

2020 FCC Unit Address List

FCC Unit: **13540**

FCC Unit Description: **Minnesota**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
2801 Aga Dr	Alexandria	MN	56308
2206 E Oakland Ave	Austin	MN	55912
8330 Highland Scenic Dr	Baxter	MN	56425
101 6th St NE	Buffalo	MN	55313
640 Garfield Ave	Duluth	MN	55802
1400 Cannon Circle	Faribault	MN	55021
414 Stanton Avenue	Fergus Falls	MN	56537
17575 Glasgow Ave	Lakeville	MN	55044
1724 Madison Ave	Mankato	MN	56001
521 Main St West	Marshall	MN	56258
1110 E School St	Owatonna	MN	55060
5720 Bandell Rd Nw	Rochester	MN	55901
2900 37th Street NW, Bldg 002	Rochester	MN	55901
3993 Heritage Place Nw	Rochester	MN	55901
2900 37th Street NW	Rochester	MN	55901
2900 37th Street NW, Bldg 005	Rochester	MN	55901
3807 Marketplace Drive NW	Rochester	MN	55901
4662 Maine Avenue SE	Rochester	MN	55904
16900 Cedar Ave	Rosemount	MN	55068
30638 Pearl Drive Suite 1	St Joseph	MN	56374
308 S Jefferson	Wadena	MN	56482
400 Sundial Dr	Waite Park	MN	56387
400 NE Lakeland	Willmar	MN	56201
2560 First Street	Wilmar	MN	56201
1213 Gilmore Ave Suite E-02A Winona Mall	Winona	MN	55987

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

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
 TIME WARNER CABLE

MSO Name:
 CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address
 7910 CRESCENT EXECUTIVE DRIVE

City CHARLOTTE	State NC	Zip Code 28217-
-------------------	-------------	--------------------

FCC Registration Number:

Emp. Unit ID # 13540

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
 OLMSTED, MN

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

Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

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

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

SECTION IV ADDITIONAL INFORMATION

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

[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed 	Title GVP, LABOR & EMPLOYEE RELATIONS
Date 9/28/2020	Name of Respondent KEVIN SMITH
Telephone No. (include area code) 2037054832	

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

Exhibits

2019-2020 Recruitment Initiatives

FCC Unit: 13540 Minnesota

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

Recruit Military Job Fair

- August 8, 2019
- Buffalo, MN
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- About 100 attendees

St Cloud Diversity Job Fair

- January 31, 2020
- 720 4th Ave S - St Cloud, MN
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Large volume of 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.

