Site	430	7	0
		Direct Sourcing - Line Networking	1	1	1
253105BR	Multi-Tenant Sales Rep Exempt				
		Direct Sourcing - Indeed	5	5	2
		Website - External Career Site	4	1	0
253125BR	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	121	33	0
		Campaign - Indeed	14	14	5
		Internet - Indeed	6	6	3
		Referral - Employee Referral	5	5	4
		Former Employee - Rehire	3	3	3
		Internet - Other	1	1	0
		Direct Sourcing - Sourcing Specialist	1	1	0
		Direct Sourcing - Other	1	1	0
253189BR	Credit Services Associate Nonexempt				
		Website - External Career Site	17	2	0
		Former Employee - Rehire	1	1	1
253261BR	Direct Sales Rep Exempt				
		Website - External Career Site	6	2	0
		Job Fair - External	5	5	0
		Referral - Employee Referral	4	4	2
		Former Employee - Rehire	1	1	1
253279BR	Store Associate Nonexempt				
		Website - External Career Site	78	3	0
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
253305BR	Sup, Direct Sales Nesting Exempt				
		Website - External Career Site	50	3	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
253326BR	TQA Field Tech I Nonexempt				
		Former Employee - Rehire	1	1	1
253465BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	342	34	0
		Internet - Indeed	47	47	27
		Referral - Employee Referral	28	28	16
		Ad - Print	9	9	7
		Organization - Community Outreach	2	2	2
		Internal - Internal Hire	2	2	2
		Internet - Facebook.com	2	2	2
		Ad - Broadcasting and Cable	1	1	0
		Internet - Google	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>
253605BR	Field Technician I Nonexempt	Website - External Career Site	40	7	1
253866BR	Producer Exempt	Website - External Career Site	8	1	1
253906BR	Store Associate Nonexempt	Website - External Career Site	3	1	1
253909BR	Store Associate Nonexempt	Website - External Career Site	1	0	0
		Former Employee - Rehire	1	1	1
253915BR	Store Associate Nonexempt	Website - External Career Site	3	0	0
		Referral - Employee Referral	1	1	1
253925BR	Store Associate Nonexempt	Website - External Career Site	81	13	1
254051BR	Sup, MTSR Exempt	Website - External Career Site	5	4	0
		Internet - Ziprecruiter	1	1	1
254081BR	Sup, Customer Service Exempt	Website - External Career Site	182	13	0
		Internal - Internal Hire	3	3	3
		Internet - Indeed	2	2	1
		Internet - LinkedIn	1	1	1
254237BR	Store Associate Nonexempt	Website - External Career Site	22	9	1
254494BR	Strategic Account Spec - G/E Exempt	Website - External Career Site	8	0	0
		Direct Sourcing - ATS	1	1	1
254607BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	279	58	5
		Internet - Indeed	26	26	13
		Referral - Employee Referral	18	18	11
		Direct Sourcing - Sourcing Specialist	3	3	3
		Internal - Internal Hire	2	2	2
		Referral - Manager Referral	1	1	1
		Internet - Glassdoor.com	1	1	1
		Former Employee - Rehire	1	1	0
		Internet - Ziprecruiter	1	1	0
		Internet - LinkedIn	1	1	1
254663BR	Direct Sales Rep Exempt	Website - External Career Site	18	3	0
		Job Fair - External	13	13	4
		Referral - Employee Referral	10	10	1
		Internet - Indeed	4	4	1
		Job Fair - Internal	2	2	2
254713BR	Direct Sales Rep Exempt	Website - External Career Site	42	8	0
		Job Fair - External	3	3	1
		Internet - Indeed	2	1	1
254806BR	MAC Coordinator I Nonexempt	Website - External Career Site	163	46	1
		Internet - Indeed	23	23	14
		Referral - Employee Referral	13	13	10
		Former Employee - Rehire	2	2	2
		College - Campus Recruiting	1	1	1
		Referral - Manager Referral	1	1	1
254869BR	Credit Services Associate Nonexempt	Website - External Career Site	24	1	0
		Internet - Indeed	1	1	1
255005BR	MAE - Healthcare Exempt	Website - External Career Site	4	0	0
		Direct Sourcing - ATS	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>
255123BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	11	3	0
		Direct Sourcing - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
255172BR	Facilitator Exempt				
		Website - External Career Site	33	1	0
		Direct Sourcing - ATS	1	1	1
255259BR	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	4	0	0
		Referral - Employee Referral	1	1	1
255407BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	372	46	2
		Internet - Indeed	35	35	23
		Referral - Employee Referral	25	25	17
