

## 2021 FCC Unit Structure

### FCC Unit: 13539 Midwest South Ohio

Address	City	State	Postal Zip Code
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
11252 Cornell Park Dr	Cincinnati	OH	45242
11315 Reed Hartman Hwy	Cincinnati	OH	45241
11325 Reed Hartman Hwy	Cincinnati	OH	45241
223 Calhoun Street	Cincinnati	OH	45219
2692 Madison Road	Cincinnati	OH	45208
3268 Highland Ave	Cincinnati	OH	45213
4450 Eastgate South Dr	Cincinnati	OH	45245
6006 Glenway Ave	Cincinnati	OH	45211
3668 Springdale Rd	Colerain Township	OH	45251
275 Leo St	Dayton	OH	45404
3691 Turner Rd	Dayton	OH	45415
7777 Washington Village Dr.	Dayton	OH	45459
848 S High St	Hillsboro	OH	45133
1505 E David Rd	Kettering	OH	45429
4333 Display Ln	Kettering	OH	45429
1315 Granville Pike	Lancaster	OH	43130
1735 North Memorial Blvd	Lancaster	OH	43130
205 West Second St	Logan	OH	43138
9863 Waterstone Boulevard	Mason	OH	45249
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  <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 # 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) 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
-----------	-------------------	------------------	------

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: 13539 Midwest South Ohio

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

### **Spectrum Hiring Event**

- May 13, 2021
- 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.**

### **Leading a Respectful Workplace**

Employees at this Charter FCC unit participated in the Leading a Respectful Workplace training. Leading a Respectful Workplace is a 3 day class room training that provides Charter's leaders with the skills and insights needed to achieve positive business results and engage employees in ways that inspire their best work. The course emphasizes leadership and legal responsibilities needed in addressing our most compelling and urgent priorities for creating and maintaining a professional, productive, and inclusive work environment. Key Learning Objectives: How leaders' behaviors directly impact business results. How leaders model organizational values and how they can best respond to issues when they come up. How leaders hold employees accountable and coach effectively for optimal performance. How inappropriate behavior can compromise even the most effective leadership practices. How leaders behave when they learn of an employee complaint. How social media impacts today's workplace, and understanding the most effective role for leaders.

2021 FCC Outreach Sources

FCC Unit: 13539 Midwest South Ohio						
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
Autism2Work	Corinne.Caputo@cai.io	(724) 749-8789	300 Woodcliff Drive	Canonsburg	PA	15317
Brown Girls Doc Mafia	bghdmoutreach@gmail.com		570 Jamaica Avenue	Brooklyn	NY	11208
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
County Veteran Services - Region 12	Wendi.Maxwell@ky.gov		5409 Madison Pike	Independence	KY	41051
DeVry University	kpowersmurphy@devry.edu	(614) 253-7291	2 Easton Oval	Columbus	OH	43219
Disabled American Veterans	MHunter2@dav.org	(859) 442-1341	860 Dolwick Drive	Erlanger	KY	41018
Disabled American Veterans - Morgantown/Fairmont Chapter #45	ironspud19@aol.com	304-278-7040	1310 Morgantown Ave VFW	Fairmont	WV	26554
ESGR - Employer Support of the Guard and Reserve - Charleston	joel.e.miltenberger.mil@mail.mil	304-561-6438		Charleston	WV	25040
Fairfield County Veterans Services	park.russell@fairfieldcountyohio.gov	(740) 652-7920	3044 Columbus-Lancaster Road Northwest	Lancaster	OH	43130
Fairmont WorkForce West Virginia	jo.a.clevenger@wv.gov		416 Adams Street	Fairmont	WV	26554
Fairmont WorkForce West Virginia	Terry.O.Vance@wv.gov	(304) 363-0654	416 Adams Street	Fairmont	WV	26554
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@jpscolumbus.org	614-231-1890	1070 College Avenue	Columbus	OH	43209
National Council of Negro Women	eppardcoates@aol.com	614-781-8811		Columbus	OH	
National Multiple Sclerosis Society-Charleston	paul.kingston@nmss.org		West Virginia	Charleston	WV	25311
OhioMeansJobs - Pickaway County	clay.fowler@jfs.ohio.gov	740-773-1141	1005 South Pickaway Street	Circleville	OH	43113
OhioMeansJobs - Pickaway County	Nicole.Arlidge@jfs.ohio.gov	(740) 420-7339	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
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
The Arc of Harrison County	jfdy@arc-hc.com	304-624-3641	P.O. Box 764	Clarksburg	WV	26301
West Virginia Department of Veterans Assistance - Elkins	pamela.f.rosencrance@wv.gov	304-637-0235	Po Box 271	Elkins	WV	26241
West Virginia Department of Veterans Assistance - Parkersburg	James.V.Clemente@wv.gov	(304) 424-1952	1 Court Square	Parkersburg	WV	26101
West Virginia University - Parkersburg	martha.leeson@wvup.edu	(304) 424-8275	300 Campus Drive	Parkersburg	WV	26104
West Virginia University - Parkersburg	sandy.swisher@wvup.edu	304-424-8000	300 Campus Drive	Parkersburg	WV	26104
WORKFORCE West Virginia Elkins	edgar.d.lewis@wv.gov	304-637-0255	1023 North Randolph Avenue	Elkins	WV	26241
WORKFORCE West Virginia Martinsburg	stephen.w.sensabaugh@wv.gov		202 Viking Way	Martinsburg	WV	25401
WV Division of Rehabilitation Services	Angela.D.Reed@wv.gov	304-420-4580	400 5th Street	Parkersburg	WV	26101
WV Division of Rehabilitation Services	Michael.j.lamb@wv.gov	(304) 356-2060	4701 MacCorkle Avenue Southeast	Charleston	WV	25304
WV Division of Rehabilitation Services	patricia.a.moody@wv.gov	304-647-7515	777 North Jefferson Street	Lewisburg	WV	24901
WV Division of Rehabilitation Services	Peggy.Jo.Tingler@wv.gov	(304) 269-0547	306 Market Place Mall	Weston	WV	26452
WV Division of Rehabilitation Services - Beckley	Alyce.k.almond@wv.gov	304-382-2074	800 New River Drive	Beckley	WV	25801
YWCA Columbus	pamj11@yahoo.com	614-224-9121	65 South 4th Street	Columbus	OH	43215
YWCA Marion County	cecilyenos@yahoo.com	304-366-4480	2019 Pleasant Valley Road	Pleasant Valley	WV	26554