2020 FCC Unit Outreach Source List

FCC Unit: **13540**

FCC Unit Description: **Minnesota**

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
7 Degrees Creativ	St. Louis Park	MN	55416	7degreecreativ@gmail.com	952-334-5700
Avivo	Minneapolis	MN	55406	marjie.blevins@avivomn.org	612-752-8000
Back Together Careers Class - Eden Prairie Assembly	Eden Prairie	MN	55346	ron@conroyconsult.com	952-934-2327
Basilica Employment Ministry	Minneapolis	MN	55403	jpgrove@mary.org	612-317-3508
Blind Inc Org	Minneapolis	MN	55404	ddavis@blindinc.org	612-872-0100
Blind Inc Org	Minneapolis	MN	55404	scottdacon93@gmail.com	612-872-0100
CAPI Organization for Refugees Job Club	Minneapolis	MN	55406	rebecca.golden@capiusa.org	612-721-0122
CareerForce in Albert Lea	Albert Lea	MN	56007	careerforce.albertlea@state.mn.us	507-369-1488
CareerForce in Alexandria	Alexandria	MN	56308	careerforce.alexandria@state.mn.us	320-762-7800
CareerForce in Alexandria	Alexandria	MN	56308	ladeen.schillinger@state.mn.us	320-762-7800
CareerForce in Austin	Austin	MN	55912	careerforce.austin@state.mn.us	507-433-0555
CareerForce in Blaine	Blaine	MN	55434	anokacounty.wfc@state.mn.us	763-324-2300
CareerForce in Blaine	Blaine	MN	55434	careerforce.blaine@state.mn.us	763-324-2300
CareerForce in Blaine	Blaine	MN	55434	darcy.hokkanen@co.anoka.mn.us	763-324-2300
CareerForce in Blaine	Blaine	MN	55434	tim.labeau@state.mn.us	763-324-2300
CareerForce in Bloomington	Bloomington	MN	55437	careerforce.bloomington@state.mn.us	952-703-7730
CareerForce in Bloomington	Bloomington	MN	55437	tom.reese@state.mn.us	952-703-7730
CareerForce in Brainerd	Brainerd	MN	56401	careerforce.brainerd@state.mn.us	218-828-2450
CareerForce in Brainerd	Brainerd	MN	56401	ladeen.schillinger@state.mn.us	218-828-2450
CareerForce in Brooklyn Park	Brooklyn Park	MN	55428	hennepinnorth.wfc@state.mn.us	763-279-4400
CareerForce in Brooklyn Park	Brooklyn Park	MN	55428	jacqueline.buck@state.mn.us	763-279-4400
CareerForce in Burnsville	Burnsville	MN	55337	dakotacowest.wfc@state.mn.us	952-703-3100
CareerForce in Cloquet	Cloquet	MN	55720	careerforce.cloquet@state.mn.us	218-878-5000
CareerForce in Cottage Grove	Cottage Grove	MN	55016	careerforce.cottagegrove@state.mn.us	651-430-4162
CareerForce in Cottage Grove	Cottage Grove	MN	55016	lee.okerstrom@state.mn.us	651-430-4162
CareerForce in Detroit Lakes	Detroit Lakes	MN	56502	careerforce.detroitlakes@state.mn.us	218-846-7377
CareerForce in Duluth	Duluth	MN	55802	careerforce.duluth@state.mn.us	218-302-8400
CareerForce in Duluth	Duluth	MN	55802	rhonda.rutford@state.mn.us	218-302-8400
CareerForce in Fairmont	Fairmont	MN	56031	careerforce.fairmont@state.mn.us	507-235-5518
CareerForce in Fairmont	Fairmont	MN	56031	connie.hines@state.mn.us	507-235-5518
CareerForce in Fergus Falls	Fergus Falls	MN	56537	careerforce.fergusfalls@state.mn.us	218-739-7560
CareerForce in Fergus Falls	Fergus Falls	MN	56537	chelsey@rmcep.com	218-739-7560
CareerForce in Fergus Falls	Fergus Falls	MN	56537	john.weisenberger@state.mn.us	218-739-7560
CareerForce in Forest Lake	Forest Lake	MN	55025	careerforce.forestlake@state.mn.us	651-275-7265
CareerForce in Forest Lake	Forest Lake	MN	55025	lee.okerstrom@state.mn.us	651-275-7265
CareerForce in Hutchinson	Hutchinson	MN	55350	careerforce.hutchinson@state.mn.us	320-587-4740

