

## 2021 FCC Unit Structure

### FCC Unit: 13538 Midwest Central Ohio

Address	City	State	Postal Zip Code
6346 Gender Road	Canal Winchester	OH	43110
1015 Olentangy River Rd	Columbus	OH	43212
1125 Chambers Rd	Columbus	OH	43212
1314 Polaris Parkway	Columbus	OH	43240
1376 N High Street	Columbus	OH	43215
1600 Dublin Rd	Columbus	OH	43215
1980 Alum Creek Drive	Columbus	OH	43207
3638 W Dublin-Granville Rd	Columbus	OH	43235
3760 Interchange Rd	Columbus	OH	43204
4174 Worth Avenue	Columbus	OH	43219
580 N 4th St	Columbus	OH	43215
640 Walnut St	Coshocton	OH	43812
156 Johnson Drive	Delaware	OH	43015
7716 Hoke Road	Englewood	OH	45315
4182 Buckeye Parkway	Grove City	OH	43123
5900 N Meadows Drive	Grove City	OH	43123
643 Hebron Road	Heath	OH	43056
1852 Hilliard Rome Road	Hilliard	OH	43026
7777 Old Troy Pike	Huber Heights	OH	45424
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
2931 Taylor Road SW	Reynoldsburg	OH	43068
75 W Main St	Springfield	OH	45502
3766-3770 E. Broad Street	Whitehall	OH	43123
3251 Maple Avenue	Zanesville	OH	43701
3940 North Pointe Dr	Zanesville	OH	43701
737 Howard St	Zanesville	OH	43701

Federal Communications Commission Washington, D.C. 20554  <b>FCC 396-C</b>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<b>Multi-Channel Video Program Distributor EEO Program Annual Report</b>  Read INSTRUCTIONS Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. -

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 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) 7/1/2020-6/30/2021

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

**SECTION II COMMUNITY INFORMATION**

## System Communities Comprising Local Employment Unit

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

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

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

#### SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

#### SECTION V CERTIFICATION

This report must be certified as follows:

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

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

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

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

#### Exhibits

# 2020-2021 Recruitment Initiatives

FCC Unit: 13538 Midwest Central Ohio

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

## **Urban League Virtual Meeting**

- August 20, 2020
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

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

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

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

2021 FCC Outreach Sources

FCC Unit: 13538 Midwest Central Ohio						
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928
Amnesty International - Midwest Region	aiusamw@aiusa.org	312-427-2060	53 W Jackson Blvd Ste 731	Chicago	IL	60604-3460
Austin Community College	jpccain@austinctc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	TX	78752-4390
Autism2Work	Corinne.Caputo@cai.io	(724) 749-8789	300 Woodcliff Drive	Canonsburg	PA	15317
Bill J. Priest Institute for Economic Development	eccjobs@dcccd.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111
Brookhaven College	bhcjobs@dcccd.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906
Brown Girls Doc Mafia	bgdmoutreach@gmail.com		570 Jamaica Avenue	Brooklyn	NY	11208
Bureau of Workforce Services, Office of workforce development- Fremont	barry.nickerson@jfs.ohio.gov	419-552-3191	2511 Countryside Drive	Fremont	OH	43420
Columbus Association of Black Journalists	raymillerSpeaks@gmail.com	(614) 571-9340	PO BOX 1924	Columbus	OH	43216
Columbus Metropolitan Library	jmullineaux@columbuslibrary.org	(614) 849-1027	96 South Grant Avenue	Columbus	OH	43215
DeVry University	kpowersmurphy@devry.edu	(614) 253-7291	2 Easton Oval	Columbus	OH	43219
Fairfield County Veterans Services	park.russell@fairfieldcountyohio.gov	(740) 652-7920	3044 Columbus-Lancaster Road Northwest	Lancaster	OH	43130
FayetteWorks	jeffrey.hapner@jfs.ohio.gov	740-333-5115	1270 U.S. Route 62, S.W.	Washington Court House	OH	43160
Jewish Family Services	abellin@jfscolumbus.org	614-231-1890	1070 College Avenue	Columbus	OH	43209
Marion Connections Workforce Development Center	lisa.eichelberger@jfs.ohio.gov	740-833-2326	622 Leader Street	Marion	OH	43302
Morrow County Ohio - Veterans Services	Vets@morrowcountyveterans.com		143 South Main Street	Mount Gilead	OH	43338
National Council of Negro Women	ezzardcoates@aol.com	614-781-8811		Columbus	OH	
Ohio State University Multicultural Center	poole.72@osu.edu	614-688-8449	4th Floor, Ohio Union	Columbus	OH	43210
OhioMeansJobs - Pickaway County	clay.fowler@jfs.ohio.gov	740-773-1141	1005 South Pickaway Street	Circleville	OH	43113
OhioMeansJobs Licking County	Mark.Pellegrino@jfs.ohio.gov	740-670-8700	998 East Main Street	Newark	OH	43055
OhioMeansJobs Wyandot County	heidi.quirion@jfs.ohio.gov	419-294-4977	120 East Johnson Street	Upper Sandusky	OH	43351
OHNG - Family Readiness & Warrior Support Program	terry.w.dean@us.army.mil		2825 West Dublin Granville Road	Columbus	OH	43235
Pickaway County Ohio - Veterans Services	mpettibone@pickawaycountyohio.gov	(740) 474-3650	141 West Main Street	Circleville	OH	43113
Pickaway County Ohio - Veterans Services	thuffman@pickawaycountyohio.gov	(740) 474-3650	141 West Main Street	Circleville	OH	43113
Stonewall Columbus	info@stonewallcolumbus.org	614-299-7764	1160 North High Street	Columbus	OH	43201
WV Division of Rehabilitation Services	Angela.D.Reed@wv.gov	304-420-4580	400 5th Street	Parkersburg	WV	26101
YWCA Columbus	pamj11@yahoo.com	614-224-9121	65 South 4th Street	Columbus	OH	43215

