

2020 FCC Unit Address List

FCC Unit: **13539**

FCC Unit Description: **Midwest South Ohio**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
28 Station Street	Athens	OH	45701
23 Greene Blvd	Beaver Creek	OH	45440
10920 KENWOOD RD	Blue Ash	OH	45242
32 Enterprise Dr	Chillicothe	OH	45601
11325 Reed Hartman Hwy	Cincinnati	OH	45241
11252 Cornell Park Dr	Cincinnati	OH	45242
11315 Reed Hartman Hwy	Cincinnati	OH	45241
3268 Highland Ave	Cincinnati	OH	45213
3290 Westbourne Drive	Cincinnati	OH	45248
4450 Eastgate South Dr	Cincinnati	OH	45245
223 Calhoun Street	Cincinnati	OH	45219
3691 Turner Rd	Dayton	OH	45415
275 Leo St	Dayton	OH	45404
7777 Washington Park Dr.	Dayton	OH	45458
848 S High St	Hillsboro	OH	45133
4333 Display Ln	Kettering	OH	45429
1505 E David Rd	Kettering	OH	45429
1315 Granville Pike	Lancaster	OH	43130
205 West Second St	Logan	OH	43138
2834 Miamisburg Centerville Rd	Miamisburg	OH	45342
1223 Offnere St	Portsmouth	OH	45662
403 East Kemper Road	Springdale	OH	45246
1636 State Route 38	Washington Court House	OH	43160
7550 Voice of America Centre Drive	West Chester	OH	45069
507 Rosebud Plaza	Clarksburg	WV	26301-9380

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

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 # 13539

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

HAMILTON, 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: 13539 Midwest South Ohio

1. #2 - Hosting at least one job fair.

Blue Ash Virtual Job Fair

- May 7, 2020
- Online, Brazen Platform – Blue Ash, OH
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Over 200 attendees

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

Workplace Expectations: EEO 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.

2020 FCC Unit Outreach Source List

FCC Unit: 13539

FCC Unit Description: Midwest South Ohio

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
AARP - SENIOR EMPLOYMENT	Cleveland	OH	44103	dsawyerarp@gmail.com	2168811155
ADULT & COMMUNITY EDUCATION	Smithville	OH		sadams@wcsc.org	330-669-7070
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
AWS Employment Services	Richmond	IN	47374	aglosser@awsusa.com	765-935-0536
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	anix@beckfield.edu	859-320-0976
Beckfield College	Florence	KY	41042	karen.sheldon2@yahoo.com	859-320-0976
Brighton Center For Employment Training	Newport	KY	41071	lcanfield@brightoncenter.com	859-491-8303
Buckhannon-Upshur Wk. Adj. Ctr.	Buckhannon	WV	26201	upshurwac@frontier.com	
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
CATHOLIC SOCIAL SERVICES	Portsmouth	OH	45662	bmckenzie@colscs.org	7403533185
CINCINNATI JOB CORPS CENTER	Cincinnati	OH	45214	dixon.anita@jobcorps.org	5136512000
Cincinnati Urban League Workforce Development	Cincinnati	OH	45229	tjones@gcul.org	513-281-9955
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	tholton5@csc.edu	614-287-2776
COMMUNITY FUND MANAGERMENT FOUNDATION	Cleveland	OH		askcopsr@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
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	
Fairmont State University	Fairmont	WV	26554	bcain1@fairmontstate.edu	304-367-4231
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 INDUSTRIES	Toledo	OH		jroloff@goodwillnwohio.org	4192550070
Grace Job Seekers NetWORK - Grace Church	Middleburg Heights	OH	44130	jjjasko@gmail.com	216-267-4300
Greenup County Public Library	Flatwoods	KY	41139	sharon.haines@ky.gov	
Greenup Learning Center	Greenup	KY	41144	leeannsned@att.net	606-473-1091