		Ad - Print	9	9	5
		Ad - Broadcasting and Cable	2	2	1
		TextRecruit TextApply Ad	1	1	1
		Internet - Facebook.com	1	1	1
		Organization - Community Outreach	1	1	1
255432BR	Store Associate Nonexempt				
		Website - External Career Site	34	6	1
255434BR	Store Associate Nonexempt				
		Website - External Career Site	27	4	1
		Referral - Employee Referral	1	1	1
255441BR	Store Associate Nonexempt				
		Website - External Career Site	51	8	0
		Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	0
255445BR	Store Associate Nonexempt				
		Website - External Career Site	34	9	1
255735BR	Account Coordinator Nonexempt				
		Website - External Career Site	15	0	0
		Direct Sourcing - LinkedIn	1	1	1
255814BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	190	18	1
		Job Fair - Internal	11	11	7
		Job Fair - External	5	5	3
		Referral - Employee Referral	4	4	2
		Internet - Indeed	3	3	1
255836BR	Field Technician I Nonexempt				
		Website - External Career Site	59	10	0
		Direct Sourcing - Indeed	2	2	2
		Referral - Employee Referral	2	2	1
255859BR	Acct Exec, Spec Comm Sol Exempt				
		Website - External Career Site	4	0	0
		Referral - Employee Referral	1	1	1
256047BR	Sup, Customer Service Exempt				
		Website - External Career Site	30	0	0
		Internal - Internal Hire	2	2	2
		Internet - Indeed	1	1	1
256175BR	Dir, Human Resources Exempt				
		Website - External Career Site	90	4	0
		Direct Sourcing - ATS	1	1	1
256215BR	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	168	35	1
		Referral - Employee Referral	11	11	7
		Internet - Indeed	10	10	5
		Former Employee - Rehire	2	2	2
		Internal - Internal Hire	1	1	1
256230BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	374	53	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
256255BR		Job Fair - Internal	22	22	13
		Internet - Indeed	14	14	8
		Referral - Employee Referral	8	8	2
		Internet - Google	2	2	2
		Internal - Internal Hire	1	1	1
		Former Employee - Rehire	1	1	0
		Job Fair - External	1	1	1
		Internet - LinkedIn	1	1	1
256255BR	Producer Exempt				
	Website - External Career Site	27	3	0	
	Direct Sourcing - ATS	2	2	2	
256300BR	Field Technician I Nonexempt				
	Website - External Career Site	43	3	0	
	Direct Sourcing - Indeed	2	2	2	
	Referral - Employee Referral	1	1	1	
	Contractor - Conversion	1	1	1	
	Former Employee - Rehire	1	1	1	
	256426BR	Account Executive Exempt			
	Website - External Career Site	57	9	3	
256429BR	Direct Sales Rep Exempt				
	Job Fair - External	14	14	3	
	Website - External Career Site	9	3	0	
	Referral - Employee Referral	4	4	2	
	Former Employee - Rehire	1	1	1	
	256445BR	Direct Sales Rep Exempt			
	Website - External Career Site	11	1	0	
	Job Fair - External	4	4	2	
	Former Employee - Rehire	2	2	0	
	Referral - Employee Referral	1	1	1	
	256696BR	Rep 1, Cust Svc Billing Nonexempt			
	Website - External Career Site	287	27	0	
	Internet - Indeed	34	34	18	
	Referral - Employee Referral	15	15	10	
	Former Employee - Rehire	2	2	2	
	Ad - Broadcasting and Cable	1	1	0	
	256702BR	Producer - Sr Exempt			
	Website - External Career Site	9	1	0	
	Direct Sourcing - ATS	2	2	1	
256728BR	Intern Nonexempt				
	Website - External Career Site	14	2	1	
256816BR	Field Technician I Nonexempt				
	Website - External Career Site	9	2	0	
	Referral - Employee Referral	1	1	1	
256915BR	Store Associate Nonexempt				
	Website - External Career Site	30	5	0	
	Referral - Employee Referral	2	2	2	
	Direct Sourcing - ATS	1	1	1	
256929BR	Multi-Tenant Sales Rep Exempt				
	Website - External Career Site	4	1	0	
	Direct Sourcing - Indeed	4	4	3	
256965BR	MAE - Hospitality Exempt				
	Website - External Career Site	17	0	0	
	Direct Sourcing - LinkedIn	1	1	1	
257197BR	Mgr, Sales Strategic Accts Exempt				
	Website - External Career Site	27	1	0	
	Direct Sourcing - ATS	1	1	1	
257272BR	Store Associate Nonexempt				
	Website - External Career Site	57	9	3	
257374BR	Capital Coordinator Nonexempt				
	Website - External Career Site	28	5	1	
	Internal - Internal Hire	1	1	1	
257390BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
257699BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	220	40	0
		Internet - Indeed	15	15	7