## 2021 FCC Source Evaluation Report

FCC Unit: 13538 Midwest Central Ohio

Source	Applicant Count	Interview Count	Hire Count
Ad - Print	23	23	16
Ad - Radio Advertisement	1	1	0
Ad - TV Commercial Advertisement	2	2	1
Brazen	31	31	21
Campaign - Indeed	14	14	10
Contractor - Conversion	7	7	7
Direct Sourcing - ATS	37	37	22
Direct Sourcing - Indeed	82	82	31
Direct Sourcing - Introduce Yourself	1	1	0
Direct Sourcing - Line Networking	9	9	6
Direct Sourcing - LinkedIn	1	1	1
Direct Sourcing - Other	1	1	1
Direct Sourcing - Recruiter Networking	1	1	1
Former Employee - Rehire	17	17	10
Internal - Internal Hire	20	20	3
Internet - Facebook.com	13	13	9
Internet - Google	4	4	3
Internet - Indeed	500	499	249
Internet - LinkedIn	6	6	4
Internet - Other	3	3	2
Internet - Ziprecruiter	3	3	1
Job Fair - External	2	2	0
Job Fair - Internal	15	15	8
Organization - Community Outreach	2	2	2
Other	14	14	7
Referral - Employee Referral	178	177	107
Referral - Manager Referral	4	4	3
TextRecruit TextApply Ad	16	16	6
Website - External Career Site	9959	1049	33
<b>Total</b>	<b>10966</b>	<b>2054</b>	<b>564</b>