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
HAMRICK SCHOOL	Medina	OH	44256	careerservices@hamrickschool.edu	3302392229
Harrison County Sheltered Workshop, Inc.	Stonewood	WV	26301	jryanh.c.s.w@gmail.com	
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
Job Squad, Inc.	Bridgeport	WV	26330	alycans@jobsquadinc.org	304-848-0851
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 - Covington	Covington	KY	41011	gerald.fields@ky.gov	859-292-6666
Kentucky Career Center - Florence	Florence	KY	41042	kjones@brightoncenter.com	859-371-0808
Kentucky Career Center - Morehead	Morehead	KY	40351	toniam.anderson@ky.gov	606-783-8525
Kentucky Career Center JobSight	Olive Hill	KY	41164	amber.reynolds@nkcaa.net	606-286-4443
Lewis County Adult Education	Vanceburg	KY	41179	debbie.kennard@kctcs.edu	606-796-0245
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
MARSHALL UNIVERSITY	Huntington	WV		stolerd@marshall.edu	3046966785
MayDugan Center	Cleveland	OH	44113	smarasco@maydugancenter.org	216-631-5800
Maysville Community & Technical College - Rowan Campus	Morehead	KY	40351	jo.mccarty@kctcs.edu	606-783-1538
MIAMI UNIVERSITY/MIDDLETOWN	Middletown	OH	45042	vogtlim@muohio.edu	5137273431
Military Veterans Resource Center	Columbus	OH	43229	info@milvetsrc.org	614-504-4359
Morgantown Workforce Center	Morgantown	WV	26508	william.d.sochko@wv.gov	304-285-3124
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
Northern Kentucky Area Development District	Florence	KY	41042	melinda.ford@nkadd.org	
Northern WV Ctr for Independent Living	Morgantown	WV	26501	jderry@nwvcil.org	304-296-6091
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 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

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
OHIO UNIVERSITY/IRONTON	Ironton	OH	45638	wagnerj@ohio.edu	7405334544
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
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 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 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@omjfc.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 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 Hocking County	Logan	OH	43138	Rick.Moore@jfs.ohio.gov	740-380-4043
OhioMeansJobs Lawrence County	Ironton	OH	45638	pmonceaux@wdrc.net	740-532-3140
OhioMeansJobs Logan County	Bellfontaine	OH	43311	jeffrey.adams@jfs.ohio.gov	937-599-5165
OhioMeansJobs Lorain County	Elyria	OH	44035	jgonzales@loraincounty.us	440-324-5244
OhioMeansJobs Lorain County	Elyria	OH	44035	ronald.ramsey@jfs.ohio.gov	440-324-5244
OhioMeansJobs Medina County	Medina	OH	44256	mdzurec@medinacountyworks.com	330-723-9675
OhioMeansJobs Mercer County	Celina	OH	45822	karen.platfoot@jfs.ohio.gov	419-586-6409
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 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 Ross County	Chillicothe	OH	45601	Rick.Moore@jfs.ohio.gov	740-779-2946

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
OhioMeansJobs Scioto County	Portsmouth	OH	45662	lvalentine@workforceconnections.biz	740-354-7545
OhioMeansJobs Scioto County	Portsmouth	OH	45662	scott.netter@jfs.ohio.gov	740-354-7545
OhioMeansJobs Scioto County	Portsmouth	OH	45662	stepht@odjfs.state.oh.us	740-354-7545
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 Warren County	Lebanon	OH	45036	james.saunders@jfs.ohio.gov	513-695-1130
OhioMeansJobs Warren County	Lebanon	OH	45036	whitks@ohioworkforce.com	513-695-1130
Operation Welcome Home	Morgantown	WV	26501	bsimpson@paceenterprises.org	
Opportunities for Ohioans with Disabilities Agency	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
Preston County Workshop	Reedsville	WV	26547	pcswcrp@frontiernet.net	304-864-6446
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
Supports to Encourage Low-income Families	Hamilton	OH	45011	gdrexler@selfhelps.org	513-868-9300
Supports to Encourage Low-income Families	Hamilton	OH	45011	gsargent@selfhelps.org	513-868-9300
The Arc of Harrison County	Clarksburg	WV	26301	arcvoc@yahoo.com	304-624-3641
THE CASTLE	Dayton	OH	45459	thecastle133@sbcglobal.net	9374333931
The Delaware Area Career Center (DACC)	Delaware	OH	43015	reinhardt@DelawareAreaCC.org	740-363-1993
The Disability Action Center, Inc.	Fairmont	WV	26554	jsole@disabilityactioncenter.com	304-366-3213
The Job Shop - Lakeland Community College	Kirtland	OH	44094	jshelley@lakelandcc.edu	440-975-4747
The St. Richard-North Olmsted Employment Ministry	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
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
Vocational Rehabilitation & Employment	Beckley	WV		stephanie.a.decker@wv.gov	