## 2021 FCC Source Evaluation Report

FCC Unit: 13539 Midwest South Ohio

Source	Applicant Count	Interview Count	Hire Count
Ad - Broadcasting and Cable	2	2	0
Ad - Print	10	10	6
Ad - Radio Advertisement	1	1	0
Ad - TV Commercial Advertisement	8	8	3
Brazen	7	7	0
Campaign - Indeed	9	9	5
Direct Sourcing - ATS	9	9	5
Direct Sourcing - Indeed	30	30	15
Direct Sourcing - LinkedIn	2	2	2
Direct Sourcing - Other	6	6	6
Direct Sourcing - Recruiter Networking	1	1	1
Former Employee - Rehire	12	11	8
Internal - Internal Hire	13	13	1
Internet - Facebook.com	4	4	1
Internet - Google	8	8	5
Internet - Indeed	321	320	171
Internet - LinkedIn	5	5	2
Internet - Other	8	8	2
Job Fair - External	1	1	1
Job Fair - Internal	3	3	1
Other	41	41	23
Referral - Employee Referral	120	120	78
Referral - Manager Referral	3	3	1
Website - External Career Site	5519	655	19
<b>Total</b>	<b>6143</b>	<b>1277</b>	<b>356</b>

## 2021 FCC Source Report

### FCC Unit: 13539 Midwest South Ohio

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
264777BR	Rep 1, Cust Svc Billing	Ad - Broadcasting and Cable	1	1	0
		Ad - Print	3	3	0
		Ad - Radio Advertisement	1	1	0
		Brazen	5	5	0
		Internal - Internal Hire	1	1	0
		Internet - Facebook.com	1	1	0
		Internet - Indeed	49	49	5
		Internet - LinkedIn	2	2	0
		Internet - Other	3	3	0
		Other	5	5	1
		Referral - Employee Referral	14	14	2
		Referral - Manager Referral	1	1	0
		Website - External Career Site	401	128	0
264781BR	Rep 1, Cust Svc Billing	Ad - Print	1	1	1
		Ad - TV Commercial Advertisement	2	2	1
		Internet - Facebook.com	1	1	0
		Internet - Google	3	3	1
		Internet - Indeed	28	28	15
		Internet - LinkedIn	1	1	0
		Internet - Other	3	3	1
		Other	11	11	5
		Referral - Employee Referral	8	8	3
		Website - External Career Site	269	66	0
268099BR-1	Operations Specialist - FO	Website - External Career Site	187	12	1
268797BR	Rep 1, Cust Svc Billing	Ad - Print	1	1	1
		Ad - TV Commercial Advertisement	1	1	0
		Brazen	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Google	1	1	1
		Internet - Indeed	27	27	13
		Internet - Other	1	1	0
		Other	6	6	4
		Referral - Employee Referral	8	8	5
		Website - External Career Site	428	64	0
269156BR	Asst Mgr, Store	Campaign - Indeed	1	1	1
		Website - External Career Site	33	7	0
269601BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	9	3	0
269718BR	Store Associate	Campaign - Indeed	2	2	1
		Website - External Career Site	22	2	0
269855BR	Direct Sales Rep	Direct Sourcing - ATS	3	3	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	11	7	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
269922BR	Rep 1, Cust Svc Billing	Internal - Internal Hire	3	3	0
		Internet - Facebook.com	2	2	1
		Internet - Indeed	47	47	34
		Other	1	1	1
		Referral - Employee Referral	2	2	2
		Referral - Manager Referral	1	1	0
		Website - External Career Site	431	33	1
270661BR	Field Technician II	Internet - Indeed	2	2	2
		Referral - Employee Referral	2	2	1
		Website - External Career Site	140	44	1
270737BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	2	2	1
		Internet - Google	1	1	0
		Internet - Indeed	26	26	16
		Other	5	5	4
		Referral - Employee Referral	10	10	7
		Website - External Career Site	416	30	0
271193BR	Store Associate	Campaign - Indeed	1	1	1
		Website - External Career Site	11	1	0
271233BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	1
		Internet - Indeed	1	1	1
		Website - External Career Site	18	18	0
271239BR	Direct Sales Rep	Direct Sourcing - Indeed	5	5	2
		Referral - Employee Referral	2	2	0
		Website - External Career Site	11	6	0
271526BR	Field Technician II	Internet - Indeed	4	4	3
		Referral - Employee Referral	3	3	3
		Website - External Career Site	74	27	0
271677BR	EAE-Enterprise Account Exec	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	2	0	0
271820BR	Field Technician II	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	32	10	0
271869BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	17	2	0
271919BR	Rep 1, Cust Svc Billing	Internet - Indeed	17	17	11