## 2021 FCC Source Report

FCC Unit: 13538 Midwest Central Ohio

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
264544BR	Anchor/Reporter	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	146	7	0
267158BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	21	21	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	207	18	0
268000BR	Rep 1, Cust Svc Billing	Ad - Print	1	1	0
		Former Employee - Rehire	1	1	0
		Internet - Facebook.com	1	1	0
		Internet - Indeed	34	34	1
		Other	1	1	1
		Referral - Employee Referral	16	16	0
		Website - External Career Site	320	177	0
268648BR	Residential Inbound Sales Rep	Campaign - Indeed	1	1	0
		Direct Sourcing - Indeed	3	3	0
		Former Employee - Rehire	1	1	0
		Internet - Indeed	32	32	1
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	5	5	0
		Website - External Career Site	268	33	0
268832BR	Store Associate	Campaign - Indeed	2	2	2
		Website - External Career Site	30	3	0
269575BR	Direct Sales Rep	Direct Sourcing - ATS	5	5	0
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	6	6	0
		Referral - Employee Referral	3	3	1
		Website - External Career Site	18	15	0
269593BR	Facilities Technician II Nonexempt	Website - External Career Site	7	1	1
269604BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	5	5	2
		Website - External Career Site	12	6	0
269818BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	23	23	18
		Referral - Employee Referral	1	1	1
		Website - External Career Site	372	19	0
270015BR	Rep 1, Cust Svc Billing	Internet - Facebook.com	1	1	0
		Internet - Indeed	20	20	10
		Other	1	1	1
		Referral - Employee Referral	11	11	8
		Website - External Career Site	253	135	0
270185BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	7	7	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	30	30	4
		Internet - LinkedIn	1	1	0
		Other	1	1	0
		Referral - Employee Referral	5	5	1
		Website - External Career Site	217	26	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270323BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	12	1	0
270578BR	Rep 1, Cust Svc Billing	Ad - Print	4	4	2
		Internet - Facebook.com	1	1	1
		Internet - Google	1	1	0
		Internet - Indeed	11	11	5
		Other	2	2	1
		Referral - Employee Referral	6	6	3
		TextRecruit TextApply Ad	10	10	4
		Website - External Career Site	304	170	0
270638BR	Field Technician II	Website - External Career Site	22	13	1
270690BR	Account Executive	Internet - Indeed	1	1	1
		Internet - LinkedIn	1	1	1
		Website - External Career Site	9	2	0
270792BR	Field Technician II	Referral - Employee Referral	1	1	0
		Website - External Career Site	24	17	1
270938BR	Mgr, Store	Internal - Internal Hire	1	1	0
		Internet - LinkedIn	1	1	1
		Website - External Career Site	78	6	0
271155BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	1
		Website - External Career Site	20	1	0
271157BR	Credit Services Associate Nonexempt	Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	2
		Website - External Career Site	236	13	1
271199BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	17	2	0
271362BR	Credit Services Associate Nonexempt	Website - External Career Site	127	7	1
271382BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	5	5	3
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	20	20	11
		Referral - Employee Referral	6	6	4
		Website - External Career Site	236	16	0
271545BR	Field Technician II	Referral - Employee Referral	3	3	2
		Website - External Career Site	38	25	2
271547BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	39	23	0
271736BR	Commercial Data MSS Spec Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	10	3	0
271751BR	Sales Analyst	Website - External Career Site	78	4	1
271824BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	30	9	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271842BR	Direct Sales Rep	Direct Sourcing - ATS	4	4	3
		Internet - Indeed	2	2	1
		Referral - Employee Referral	3	3	1
		Website - External Career Site	12	6	0
271901BR	Store Associate	Campaign - Indeed	2	2	2
		Website - External Career Site	15	2	0
271928BR	Rep 1, Cust Svc Internet/Voice	Brazen	13	13	9
		Internal - Internal Hire	1	1	0
		Internet - Google	1	1	1
		Internet - Indeed	19	19	15
		Job Fair - Internal	3	3	2
		Other	1	1	0
		Referral - Employee Referral	3	3	3
		Website - External Career Site	691	58	0
271992BR	Technical Director 1 Nonexempt	Contractor - Conversion	1	1	1
		Website - External Career Site	18	0	0
272005BR	News Content Associate Nonexempt	Contractor - Conversion	4	4	4
		Website - External Career Site	78	0	0
272006BR	Coord, News & Programming Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	55	3	0
272049BR	Anchor/Reporter	Contractor - Conversion	1	1	1
		Website - External Career Site	18	0	0
272083BR	Account Executive	Former Employee - Rehire	1	1	1
		Website - External Career Site	10	0	0
272216BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	12	12	5
		Internet - Indeed	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	16	3	0
272230BR	Rep 1, Cust Svc Billing	Ad - Print	3	3	3
		Former Employee - Rehire	2	2	1
		Internet - Facebook.com	1	1	0
		Internet - Indeed	12	12	9
		Internet - Other	1	1	1
		Other	1	1	1
		Referral - Employee Referral	9	9	8
		TextRecruit TextApply Ad	5	5	2
		Website - External Career Site	399	224	0
272263BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	29	2	0
272360BR	EAE-Enterprise Account Exec	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	3	0	0