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Vocational Rehabilitation Services	Fort Wayne	IN	46802	bryan.zimmerman@fssa.in.gov	260-424-1595
Volunteers of America of Greater Ohio	Cleveland	OH	44141	hcool@voa.org	440-717-1500
WIC CLINICS	Ironton	OH	45638	wiclawrence@odh.ohio.gov	7405322646
Winchester WorkOne Express	Winchester	IN	47394	brea@work-one.org	765-584-5627
WorkForce West Virginia Elkins	Elkins	WV	26241	edgar.d.lewis@wv.gov	304-637-0255
WorkForce West Virginia Elkins	Elkins	WV	26241	wayne.c.harman@wv.gov	304-637-0255
WorkOne Richmond	Richmond	IN	47374	brea@work-one.org	765-962-8591
WorkOne Richmond	Richmond	IN	47374	jlanich@work-one.org	765-962-8591
WorkOne Richmond	Richmond	IN	47374	lhellems@asgcorp.org	765-962-8591
WorkOne Southeast	North Vernon	IN	47265	bramage@dwd.in.gov	812-346-6030
WorkOne Southeast	Lawrenceburg	IN	47025	bramage@dwd.in.gov	812-537-1117
WorkOne Southeast	North Vernon	IN	47265	mk_eastman@yahoo.com	812-346-6030
Wounded Warrior Project		WV		mhuber@woundedwarriorproject.org	412-385-5309
WV DHHR - Harrison County Office (Dept of Health)	Clarksburg	WV	26302	charla.j.owens@wv.gov	304-627-2295
WV DHHR - Lewis County Office (Dept of Health)	Weston	WV	26452	mark.a.kennedy@wv.gov	304-269-6820
WV DHHR - Marion County Office (Dept of Health)	Fairmont	WV	26554	william.p.swiger@wv.gov	304-843-4120
WV Div.of Rehabilitation Svcs.	Weston	WV	26452	wayne.c.harman@wv.gov	304-269-0547

2020 FCC Source Evaluation Report

FCC Unit: 13539

FCC Unit Description: Midwest South Ohio

Source	Applicant Count	Interview Count	Hire Count
Ad - Broadcasting and Cable	8	8	4
Ad - Print	18	18	10
Ad - TV Commercial Advertisement	1	1	1
Customer Service Billing Hiring Event	1	0	0
Direct Sourcing - ATS	34	31	30
Direct Sourcing - Indeed	20	20	13
Direct Sourcing - Other	4	4	2
Direct Sourcing - Recruiter Networking	7	7	4
Direct Sourcing - Sourcing Specialist	3	3	3
Former Employee - Rehire	36	35	26
Hiring Event- MMBA	1	0	0
Hiring Event-MMBA	1	0	0
Internal - Internal Hire	21	17	21
Internet - Career Builders	1	1	1
Internet - Facebook.com	8	8	1
Internet - Glassdoor.com	1	1	1
Internet - Google	2	2	0
Internet - Indeed	698	684	409
Internet - LinkedIn	2	2	1
Internet - Monster	1	1	0
Internet - Other	6	6	5
Internet - Ziprecruiter	30	30	16
Job Fair - Diversity	13	13	4
Job Fair - External	26	25	9
Job Fair - Internal	4	4	1
Kettering RSC Onsite Hiring Event	1	0	0
Referral - Employee Referral	174	172	122
Referral - Manager Referral	1	1	1
TextRecruit TextApply Ad	3	3	2
Website - External Career Site	7441	1485	101
Grand Total	8567	2582	788