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
CareerForce in Litchfield	Litchfield	MN	55355	careerforce.litchfield@state.mn.us	320-593-1056
CareerForce in Litchfield	Litchfield	MN	55355	deed.customerservice@state.mn.us	320-593-1056
CareerForce in Little Falls	Little Falls	MN	56345	careerforce.littlefalls@state.mn.us	320-232-2000
CareerForce in Mankato	Mankato	MN	56001	barry.platt@state.mn.us	507-344-2622
CareerForce in Minneapolis North	Minneapolis	MN	55411	careerforce.minneapolisnorth@state.mn.us	612-299-7200
CareerForce in Minneapolis South	Minneapolis	MN	55407	careerforce.minneapolisouth@state.mn.us	612-821-4000
CareerForce in Montevideo	Montevideo	MN	56265	careerforce.montevideo@state.mn.us	320-269-5561
CareerForce in Monticello	Monticello	MN	55362	careerforce.monticello@state.mn.us	763-271-3700
CareerForce in Monticello	Monticello	MN	55362	della.ludwig@state.mn.us	763-271-3700
CareerForce in Monticello	Monticello	MN	55362	dwuornos@cmjts.org	763-271-3700
CareerForce in New Ulm	New Ulm	MN	56073	careerforce.newulm@state.mn.us	507-354-3138
CareerForce in North Saint Paul	North St. Paul	MN	55109	careerforce.northsaintpaul@state.mn.us	651-266-9890
CareerForce in Red Wing	Red Wing	MN	55066	careerforce.redwing@state.mn.us	651-385-6480
CareerForce in Rochester	Rochester	MN	55066	careerforce.rochester@state.mn.us	507-923-2828
CareerForce in Saint Cloud	St. Cloud	MN	56303	careerforce.saintcloud@state.mn.us	320-308-5320
CareerForce in Saint Cloud	St. Cloud	MN	56303	michael.eisenstadt@state.mn.us	320-308-5320
CareerForce in Saint Paul	St. Paul	MN	55104	careerforce.saintpaul@state.mn.us	651-539-4100
CareerForce in Shakopee	Shakopee	MN	55379	careerforce.shakopee@state.mn.us	952-496-8686
CareerForce in Wadena	Wadena	MN	56482	careerforce.wadena@state.mn.us	218-631-7660
CareerForce in Wadena	Wadena	MN	56482	darlah@rmcep.com	218-631-7660
CareerForce in West Saint Paul	West St. Paul	MN	55118	amber.higgins@co.dakota.mn.us	651-554-5955
CareerForce in West Saint Paul	West St. Paul	MN	55118	careerforce.westsaintpaul@state.mn.us	651-554-5955
CareerForce in West Saint Paul	West St. Paul	MN	55118	mark.nesgoda@state.mn.us	651-554-5955
CareerForce in Willmar	Willmar	MN	56201	careerforce.willmar@state.mn.us	320-441-6590
CareerForce in Winona	Winona	MN	55987	careerforce.winona@state.mn.us	507-205-6060
CareerForce in Woodbury	Woodbury	MN	55125	lee.okerstrom@state.mn.us	651-275-8665
Catholic Charities	Saint Francis	WI		sxiang@ccmke.org	414-769-3415
Centro	Minneapolis	MN	55404	infocenter@centromn.org	612-874-1412
Chippewa County Job Center	Chippewa Falls	WI	54729	duttong@workforceresource.org	715-723-2248
CLUES - St Paul	St Paul	MN	55106	sparker@clues.org	651-357-4200
Department of Employment and Economic Development	Mankato	MN	56001	evie.wold@state.mn.us	
Division of Vocational Rehabilitation	Eau Claire	WI	54703	kurt.kann@dwd.wisconsin.gov	715-836-4263
Dunn County Job Center	Menomonie	WI	54751	brotens@workforceresource.org	715-232-7360
Dunn County Job Center	Menomonie	WI	54751	lienaum@workforceresource.org	715-232-7360
East Side Neighborhood Services	Minneapolis	MN	55413	shelglund@esns.org	612-787-4051
Easter Lutheran Church Job Transitions Group - Easter Lutheran Church	Eagon	MN	55122	catherine@arbez.com	
Eau Claire County Job Center	Eau Claire	WI	54703	BrianA.Peterson@dwd.wisconsin.gov	715-836-3036
Eau Claire County Job Center	Eau Claire	WI	54703	stendahlm@workforceresource.org	715-836-3036