272368BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	4	4	2
		Internet - Indeed	8	8	4
		Referral - Employee Referral	2	2	2
		Website - External Career Site	101	6	0
272387BR	Store Associate	Campaign - Indeed	2	2	1
		Website - External Career Site	7	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272473BR	Field Technician IV	Former Employee - Rehire	1	1	1
272785BR	Sr Producer, Digital	Referral - Manager Referral	1	1	1
		Website - External Career Site	16	4	0
272868BR	Workforce Management Admin Exempt	Website - External Career Site	45	4	1
272905BR	Store Associate	Campaign - Indeed	4	4	3
		Direct Sourcing - Other	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	19	6	0
272955BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	6	6	2
		Internet - Indeed	33	33	19
		Internet - LinkedIn	1	1	1
		Internet - Other	1	1	1
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	6	6	3
		Website - External Career Site	298	25	0
273015BR	PAC Coordinator I Nonexempt	Former Employee - Rehire	1	1	0
		Internal - Internal Hire	2	2	1
		Internet - Indeed	16	16	10
		Organization - Community Outreach	2	2	2
		Referral - Employee Referral	11	11	8
		Website - External Career Site	488	92	3
273023BR	Account Executive	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	18	6	0
273131BR	Store Associate	Campaign - Indeed	1	1	1
		Website - External Career Site	13	3	0
273167BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	1	1	0
		Job Fair - Internal	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	10	2	0
273167BR-1	Direct Sales Rep	Website - External Career Site	14	6	1
273219BR	Store Associate	Referral - Employee Referral	1	1	1
		Referral - Manager Referral	1	1	0
		Website - External Career Site	14	1	0
273260BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	20	3	0
273348BR	Store Associate	Campaign - Indeed	1	1	1
		Website - External Career Site	10	0	0
273406BR	Intern	Internet - Indeed	1	1	1
		Website - External Career Site	13	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273539BR	Rep 1, Cust Svc Billing	Ad - Print	3	3	2
		Ad - Radio Advertisement	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Facebook.com	3	3	2
		Internet - Indeed	8	8	5
		Other	3	3	1
		Referral - Employee Referral	8	8	3
		TextRecruit TextApply Ad	1	1	0
		Website - External Career Site	231	121	0
273725BR	Recruiter I	Contractor - Conversion	1	1	1
		Website - External Career Site	45	2	0
273787BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	2
		Direct Sourcing - Indeed	5	5	2
		Job Fair - External	1	1	0
		Job Fair - Internal	4	4	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	10	4	0
273937BR	Direct Sales Rep	Job Fair - Internal	2	2	1
		Website - External Career Site	4	0	0
274023BR	Store Associate	Website - External Career Site	39	10	3
274200BR	Field Technician II	Referral - Employee Referral	2	2	2
		Website - External Career Site	22	9	0
274202BR	Field Technician II	Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	3	3	3
		Website - External Career Site	36	23	0
274293BR	Credit Services Associate Nonexempt	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	76	4	1
274350BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	16	1	0
274415BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	19	19	9
		Internet - Other	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	221	15	0
274600BR	Capital Coordinator Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	52	20	0
274734BR	Rep 1, Cust Svc Internet/Voice	Brazen	11	11	7
		Internet - Google	1	1	1
		Internet - Indeed	9	9	7
		Referral - Employee Referral	4	4	3
		Website - External Career Site	422	35	0
274801BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	13	2	0
274830BR	Direct Sales Rep	Direct Sourcing - Indeed	5	5	3
		Website - External Career Site	9	1	0
274855BR	Store Associate	Internal - Internal Hire	1	1	1
		Website - External Career Site	26	7	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274879BR	Multi-Tenant Sales Rep	Internet - Indeed	2	2	2
		Website - External Career Site	2	0	0
274921BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	12	1	0
274997BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Job Fair - Internal	1	1	1
		Website - External Career Site	21	0	0
275050BR	SAM - Strategic AM Hospitality	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	19	1	0
275113BR	Strategic Account Spec - HC	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	16	1	0
275170BR	Rep 1, Cust Svc Billing	Ad - Print	7	7	5
		Ad - TV Commercial Advertisement	1	1	0
		Direct Sourcing - Line Networking	4	4	3
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	2	2	0
		Internet - Indeed	22	22	13
		Other	4	4	2
		Referral - Employee Referral	13	13	6
		Website - External Career Site	333	203	0
275212BR	Sup, Direct Sales	Direct Sourcing - ATS	1	1	1
275231BR	Associate Producer Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	36	3	0
275492BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	1
		Direct Sourcing - Indeed	11	11	4
		Job Fair - Internal	3	3	1
		Website - External Career Site	14	3	0
275758BR	Account Executive	Website - External Career Site	12	6	1
275773BR	Mgr, Executive Producer	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	11	1	0
275824BR	Credit Services Associate Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	30	1	0
275866BR	Field Technician II	Internet - Indeed	4	4	4
		Referral - Employee Referral	2	2	1