2020 FCC Source Report

FCC Unit: 13539
FCC Unit Description: Midwest South Ohio

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
244000BR	RSC Rep I Nonexempt				
		Website - External Career Site	148	31	1
		Referral - Employee Referral	3	3	3
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
		Kettering RSC Onsite Hiring Event	1	0	0
244206BR	Field Technician I Nonexempt				
		Website - External Career Site	22	4	0
		Referral - Employee Referral	1	1	1
244373BR	Direct Sales Rep Exempt				
		Website - External Career Site	12	1	0
		Job Fair - External	3	3	1
		Internet - Indeed	1	1	1
244402BR	Asst Mgr, Store Exempt				
		Website - External Career Site	21	1	0
		Internet - Indeed	1	1	1
244405BR	Asst Mgr, Store Exempt				
		Website - External Career Site	13	2	0
		Internet - Indeed	1	1	1
244425BR	Store Associate Nonexempt				
		Website - External Career Site	63	2	0
		Internet - Indeed	1	0	1
244460BR	Store Associate Nonexempt				
		Website - External Career Site	24	0	0
		Direct Sourcing - ATS	1	1	1
244995BR	Direct Sales Rep Exempt				
		Website - External Career Site	21	5	1
		Job Fair - Diversity	6	6	1
245013BR	Field Technician I Nonexempt				
		Website - External Career Site	102	35	1
		Internet - Indeed	5	5	4
		Referral - Employee Referral	3	3	3
245095BR	Store Associate Nonexempt				
		Website - External Career Site	42	4	1
245128BR	Direct Sales Rep Exempt				
		Website - External Career Site	19	2	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	2
245215BR	Store Lead Nonexempt				
		Website - External Career Site	24	1	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
245287BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	216	27	1
		Internet - Indeed	32	32	22
		Referral - Employee Referral	5	5	3
		Direct Sourcing - Indeed	3	3	2
		Hiring Event-MMBA	1	0	0
		Internal - Internal Hire	1	0	1
245403BR	Field Technician I Nonexempt				
		Website - External Career Site	45	9	1
		Referral - Employee Referral	3	3	2
245588BR	Field Technician III Nonexempt				
		Former Employee - Rehire	1	1	1
245797BR	RSC Rep I Nonexempt				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
		Website - External Career Site	162	42	1
		Internet - Indeed	6	6	3
		Referral - Employee Referral	5	5	2
		Internet - Facebook.com	2	2	1
		Job Fair - External	2	2	1
		Internal - Internal Hire	1	1	1
246112BR	Store Associate Nonexempt				
		Website - External Career Site	106	8	0
		Internet - Indeed	2	2	1
246195BR	Direct Sales Rep Exempt				
		Website - External Career Site	34	11	0
		Referral - Employee Referral	9	9	5
		Job Fair - External	5	5	1
		Internal - Internal Hire	1	1	1
246448BR	Asst Mgr, Store Exempt				
		Website - External Career Site	18	2	0
		Direct Sourcing - ATS	1	0	1
246587BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	5	1	0
		Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	1
246655BR	Direct Sales Rep Exempt				
		Website - External Career Site	17	5	0
		Job Fair - Internal	2	2	0
		Job Fair - External	2	2	0
		Former Employee - Rehire	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	1
		Referral - Employee Referral	1	1	1
246658BR	Asst Mgr, Store Exempt				
		Website - External Career Site	36	4	0
		Direct Sourcing - ATS	1	1	1
246681BR	Store Associate Nonexempt				
		Website - External Career Site	11	0	0
		Referral - Employee Referral	1	1	1
246818BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	180	31	1
		Internet - Indeed	16	16	11
		Referral - Employee Referral	2	2	2
		Internet - Google	1	1	0
		Former Employee - Rehire	1	1	1
246823BR	Field Technician I Nonexempt				
		Website - External Career Site	126	56	0
		Internet - Indeed	11	11	8
		Referral - Employee Referral	3	3	1
		Internal - Internal Hire	1	1	1
246974BR	Store Greeter Nonexempt				
		Website - External Career Site	12	5	0
		Direct Sourcing - ATS	1	1	1
246980BR	Store Associate Nonexempt				
		Website - External Career Site	25	1	0
		Direct Sourcing - ATS	1	1	1
246996BR	Field Technician III Nonexempt				
		Former Employee - Rehire	1	1	1
247085BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	161	12	0
		Internet - Indeed	22	22	13
		Referral - Employee Referral	5	5	5
		Internet - Career Builders	1	1	1
		Internet - Ziprecruiter	1	1	1
247104BR	Dir, Field Operations Exempt				
		Website - External Career Site	33	9	0
		Internet - Indeed	1	1	1
247111BR					