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Employment Transitions - Westminster Presbyterian Church	Minneapolis	MN	55403	krh321@gmail.com	
Hired Job Link	Bloomington	MN	55425	debbie.ferry@hired.org	612-964-3848
HSW (Hennepin Southwest) Networkers - St. Richards's Church	Richfield	MN	55423	ganders35@yahoo.com	
Job Transition and Support Group - JVS	Minnetonka	MN	55305	castanianinfo@gmail.com	952-417-2108
Lifeworks Services, Inc.	Eagan	MN	55121	swinterfeld@lifeworks.org	612-220-4162
Lutheran Social Service	Minneapolis	MN	55108	LSSjobs@lssmn.org	612-879-5286
Minnesota Assistance Council for Veterans	Duluth	MN	55807	kdooley@mac-v.org	218-722-8763
Minnesota WorkForce Center - Owatonna	Owatonna	MN	55060	owatonna.wfc@state.mn.us	507-446-1470
Mt. Olive Networking Group - Mt Olive Lutheran Church	Anoka	MN	55407	networkteamcommunication@gmail.com	612-827-5919
Networking Job Club - Dakota County Northern Service Center	West Saint Paul	MN	55118	lisa.odland@co.dakota.mn.us	952-895-7663
North Hennepin Community Job Support - North Hennepin Community	North Brooklyn Park	MN	55445	mugargol@nhcc.edu	763-493-0501
Pillsbury United Communities	Minneapolis	MN	55407	dubea@puc-mn.org	612-302-3436
Project RETURN	Milwaukee	WI		andre@projectreturnmilwaukee.org	414-374-8029
St Paul Career Center	St Paul	MN	55111	lee.okerstrom@state.mn.us	
St. Croix Valley Job Center	River Falls	WI	54022	mettened@workforceresource.org	715-426-0388
St. Paul Career Center	St. Paul	MN	55101	Shane.M.Delaney@state.mn.us	651-259-7114
Starbucks Networking Group - Hwy 55 & Winnetka Strip Mall	Golden Valley	MN	55432	y_haddad@yahoo.com	612-791-5544
Superior Job Center	Superior	WI	54880	thomas.casey@dwd.wisconsin.gov	715-392-7901
The Big Net Job Seekers -St. John The Evangelist	St. Paul	MN	55104	TheBigNetstp@gmail.com	651-228-1172
The Minneapolis Job Support Workshop - The Minneapolis Job Support Workshop	Minneapolis	MN	55439	wetze105@umn.edu	952-857-2242
Urban Institute for Service and Learning	Minneapolis	MN	55411	antonioc@publicallies.org	612-302-3400
Vet Success	St Paul	MN	55111	candy.kriska@va.gov	612-970-5452
VivusNet Corporation	Minneapolis	MN	55410	adavis@vivusnet.com	203-554-5426
Westwood Job Transition - Westwood Community Church	Chanhassen	MN	55331	matthewpbeck@yahoo.com	952-457-8866
Workforce Development Center-Western Wisconsin	La Crosse	WI	54601	amy.grotzke@dwd.wisconsin.gov	608-789-5627
Workforce Development Center-Western Wisconsin	La Crosse	WI	54601	boeckere@westemtc.edu	608-789-5627
Workforce Development Center-Western Wisconsin	La Crosse	WI	54601	kathleen.olson@dwd.state.wi.us	608-789-5627
Workforce Development Center-Western Wisconsin	La Crosse	WI	54601	rickie.larson@dwd.wisconsin.gov	608-789-5627
Workforce Development Center-Western Wisconsin	La Crosse	WI	54601	ronald.stigler@dwd.wisconsin.gov	608-789-5627

2020 FCC Source Evaluation Report

FCC Unit: 13540

FCC Unit Description: Minnesota

Source	Applicant Count	Interview Count	Hire Count
Ad - Print	2	2	1
Ad - TV Commercial Advertisement	2	2	1
Campaign - Indeed	28	17	15
College - Campus Recruiting	1	1	1
Contractor - Conversion	1	0	0
Direct Sourcing - ATS	9	9	7
Direct Sourcing - Indeed	81	71	49
Direct Sourcing - Line Networking	1	1	1
Direct Sourcing - LinkedIn	1	1	1
Direct Sourcing - Other	18	18	10
Direct Sourcing - Recruiter Networking	2	2	2
Direct Sourcing - Sourcing Specialist	23	23	12
Former Employee - Rehire	42	31	22
Internal - Internal Hire	10	10	7
Internet - Facebook.com	1	0	1
Internet - Google	4	3	3
Internet - Indeed	258	202	135
Internet - LinkedIn	1	1	0
Internet - Other	1	1	0
Internet - SimplyHired	1	1	0
Internet - Ziprecruiter	6	6	3
Job Fair - External	13	13	8
Job Fair - Internal	6	6	1
KTTC Web Banner	1	0	0
Organization - Community Outreach	1	1	0
Referral - Employee Referral	77	55	43
Referral - Manager Referral	1	1	1
Tuesday's on Bandel Rd - On-Site Career Event	6	0	0
Website - External Career Site	1961	237	19
Grand Total	2559	715	343