		Website - External Career Site	54	37	0
275867BR	Field Technician II	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	42	32	1
275946BR	Store Associate	Referral - Manager Referral	1	1	1
		Website - External Career Site	15	4	0
276131BR	Field Technician II	Former Employee - Rehire	1	1	1
		Website - External Career Site	11	3	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276156BR	PAC Coordinator I Nonexempt	Brazen	1	1	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
		Internet - Indeed	17	17	13
		Referral - Employee Referral	7	7	3
		Website - External Career Site	273	56	3
276215BR	Strategic Account Spec - G/E	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	7	0	0
276383BR	Mgr, Resi Inbound Sales	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	16	2	0
276927BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	14	2	0
276958BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	3	0	0
277015BR	Recruiter I	Internet - Indeed	1	1	1
		Website - External Career Site	75	0	0
277220BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	20	4	0
277255BR	Store Associate	Referral - Manager Referral	1	1	1
		Website - External Career Site	1	0	0
277341BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	1
		Direct Sourcing - Indeed	8	8	3
		Website - External Career Site	26	6	0
277511BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	13	1	1
277537BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	1	0	0
277541BR	Store Associate	Website - External Career Site	9	2	1
277549BR	Mgr, Facilities	Internet - LinkedIn	1	1	1
		Website - External Career Site	26	4	0
277570BR	Rep 1, Cust Svc Billing	Ad - Print	2	2	2
		Direct Sourcing - Introduce Yourself	1	1	0
		Direct Sourcing - Line Networking	3	3	2
		Former Employee - Rehire	2	2	1
		Internet - Facebook.com	2	2	2
		Internet - Indeed	9	9	8
		Referral - Employee Referral	5	5	5
		Website - External Career Site	153	92	0
277618BR	Residential Inbound Sales Rep	Direct Sourcing - Line Networking	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	9	9	2
		Referral - Employee Referral	2	2	1
		Website - External Career Site	237	21	1
277685BR	Store Associate	Website - External Career Site	15	3	1
277805BR	Store Associate	Website - External Career Site	9	1	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278029BR	Rep 1, Cust Svc Internet/Voice	Brazen	6	6	5
		Internal - Internal Hire	1	1	0
		Internet - Indeed	13	13	8
		Job Fair - External	1	1	0
		Referral - Employee Referral	5	5	5
		Website - External Career Site	319	49	0
278050BR	Producer	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	14	0	0
278103BR	Sup, Resi Inbound Sales	Campaign - Indeed	1	1	0
		Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	1	1	0
		Website - External Career Site	36	19	1
278113BR	Reporting Analyst	Former Employee - Rehire	1	1	1
		Website - External Career Site	42	5	0
278873BR	Major Account Manager	Referral - Employee Referral	1	1	1
		Website - External Career Site	12	2	0
278968BR	Store Associate	Internet - Ziprecruiter	1	1	1
		Website - External Career Site	7	1	0
278981BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	6	5	0
279045BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	7	3	0
279158BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	11	2	0
279186BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	55	32	1
279344BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	0	0
279387BR	MAE - Major Account Exec	Referral - Employee Referral	1	1	1
		Website - External Career Site	17	6	0
279422BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	7	0	0
279715BR	Direct Sales Rep	Direct Sourcing - Indeed	5	5	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Job Fair - Internal	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	16	11	0
279779BR	Residential Inbound Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	30	1	0
280025BR	Residential Inbound Sales Rep Nonexempt	Internet - Facebook.com	1	1	1
		Internet - Indeed	38	38	23
		Referral - Employee Referral	2	2	2
		Website - External Career Site	266	33	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
280292BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	25	15	0
280596BR	Residential Inbound Sales Rep Nonexempt	Internet - Facebook.com	1	1	1
		Internet - Google	1	1	1
		Internet - Indeed	29	29	21
		Referral - Employee Referral	3	3	3
		Website - External Career Site	414	28	0
280598BR	Rep 1, Cust Svc Billing	Ad - Print	3	3	2
		Ad - TV Commercial Advertisement	1	1	1
		Direct Sourcing - Line Networking	1	1	1
		Internet - Facebook.com	2	2	2
		Internet - Indeed	4	4	3
		Referral - Employee Referral	6	6	4
		Website - External Career Site	145	76	0
280781BR	Intern	Website - External Career Site	87	11	1
281054BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	2	2	0
		Internet - Indeed	2	2	2
		Website - External Career Site	11	6	0
281245BR	Credit Services Associate Nonexempt	Internal - Internal Hire	2	2	0
		Internet - Indeed	2	2	1
		Website - External Career Site	65	6	0
281346BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	6	1	0
281355BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	7	1	0
281507BR	Store Associate	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	8	1	0
282131BR	Store Associate	Website - External Career Site	3	1	1
282144BR	Store Associate	Website - External Career Site	10	2	1
282651BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	17	14	0