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
247201BR	Area Manager Exempt	Website - External Career Site	74	2	1
	Recruiter I Exempt	Website - External Career Site Internet - Indeed	34 1	3 1	0 1
247286BR	Field Technician I Nonexempt	Website - External Career Site Referral - Employee Referral	39 1	16 1	0 1
	Business Development Spec Exempt	Website - External Career Site Internet - LinkedIn	29 1	2 1	0 1
247581BR	Field Technician I Nonexempt	Website - External Career Site Internet - Indeed Referral - Employee Referral Former Employee - Rehire	87 7 5 1	24 7 5 1	1 4 3 1
	Asst Mgr, Store Exempt	Website - External Career Site Internet - Indeed	15 1	1 1	0 1
	EAM-Enterprise Account Manager Exempt	Website - External Career Site Referral - Employee Referral	26 1	2 1	0 1
	Store Associate Nonexempt	Website - External Career Site Direct Sourcing - ATS Job Fair - External Direct Sourcing - Recruiter Networking Internal - Internal Hire	71 2 1 1 1	26 2 1 1 1	2 1 1 0 1
248657BR	Direct Sales Rep Exempt	Job Fair - Diversity Website - External Career Site	6 4	6 0	2 0
	Field Technician I Nonexempt	Website - External Career Site Referral - Employee Referral Internet - Indeed	101 2 1	16 2 1	0 1 1
248774BR	Account Executive Exempt	Website - External Career Site	20	3	1
	Direct Sales Rep Exempt	Website - External Career Site Internet - Indeed Referral - Employee Referral Former Employee - Rehire Job Fair - Diversity	26 8 2 2 1	12 8 2 2 1	0 3 1 2 1
248853BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site Internet - Indeed Hiring Event- MMBA Referral - Employee Referral	152 25 1 1	20 25 0 1	1 16 0 1
	Direct Sales Rep Exempt	Website - External Career Site Internet - Indeed Job Fair - External Referral - Employee Referral	20 8 5 3	12 8 5 3	0 6 1 3
	Store Associate Nonexempt	Website - External Career Site Direct Sourcing - ATS Job Fair - External Direct Sourcing - Recruiter Networking	62 2 1 1	6 2 1 1	0 2 1 0
	Multi-Tenant Sales Rep Exempt	Website - External Career Site Direct Sourcing - ATS	13 1	1 1	0 1
249110BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
249197BR	Field Technician I Nonexempt	Website - External Career Site	42	3	0
		Internet - Indeed	3	3	3
249308BR	Mgr, Facilities Exempt	Website - External Career Site	40	8	0
		Internet - Indeed	1	1	1
249337BR	Field Technician I Nonexempt	Website - External Career Site	84	18	0
		Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	0
249350BR	Store Associate Nonexempt	Website - External Career Site	14	1	0
		Direct Sourcing - ATS	1	1	1
249711BR	Field Technician II Nonexempt	Former Employee - Rehire	1	1	1
250025BR	RSC Rep I Nonexempt	Website - External Career Site	95	21	2
		Internet - Indeed	3	3	3
		Referral - Employee Referral	1	1	1
		Internet - Other	1	1	1
250028BR	Asst Mgr, Store Exempt	Website - External Career Site	25	1	0
		Direct Sourcing - ATS	1	0	1
250194BR	Store Associate Nonexempt	Website - External Career Site	36	1	0
		Referral - Employee Referral	2	2	2
		Direct Sourcing - Recruiter Networking	1	1	1
250276BR	Field Technician I Nonexempt	Website - External Career Site	21	7	1
		Internet - Indeed	1	1	1
250502BR	Field Technician I Nonexempt	Website - External Career Site	26	3	0
		Referral - Employee Referral	1	1	1
250867BR	Assoc Technical Specialist Nonexempt	Website - External Career Site	30	3	1
		Internet - Indeed	1	1	0
250996BR	Field Technician I Nonexempt	Website - External Career Site	154	62	3
		Referral - Employee Referral	8	8	4
		Internet - Indeed	4	4	2
251029BR	Store Associate Nonexempt	Website - External Career Site	12	0	0
		Referral - Employee Referral	2	2	1
251101BR	Store Associate Nonexempt	Website - External Career Site	9	0	0
		Referral - Employee Referral	1	1	1
251137BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	6	1	0
		Direct Sourcing - Indeed	2	2	1
251252BR	Field Technician I Nonexempt	Website - External Career Site	82	29	1
		Referral - Employee Referral	4	4	3
		Internet - Indeed	1	1	0
251252BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	149	13	0
		Internet - Indeed	20	20	12
		Referral - Employee Referral	7	7	5
		Former Employee - Rehire	3	3	3
		TextRecruit TextApply Ad	2	2	1
		Internet - Google	1	1	0
		Internet - Ziprecruiter	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>
251388BR	Field Technician I Nonexempt				
		Website - External Career Site	37	6	0