2020 FCC Source Report

FCC Unit: **13540**
FCC Unit Description: **Minnesota**

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
243070BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Tuesday's on Bandel Rd - On-Site Career Event	3	0	0
243394BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	103	19	5
		Internet - Indeed	17	16	9
		Tuesday's on Bandel Rd - On-Site Career Event	3	0	0
		Job Fair - Internal	1	1	1
		Internal - Internal Hire	1	1	0
		Job Fair - External	1	1	1
244165BR	Account Executive Exempt				
		Website - External Career Site	4	0	0
		Direct Sourcing - ATS	1	1	1
244562BR	Direct Sales Rep Exempt				
		Website - External Career Site	7	1	0
		Direct Sourcing - Indeed	2	2	1
244572BR	Direct Sales Rep Exempt				
		Website - External Career Site	5	0	0
		Internet - Indeed	2	2	1
		Direct Sourcing - Recruiter Networking	1	1	1
244574BR	Direct Sales Rep Exempt				
		Website - External Career Site	13	0	0
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Direct Sourcing - Sourcing Specialist	1	1	0
		Internal - Internal Hire	1	1	1
244851BR	Account Executive Exempt				
		Website - External Career Site	18	2	0
		Direct Sourcing - Sourcing Specialist	3	3	1
		Internal - Internal Hire	1	1	1
245105BR	Direct Sales Rep Exempt				
		Website - External Career Site	3	0	0
		Direct Sourcing - Indeed	3	3	2
245252BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	107	10	0
		Internet - Indeed	6	6	1
		Referral - Employee Referral	5	5	1
		Former Employee - Rehire	2	2	0
		Direct Sourcing - Indeed	1	1	0
		Campaign - Indeed	1	1	1
		Job Fair - Internal	1	1	0
245360BR	Field Technician I Nonexempt				
		Website - External Career Site	9	2	0
		Internet - Indeed	1	1	1
245362BR	Field Technician I Nonexempt				
		Website - External Career Site	3	0	0
		Internet - Indeed	1	1	1
245363BR	Field Technician I Nonexempt				
		Website - External Career Site	1	1	0
		Internet - Indeed	1	1	1
245413BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	6	2	0
		Direct Sourcing - Indeed	1	1	1
245454BR	Store Associate Nonexempt				
		Website - External Career Site	9	2	0
		Internet - Indeed	1	1	1
245557BR	Field Technician II Nonexempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
246248BR		Internet - Indeed	1	1	1
	Field Technician I Nonexempt				
		Website - External Career Site	8	0	0
		Internet - Indeed	2	2	2
246302BR					
	Rep, SMB Telesales Nonexempt				
		Website - External Career Site	14	6	0
		Referral - Employee Referral	3	3	2
		Direct Sourcing - Other	2	2	1
		Direct Sourcing - Sourcing Specialist	2	2	2
		Direct Sourcing - Indeed	1	1	0
246394BR					
	Field Technician I Nonexempt				
		Website - External Career Site	7	0	0
		Referral - Employee Referral	1	1	1
246595BR					
	Facilities Maintenance Spec Exempt				
		Website - External Career Site	8	2	0
		Former Employee - Rehire	1	1	1
246849BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	4	0	0
		Job Fair - External	3	3	1
		Direct Sourcing - Indeed	2	2	1
		Direct Sourcing - Other	1	1	1
247011BR					
	Store Associate Nonexempt				
		Website - External Career Site	10	1	0
		Internet - Indeed	4	4	3
		Internal - Internal Hire	3	3	2
247095BR					
	Field Technician I Nonexempt				
		Website - External Career Site	9	0	0
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	0
247235BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	3	0	0
		Direct Sourcing - Other	1	1	1
247246BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	3	2	0
		Direct Sourcing - Other	2	2	1
247509BR					
	Store Associate Nonexempt				