		Job Fair - Internal	10	10	4
		Referral - Employee Referral	8	8	4
		Former Employee - Rehire	1	1	0
		Ad - Print	1	1	0
		Internet - Google	1	1	1
257782BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	134	39	1
		Referral - Employee Referral	13	13	8
		Direct Sourcing - Sourcing Specialist	4	4	1
		Internet - Indeed	3	3	1
		Direct Sourcing - ATS	2	2	2
		Former Employee - Rehire	1	1	1
257828BR	Store Associate Nonexempt	Website - External Career Site	33	9	1
257859BR	Human Resources Generalist Exempt	Website - External Career Site	69	2	0
		Referral - Employee Referral	1	1	1
257861BR	Direct Sales Rep Exempt	Job Fair - External	39	39	7
		Website - External Career Site	20	12	0
		Referral - Employee Referral	5	5	4
		Direct Sourcing - ATS	4	4	1
		Former Employee - Rehire	1	1	0
257864BR	Direct Sales Rep Exempt	Website - External Career Site	12	3	0
		Job Fair - External	1	1	0
		Referral - Employee Referral	1	1	1
257978BR	PAC Coordinator I Nonexempt	Website - External Career Site	31	11	0
		Job Fair - Internal	6	6	2
258262BR	MAC Coordinator I Nonexempt	Website - External Career Site	187	61	3
		Job Fair - Internal	9	9	5
		Internet - Indeed	5	5	5
		Referral - Employee Referral	4	4	3
		Former Employee - Rehire	1	1	1
		MyComputerCareer Job Fair	1	0	0
258509BR	Store Associate Nonexempt	Website - External Career Site	193	66	4
		Job Fair - Internal	16	16	8
		Referral - Employee Referral	6	6	4
		Internet - Indeed	6	6	3
		Internal - Internal Hire	4	4	0
		Direct Sourcing - Other	1	1	0
		Former Employee - Rehire	1	1	0
		MyComputerCareer Job Fair	1	0	0
		Internet - Other	1	1	0
258653BR	Store Associate Nonexempt	Website - External Career Site	22	5	2
258800BR	Sr Credit Services Specialist Nonexempt	Website - External Career Site	8	2	1
259023BR	Store Associate Nonexempt	Website - External Career Site	68	12	0
		Former Employee - Rehire	1	1	1
259037BR	Account Executive Exempt	Website - External Career Site	63	9	3
259039BR	Store Associate Nonexempt	Website - External Career Site	20	3	1
259039BR	Store Associate Nonexempt	Website - External Career Site	14	2	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
259078BR	Store Associate Nonexempt	Website - External Career Site	10	1	1
259104BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	363	38	1
		Internet - Indeed	34	34	13
		Referral - Employee Referral	17	17	10
		Internet - Facebook.com	7	7	4
		Ad - Print	2	2	1
		TextRecruit TextApply Ad	1	1	1
		Ad - Broadcasting and Cable	1	1	0
		Job Fair - External	1	1	0
259152BR	Store Associate Nonexempt	Website - External Career Site	68	13	1
		Referral - Employee Referral	1	1	1
259259BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	166	30	3
		Internet - Indeed	25	25	12
		Referral - Employee Referral	11	11	8
		Direct Sourcing - Recruiter Networking	4	4	2
		Former Employee - Rehire	2	2	1
		Direct Sourcing - Other	1	1	0
		Direct Sourcing - ATS	1	1	1
		Internet - Ziprecruiter	1	1	0
		Internal - Internal Hire	1	1	1
259292BR	Project Manager Exempt	Website - External Career Site	44	6	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
259631BR	Store Associate Nonexempt	Website - External Career Site	20	0	0
		Direct Sourcing - ATS	1	1	1
260102BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	202	15	1
		Internet - Indeed	10	10	3
		Referral - Employee Referral	4	4	3
		Job Fair - External	1	1	1
		Internet - Ziprecruiter	1	1	0
		Job Fair - Internal	1	1	0
		Former Employee - Rehire	1	1	1
		Ad - TV Commercial Advertisement	1	1	1
		Ad - Print	1	1	1
		Internet - Other	1	1	1
260222BR	Direct Sales Rep Exempt	Website - External Career Site	12	1	0
		Job Fair - Internal	7	7	3
		Referral - Employee Referral	1	1	0
260274BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	198	31	2
		Internet - Indeed	23	23	6
		Referral - Employee Referral	5	5	2
		Direct Sourcing - Other	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	0
		Referral - Manager Referral	1	1	0
260289BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	80	18	2
		Internet - Indeed	6	6	3
		Referral - Employee Referral	5	4	3
		Former Employee - Rehire	3	2	1
		Internal - Internal Hire	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internet - LinkedIn	1	1	0