		Referral - Employee Referral	1	1	1
251580BR	Direct Sales Rep Exempt				
		Website - External Career Site	18	12	1
		Internet - Indeed	6	6	2
		Referral - Employee Referral	3	3	3
251587BR	Direct Sales Rep Exempt				
		Website - External Career Site	20	5	0
		Internet - Indeed	11	11	3
		Job Fair - External	3	3	0
		Referral - Employee Referral	2	2	1
251604BR	Recruiter I Exempt				
		Website - External Career Site	38	1	1
251848BR	Account Executive Exempt				
		Website - External Career Site	22	1	0
		Referral - Employee Referral	1	1	1
251851BR	TQA Field Tech I Nonexempt				
		Internal - Internal Hire	2	2	2
		Website - External Career Site	1	0	0
		Former Employee - Rehire	1	1	1
251903BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	249	31	1
		Internet - Indeed	55	54	34
		Internet - Facebook.com	2	2	0
		Referral - Employee Referral	2	2	1
		Ad - Broadcasting and Cable	2	2	1
		Internet - Glassdoor.com	1	1	1
		Internet - Ziprecruiter	1	1	0
251907BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	161	29	0
		Internet - Indeed	28	25	15
		Referral - Employee Referral	3	2	2
		Ad - Print	1	1	0
		Ad - Broadcasting and Cable	1	1	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
251936BR	Store Associate Nonexempt				
		Website - External Career Site	73	2	0
		Internet - Indeed	1	1	1
		Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Recruiter Networking	1	1	1
251988BR	RSC Rep I Nonexempt				
		Website - External Career Site	31	6	1
		Direct Sourcing - ATS	3	3	3
252421BR	Store Associate Nonexempt				
		Website - External Career Site	23	1	1
252453BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	5	1	0
		Direct Sourcing - Indeed	3	3	2
252511BR	Account Executive Exempt				
		Website - External Career Site	6	1	0
		Referral - Employee Referral	1	1	1
252520BR	Sup, Customer Service Exempt				
		Website - External Career Site	58	0	0
		Internet - Indeed	2	2	1
		Internal - Internal Hire	1	1	1
252611BR	Field Technician I Nonexempt				
		Website - External Career Site	53	17	0
		Internet - Indeed	3	3	3
252613BR	Field Technician I Nonexempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
252801BR	Store Associate Nonexempt	Website - External Career Site	51	2	0
		Referral - Employee Referral	2	2	1
		Internet - Indeed	1	1	1
252941BR	Store Associate Nonexempt	Website - External Career Site	20	3	0
		Referral - Employee Referral	2	2	2
		Direct Sourcing - ATS	1	1	0
252949BR	Store Associate Nonexempt	Website - External Career Site	64	1	0
		Referral - Manager Referral	1	1	1
252966BR	Field Technician I Nonexempt	Website - External Career Site	44	0	0
		Direct Sourcing - ATS	1	0	1
253063BR	Direct Sales Rep Exempt	Website - External Career Site	105	21	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	1
253079BR	Store Greeter Nonexempt	Website - External Career Site	11	0	0
		Former Employee - Rehire	1	1	1
253488BR	Sup, Direct Sales Exempt	Website - External Career Site	28	0	0
		Direct Sourcing - ATS	1	1	1
253662BR	Direct Sales Rep Exempt	Website - External Career Site	4	1	0
		Job Fair - External	1	1	1
253693BR	Direct Sales Rep Exempt	Website - External Career Site	16	2	0
		Internet - Indeed	14	14	6
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	1
254238BR	Store Associate Nonexempt	Website - External Career Site	23	7	0
		Internet - Indeed	7	7	5
		Referral - Employee Referral	3	3	1
		Former Employee - Rehire	1	1	1
		Job Fair - External	1	0	0
254342BR	MAE - Healthcare Exempt	Website - External Career Site	10	0	0
		Referral - Employee Referral	1	1	1
254664BR	Field Technician I Nonexempt	Website - External Career Site	18	0	0
		Direct Sourcing - ATS	1	1	1
254751BR	Store Greeter Nonexempt	Website - External Career Site	24	2	0
		Internet - Indeed	1	1	1
254789BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	15	1	0
		Referral - Employee Referral	1	1	1
254876BR	Strategic Account Spec - G/E Exempt	Website - External Career Site	5	1	0
		Direct Sourcing - Indeed	4	4	2
255073BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	25	1	0
		Direct Sourcing - ATS	1	1	1
		Former Employee - Rehire	1	1	0
255073BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	212	46	0
		Internet - Indeed	53	51	36
		Referral - Employee Referral	2	2	2
		Job Fair - Internal	1	1	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
255074BR	Rep 1, Cust Svc Billing Nonexempt	Internet - Facebook.com	1	1	0