		Website - External Career Site	6	0	0
		Direct Sourcing - Sourcing Specialist	1	1	1
247557BR					
	Direct Sales Rep Exempt				
		Direct Sourcing - Indeed	1	1	1
247559BR					
	Direct Sales Rep Exempt				
		Direct Sourcing - Indeed	1	1	1
247703BR					
	Field Technician I Nonexempt				
		Website - External Career Site	8	2	1
247704BR					
	Field Technician I Nonexempt				
		Website - External Career Site	13	3	1
		Internet - Indeed	2	2	0
247772BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	3	1	0
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
247882BR					
	Rep, SMB Telesales Nonexempt				
		Website - External Career Site	22	3	0
		Direct Sourcing - Indeed	4	4	2
		Direct Sourcing - Sourcing Specialist	4	4	3
		Referral - Employee Referral	3	3	2
		Direct Sourcing - Other	2	2	1
		Former Employee - Rehire	1	1	1
248244BR					
	Direct Sales Rep Exempt				
		Direct Sourcing - Indeed	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
248528BR	Direct Sales Rep Exempt	Website - External Career Site	1	0	0
		Referral - Employee Referral	1	1	1
248559BR	Asst Mgr, Store Exempt	Website - External Career Site	37	16	1
248622BR	Construction Coordinator I Nonexempt	Website - External Career Site	7	4	0
		Former Employee - Rehire	1	1	1
249108BR	Direct Sales Rep Exempt	Website - External Career Site	7	2	0
		Direct Sourcing - Indeed	2	2	2
		Internet - Indeed	1	1	0
249332BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	92	8	0
		Internet - Indeed	12	12	7
		Former Employee - Rehire	4	4	1
		Job Fair - Internal	3	3	0
		Referral - Employee Referral	3	3	1
		Direct Sourcing - Indeed	3	3	1
		Job Fair - External	2	2	0
		Internet - Ziprecruiter	2	2	2
249652BR	Direct Sales Rep Exempt	Website - External Career Site	3	1	0
		Internet - Indeed	1	1	1
249676BR	Field Technician II Nonexempt	Internet - Indeed	1	1	1
249742BR	Direct Sales Rep Exempt	Direct Sourcing - Indeed	1	1	0
		Website - External Career Site	1	0	0
		Job Fair - External	1	1	1
249833BR	Mgr, Human Resources Exempt	Website - External Career Site	22	0	0
		Internet - Indeed	1	1	1
249869BR	Rep, SMB Telesales Nonexempt	Website - External Career Site	15	3	0
		Direct Sourcing - Indeed	4	4	3
		Referral - Employee Referral	2	2	1
		Internet - Indeed	1	1	1
		Job Fair - External	1	1	1
250065BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	103	4	0
		Internet - Indeed	20	20	6
		Referral - Employee Referral	3	3	1
		Job Fair - External	2	2	1
		Direct Sourcing - Indeed	2	2	2
		Direct Sourcing - Other	1	1	1
		Campaign - Indeed	1	1	1
		Former Employee - Rehire	1	1	1
250376BR	Account Executive Exempt	Website - External Career Site	14	1	0
		Direct Sourcing - ATS	1	1	1
250497BR	Field Technician I Nonexempt	Website - External Career Site	2	1	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
250732BR	Mgr, Store Exempt	Website - External Career Site	5	1	0
		Former Employee - Rehire	1	1	1
250832BR	Account Executive Exempt	Website - External Career Site	5	0	0
		Referral - Manager Referral	1	1	1
250877BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
250884BR	Direct Sales Rep Exempt	Website - External Career Site	1	0	0
		Direct Sourcing - Indeed	1	1	1
250910BR	Store Associate Nonexempt	Website - External Career Site	16	3	0
		Internet - Indeed	2	2	1
		Ad - TV Commercial Advertisement	1	1	0
251351BR	Direct Sales Rep Exempt	Website - External Career Site	6	1	0
		Direct Sourcing - Indeed	2	2	1
251419BR	Rep, SMB Telesales Nonexempt	Website - External Career Site	46	13	0
		Direct Sourcing - Sourcing Specialist	6	6	3