260362BR	Accounts Payable Specialist Nonexempt	Website - External Career Site	98	3	0
		Internet - LinkedIn	1	1	1
260377BR	Multi-Tenant Sales Rep Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Direct Sourcing - Indeed	1	1	1
260555BR	Asst Mgr, Store Exempt				
		Website - External Career Site	37	4	0
		Direct Sourcing - ATS	1	1	1
260645BR	Store Associate Nonexempt				
		Website - External Career Site	17	0	0
		Direct Sourcing - ATS	1	1	1
260766BR	Digital Journalist Exempt				
		Website - External Career Site	261	4	0
		Organization - Community Outreach	1	1	1
260832BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	384	49	1
		Internet - Indeed	49	49	25
		Referral - Employee Referral	24	24	10
		Former Employee - Rehire	2	2	1
		Internet - Facebook.com	2	2	2
		Ad - Print	2	2	1
		Ad - Radio Advertisement	1	1	0
		Internal - Internal Hire	1	1	1
261220BR	Mgr, Credit Services-Ops Exempt				
		Website - External Career Site	15	3	0
		Former Employee - Rehire	1	1	1
261381BR	Producer Exempt				
		Website - External Career Site	67	4	1
		Contractor - Conversion	1	1	1
		Internet - LinkedIn	1	1	1
261434BR	Mgr, Facilities Exempt				
		Website - External Career Site	57	2	0
		Internet - LinkedIn	1	1	1
261445BR	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	182	18	2
		Internet - Indeed	10	8	8
		Referral - Employee Referral	5	3	3
		Former Employee - Rehire	1	1	1
		Internet - LinkedIn	1	1	0
261529BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	15	2	0
		Direct Sourcing - Indeed	1	1	1
261860BR	Store Associate Nonexempt				
		Website - External Career Site	29	6	1
261946BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	293	36	0
		Job Fair - Internal	13	13	9
		Internet - Indeed	11	11	5
		Referral - Employee Referral	2	2	1
		Internet - Facebook.com	1	1	1
		Internet - Ziprecruiter	1	1	0
		Job Fair - External	1	1	1
262136BR	Associate Producer Nonexempt				
		Website - External Career Site	80	2	0
		Direct Sourcing - ATS	2	2	2
262148BR	Multimedia Journalist Exempt				
		Website - External Career Site	41	4	0
		Direct Sourcing - Agency	1	1	1
		Former Employee - Rehire	1	1	1
262149BR	Producer/Editor Exempt				
		Website - External Career Site	21	0	0
		Direct Sourcing - ATS	1	1	1
262156BR	Producer Exempt				
		Website - External Career Site	33	0	0
		Direct Sourcing - ATS	4	4	4
		Contractor - Conversion	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>
262212BR	PAC Coordinator I Nonexempt				
		Website - External Career Site	40	7	1
		Internet - Indeed	2	2	2
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
262485BR	PAC Coordinator I Nonexempt				
		Website - External Career Site	143	35	3
		Referral - Employee Referral	13	13	11
		Internet - Indeed	9	9	4
		Former Employee - Rehire	5	5	4
		Internal - Internal Hire	2	2	2
262732BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	313	30	1
		Internet - Indeed	27	27	21
		Referral - Employee Referral	4	4	4
		Internet - Google	2	2	2
		Job Fair - Internal	2	2	2
		Former Employee - Rehire	1	1	1
263094BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	397	22	0
		Internet - Indeed	27	27	18
		Referral - Employee Referral	20	20	14
		Other	2	2	2
		Ad - Print	2	2	1
		Internet - Google	2	2	1
		Ad - Radio Advertisement	1	1	0
		Job Fair - CORRE Virtual Hiring Event	1	0	0
263125BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	9	0	0
		Direct Sourcing - ATS	1	1	1
		Internet - Indeed	1	1	1
263295BR	Direct Sales Rep Exempt				
		Website - External Career Site	20	4	0
		Job Fair - External	7	7	4
		Referral - Employee Referral	2	2	1
263329BR	Direct Sales Rep Exempt				
		Website - External Career Site	8	2	0
		Job Fair - External	3	3	3
263557BR	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	188	23	2
		Internet - Indeed	21	21	11
		Referral - Employee Referral	3	3	3
		Internal - Internal Hire	2	2	2
		Former Employee - Rehire	1	1	0
		Direct Sourcing - Recruiter Networking	1	1	1
263631BR	Direct Sales Rep Exempt				
		Job Fair - External	8	8	3
		Website - External Career Site	1	1	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
Grand Total			17016	4148	1347