		Internet - Ziprecruiter	1	1	1
		Job Fair - External	1	1	1
255075BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	243	40	0
		Internet - Indeed	59	53	36
		Referral - Employee Referral	7	6	5
		Internet - Ziprecruiter	3	3	0
		Ad - Print	2	2	1
		Former Employee - Rehire	1	0	0
		Internet - Facebook.com	1	1	0
		Internet - Other	1	1	1
255077BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	83	25	0
		Internet - Indeed	15	14	5
		Referral - Employee Referral	1	1	0
		Internet - LinkedIn	1	1	0
		Internet - Ziprecruiter	1	1	1
255294BR	Direct Sales Rep Exempt	Website - External Career Site	126	40	0
		Internet - Indeed	14	14	11
		Ad - Print	2	2	2
		Referral - Employee Referral	2	2	2
		Internet - Ziprecruiter	2	2	1
		Former Employee - Rehire	2	2	0
		Direct Sourcing - Other	1	1	1
		Customer Service Billing Hiring Event	1	0	0
		Ad - Broadcasting and Cable	1	1	1
255314BR	Direct Sales Rep Exempt	Website - External Career Site	14	5	0
		Internet - Indeed	9	9	4
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
255472BR	Store Associate Nonexempt	Website - External Career Site	19	3	0
		Internet - Indeed	5	5	2
		Former Employee - Rehire	1	1	1
255475BR	Store Associate Nonexempt	Website - External Career Site	11	0	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Referral - Employee Referral	1	1	1
255614BR	Account Executive 2 Exempt	Website - External Career Site	7	0	0
		Direct Sourcing - Sourcing Specialist	1	1	1
255701BR	Field Technician I Nonexempt	Website - External Career Site	14	1	0
		Former Employee - Rehire	1	1	1
255719BR	Field Technician I Nonexempt	Website - External Career Site	5	0	0
		Referral - Employee Referral	1	1	1
256301BR	Field Technician I Nonexempt	Website - External Career Site	35	7	1
		Referral - Employee Referral	2	2	1
		Internet - Indeed	1	1	0
		Job Fair - Internal	1	1	1
256431BR	Account Executive Exempt	Website - External Career Site	36	5	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
256478BR	Field Technician I Nonexempt	Website - External Career Site	1	1	1
		Referral - Employee Referral	1	1	1
256478BR	Field Technician I Nonexempt	Website - External Career Site	70	15	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
256695BR		Internet - Indeed	4	4	3
	Multimedia Journalist Exempt				
		Website - External Career Site	40	0	0
		Direct Sourcing - ATS	1	1	1
256774BR					
	Account Executive Exempt				
		Website - External Career Site	34	3	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
256975BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	6	3	0
		Referral - Employee Referral	4	4	3
		Internet - Indeed	3	3	1
		Former Employee - Rehire	1	1	1
		Job Fair - External	1	1	1
256976BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	21	7	0
		Internet - Indeed	9	9	1
		Referral - Employee Referral	4	4	2
256981BR					
	Store Associate Nonexempt				
		Website - External Career Site	12	3	1
		Direct Sourcing - Recruiter Networking	2	2	2
257066BR					
	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	6	2	0
		Direct Sourcing - Indeed	3	3	1
		Internet - Indeed	1	1	0
257079BR					
	Account Executive Exempt				
		Website - External Career Site	13	7	3
257494BR					
	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	269	81	22
		Internet - Indeed	18	18	12
		Ad - Print	4	4	2
		Referral - Employee Referral	3	3	1
		Internet - Other	3	3	2
		Internet - Ziprecruiter	2	2	0
		Former Employee - Rehire	2	2	1
257757BR					
	Store Associate Nonexempt				
		Website - External Career Site	65	26	4
		Direct Sourcing - ATS	1	1	1
		Internet - Indeed	1	1	1
258287BR					
	Acct Exec, Spec Comm Sol Exempt				
		Website - External Career Site	2	0	0
		Internet - Indeed	1	1	1
258323BR					
	Store Associate Nonexempt				
		Website - External Career Site	12	5	0
		Internet - Indeed	1	1	1
258709BR					
	Store Associate Nonexempt				
		Website - External Career Site	34	4	0
		Internet - Indeed	2	2	1
258713BR					
	Store Associate Nonexempt				
		Website - External Career Site	21	2	0
		Former Employee - Rehire	1	1	1
258720BR					
	Store Associate Nonexempt				
		Website - External Career Site	12	1	0
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
258734BR					
	Store Associate Nonexempt				
		Website - External Career Site	18	0	0
		Direct Sourcing - ATS	1	1	1
258902BR					
	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	79	25	0
		Internet - Indeed	10	10	6