		Referral - Employee Referral	3	3	3
		Website - External Career Site	377	2	0
272051BR	Store Greeter Nonexempt	Direct Sourcing - Other	1	1	1
		Website - External Career Site	54	4	0
272161BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	39	9	0
272202BR	Direct Sales Rep	Internet - Indeed	4	4	2
		Website - External Career Site	16	15	0
272248BR	Store Associate	Campaign - Indeed	2	2	1
		Website - External Career Site	42	9	0
272391BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	9	0	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272599BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	2
		Job Fair - Internal	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	17	17	0
272620BR	Direct Sales Rep	Direct Sourcing - Indeed	5	5	3
		Internet - Indeed	1	1	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	27	27	0
272732BR	Account Executive	Internet - Indeed	1	1	1
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	3	3	1
		Website - External Career Site	14	4	0
272808BR	Store Associate	Direct Sourcing - Other	1	1	1
		Website - External Career Site	24	0	0
273018BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	14	2	0
273197BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	22	21	0
273650BR	HR Coordinator Nonexempt	Other	1	1	1
		Website - External Career Site	163	4	0
273662BR	Enterprise Voice MSS Spec Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	18	3	0
273955BR	Store Associate	Direct Sourcing - Other	1	1	1
		Website - External Career Site	12	2	0
273958BR	Workforce Mgmt Care Coord I Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	48	10	0
274127BR	Maintenance Coordinator Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	13	0	0
274421BR	Field Technician II	Website - External Career Site	28	5	1
274531BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	4	4	2
		Website - External Career Site	82	35	0
274564BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	6	0	0
274637BR	Asst Mgr, Store	Referral - Manager Referral	1	1	1
		Website - External Career Site	6	0	0
274662BR	Digital Journalist	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	46	0	0
274778BR	EAM-Enterprise Account Manager	Direct Sourcing - LinkedIn	1	1	1
		Direct Sourcing - Other	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	16	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274817BR	Direct Sales Rep	Direct Sourcing - Indeed	7	7	3
		Website - External Career Site	14	13	0
274839BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	12	11	0
274897BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	11	2	0
275026BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	3	0	0
275237BR	Human Resources Generalist	Other	1	1	1
		Website - External Career Site	17	3	0
275260BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	0	0
275291BR	Rep 1, Cust Svc Billing	Ad - Print	1	1	0
		Ad - TV Commercial Advertisement	1	1	1
		Former Employee - Rehire	2	2	0
		Internet - Google	2	2	2
		Internet - Indeed	13	13	6
		Other	3	3	1
		Referral - Employee Referral	9	9	5
		Website - External Career Site	285	28	0
275323BR	Rep 1, Cust Svc Billing	Internet - Indeed	14	14	9
		Other	3	3	2
		Referral - Employee Referral	4	4	4
		Website - External Career Site	237	17	3
275378BR	Multi-Tenant Sales Rep	Former Employee - Rehire	1	1	1
		Website - External Career Site	4	1	0
275388BR	Rep 1, Cust Svc Billing	Ad - Broadcasting and Cable	1	1	0
		Ad - Print	1	1	1
		Internet - Indeed	4	4	1
		Internet - LinkedIn	1	1	1
		Job Fair - External	1	1	1
		Referral - Employee Referral	3	3	3
		Website - External Career Site	141	10	0
275436BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	1	0	0
275607BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	0	0
275762BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	7	0	0
275794BR	Asst Mgr, Store	Internet - Indeed	2	2	1
		Website - External Career Site	14	5	0
275954BR	Store Associate	Direct Sourcing - ATS	2	2	1
		Direct Sourcing - Other	1	1	1
		Internet - Indeed	2	2	2
		Website - External Career Site	13	7	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276071BR	Rep 1, Cust Svc Billing	Ad - Print	1	1	1
		Ad - TV Commercial Advertisement	1	1	1
		Former Employee - Rehire	1	0	1
		Internal - Internal Hire	2	2	0
		Internet - Indeed	9	9	6
		Internet - Other	1	1	1
		Other	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	193	7	0
276362BR	Sr Business Analyst	Internet - Indeed	1	1	1
		Website - External Career Site	23	2	0
276373BR	Capital Coordinator Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	17	5	0
276583BR	Account Executive	Direct Sourcing - Other	1	1	1
		Website - External Career Site	14	3	0
276589BR	MAE - Major Account Exec	Referral - Employee Referral	1	1	1
		Website - External Career Site	3	0	0
276660BR	Store Associate	Website - External Career Site	9	4	1
276662BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	5	2	0
276679BR	Store Associate	Referral - Employee Referral	2	2	2
		Website - External Career Site	3	2	0
276925BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	47	8	1
277153BR	Field Technician II	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	41	15	0
277156BR	Field Technician II	Referral - Employee Referral	3	3	2
		Website - External Career Site	35	16	0
277290BR	Recruiter I	Other	1	1	1
		Website - External Career Site	34	0	0
277301BR	Store Associate	Website - External Career Site	12	1	1
277664BR	Store Associate	Website - External Career Site	7	1	1
277912BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	2	2	1
		Internet - Indeed	17	17	9
		Other	2	2	1
		Referral - Employee Referral	10	10	8
		Website - External Career Site	241	34	4
277950BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	7	7	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277956BR	Direct Sales Rep	Campaign - Indeed	1	1	1
		Direct Sourcing - Indeed	4	4	3
		Job Fair - Internal	2	2	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	10	9	0
278037BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	10	3	0
278260BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	6	0	0
278584BR	Store Associate	Internal - Internal Hire	1	1	0
		Internet - Indeed	3	3	3
		Website - External Career Site	6	0	0
278657BR	Major Account Manager - Gov/Ed	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	24	2	0
278663BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	10	2	0
278668BR	Store Associate	Internal - Internal Hire	1	1	0
		Website - External Career Site	19	4	1
278785BR	Mgr, Program Management	Website - External Career Site	38	4	1
278909BR	Store Associate	Internal - Internal Hire	1	1	1
		Website - External Career Site	4	0	0
279183BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	31	10	0
280603BR	Direct Sales Rep	Internet - Indeed	1	1	0
		Referral - Employee Referral	3	3	2
		Website - External Career Site	34	33	0
280663BR	Rep 1, Cust Svc Billing	Ad - Print	2	2	2
		Ad - TV Commercial Advertisement	3	3	0
		Brazen	1	1	0
		Campaign - Indeed	2	2	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Google	1	1	1
		Internet - Indeed	9	8	5
		Other	1	1	0
		Referral - Employee Referral	5	5	4
		Website - External Career Site	126	8	0
280959BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	0	0
281528BR	Store Associate	Internet - Indeed	2	2	1
		Website - External Career Site	7	1	0
281536BR	HR Coordinator Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	57	0	0
282000BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	6	1	0
282202BR	Store Associate	Website - External Career Site	12	1	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
282382BR	Store Associate - PT	Internet - Indeed	1	1	1
		Website - External Career Site	10	1	0
282473BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	8	0	0
282804BR	Direct Sales Rep	Internet - Indeed	6	6	1
		Website - External Career Site	13	12	0
282872BR	Direct Sales Rep	Internet - Indeed	6	6	2
		Website - External Career Site	17	12	0
283959BR	Store Specialist Nonexempt	Website - External Career Site	4	1	1