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
258903BR	Rep 1, Cust Svc Billing Nonexempt	Referral - Employee Referral	5	5	4
		Ad - Print	2	2	1
		Internet - Ziprecruiter	1	1	0
259064BR	Direct Sales Rep Exempt	Website - External Career Site	109	31	0
		Internet - Indeed	16	16	9
		Internet - Ziprecruiter	8	8	5
		Former Employee - Rehire	2	2	1
		Internet - Facebook.com	2	2	0
		Ad - Print	1	1	0
		Ad - TV Commercial Advertisement	1	1	1
		Referral - Employee Referral	1	1	0
259070BR	Direct Sales Rep Exempt	Website - External Career Site	10	1	0
		Referral - Employee Referral	2	2	1
		Internal - Internal Hire	2	2	2
		Internet - Indeed	2	2	0
259684BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	20	3	0
		Internet - Indeed	5	5	1
		Former Employee - Rehire	2	2	1
		Referral - Employee Referral	2	2	1
259808BR	Store Associate Nonexempt	Website - External Career Site	2	0	0
		Direct Sourcing - Indeed	1	1	1
260343BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	45	13	0
		Direct Sourcing - ATS	4	4	3
		Internal - Internal Hire	1	1	1
		Direct Sourcing - Indeed	1	1	1
260346BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	296	86	2
		Internet - Indeed	55	55	34
		Referral - Employee Referral	6	6	3
		Internet - Ziprecruiter	4	4	3
		Ad - Print	4	4	4
		Ad - Broadcasting and Cable	3	3	1
		TextRecruit TextApply Ad	1	1	1
		Direct Sourcing - Recruiter Networking	1	1	0
		Direct Sourcing - Other	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - Monster	1	1	0
260435BR	Store Associate Nonexempt	Website - External Career Site	152	39	2
		Internet - Indeed	27	27	14
		Internet - Ziprecruiter	2	2	2
		Ad - Print	1	1	0
		Direct Sourcing - Other	1	1	0
		Referral - Employee Referral	1	1	0
260454BR	Store Associate Nonexempt	Website - External Career Site	16	2	0
		Referral - Employee Referral	1	1	1
260597BR	Store Associate Nonexempt	Website - External Career Site	16	3	0
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
260824BR	Mgr, Facilities Exempt	Website - External Career Site	19	3	0
		Direct Sourcing - ATS	1	1	1
260954BR	Store Associate Nonexempt	Website - External Career Site	36	4	0
		Internet - Other	1	1	1
		Website - External Career Site	41	2	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>
261066BR	Store Associate Nonexempt				
		Website - External Career Site	9	0	0
		Direct Sourcing - ATS	1	1	1
261174BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	8	1	0
		Direct Sourcing - Indeed	2	2	2
261989BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	529	142	34
		Internet - Indeed	44	44	23
		Referral - Employee Referral	4	4	4
		Internet - Ziprecruiter	3	3	1
		Internal - Internal Hire	3	0	3
		Ad - Broadcasting and Cable	1	1	1
		Former Employee - Rehire	1	1	0
		Ad - Print	1	1	0
		Direct Sourcing - Other	1	1	1
262547BR	Store Associate Nonexempt				
		Website - External Career Site	11	1	0
		Direct Sourcing - ATS	1	1	1
263282BR	Direct Sales Rep Exempt				
		Website - External Career Site	23	5	0
		Internet - Indeed	10	10	4
		Referral - Employee Referral	5	5	4
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	1	1	1
263300BR	Direct Sales Rep Exempt				
		Website - External Career Site	22	6	1
		Internet - Indeed	6	6	1
		Referral - Employee Referral	5	5	3
		Internal - Internal Hire	1	1	1
		Former Employee - Rehire	1	1	1
263625BR	Direct Sales Rep Exempt				
		Internet - Indeed	2	2	2
263647BR	Direct Sales Rep Exempt				
		Website - External Career Site	3	3	2
Grand Total			8567	2582	788