		Referral - Employee Referral	6	6	3
		Direct Sourcing - Indeed	4	4	3
		Direct Sourcing - Other	3	3	2
		Internet - Google	2	2	2
		Internet - Indeed	1	1	1
		Ad - Print	1	1	1
		Internet - Other	1	1	0
		Internet - Ziprecruiter	1	1	0
251693BR	Store Associate Nonexempt	Website - External Career Site	7	2	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
251969BR	Direct Sales Rep Exempt	Website - External Career Site	2	0	0
		Direct Sourcing - Other	2	2	0
		Direct Sourcing - Indeed	1	1	1
252343BR	Field Technician I Nonexempt	Website - External Career Site	7	0	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
252455BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	68	3	1
		Internet - Indeed	6	6	5
		Direct Sourcing - Indeed	4	4	0
		Former Employee - Rehire	2	2	1
		Referral - Employee Referral	1	1	0
		Job Fair - Internal	1	1	0
		Job Fair - External	1	1	1
252640BR	Human Resources Generalist Exempt	Website - External Career Site	21	5	0
		Internet - Indeed	1	1	1
252658BR	Field Technician I Nonexempt	Website - External Career Site	4	0	0
		Internet - Indeed	2	2	1
252659BR	Store Associate Nonexempt	Website - External Career Site	18	2	0
		Internet - Indeed	2	2	2
253571BR	Store Associate Nonexempt	Website - External Career Site	1	0	0
		Internet - Indeed	1	1	1
253833BR	Direct Sales Rep Exempt	Website - External Career Site	4	2	0
		Direct Sourcing - Indeed	1	1	0
		Direct Sourcing - Other	1	1	1
253833BR	Rep, SMB Telesales Nonexempt	Website - External Career Site	46	8	2
		Campaign - Indeed	4	4	3
		Direct Sourcing - Indeed	3	3	2
		Referral - Employee Referral	1	1	1
		Organization - Community Outreach	1	1	0
		Former Employee - Rehire	1	1	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Internet - Ziprecruiter	1	1	0
		Internal - Internal Hire	1	1	0
253961BR	Store Associate Nonexempt				
		Website - External Career Site	11	1	1
253986BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	77	2	0
		Internet - Indeed	18	18	10
		Former Employee - Rehire	6	6	4
		Referral - Employee Referral	4	4	1
		Direct Sourcing - Indeed	2	2	0
		Direct Sourcing - ATS	1	1	1
255136BR	Direct Sales Rep Exempt				
		Website - External Career Site	5	0	0
		Direct Sourcing - Indeed	2	2	1
255590BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	43	2	0
		Internet - Indeed	15	15	5
		Direct Sourcing - ATS	5	5	3
		Former Employee - Rehire	3	3	2
		Direct Sourcing - Indeed	3	3	3
		Campaign - Indeed	1	1	0
		College - Campus Recruiting	1	1	1
		Referral - Employee Referral	1	1	1
255820BR	Rep, SMB Telesales Nonexempt				
		Website - External Career Site	23	0	0
		Direct Sourcing - Indeed	1	1	1
255948BR	Rep, SMB Telesales Nonexempt				
		Website - External Career Site	17	3	0
		Campaign - Indeed	5	5	1
		Direct Sourcing - Indeed	3	3	1
		Internet - Indeed	1	1	1
		Direct Sourcing - Other	1	1	0
256010BR	Store Associate Nonexempt				
		Website - External Career Site	7	2	2
		Internal - Internal Hire	1	1	1
256149BR	EAE - Generalist Exempt				
		Website - External Career Site	3	0	0
		Direct Sourcing - LinkedIn	1	1	1
256235BR	Field Technician I Nonexempt				
		Website - External Career Site	4	2	0
		Internet - Indeed	1	1	1
256521BR	Maintenance Technician I Nonexempt				
		Website - External Career Site	9	0	0
		Internet - Indeed	1	1	1
256618BR	Field Technician II Nonexempt				
		Internet - Indeed	1	1	1
256709BR	Direct Sales Rep Exempt				
		Website - External Career Site	5	1	0
		Direct Sourcing - Indeed	2	2	1
257115BR	Asst Mgr, Store Exempt				
		Website - External Career Site	11	5	1
		Direct Sourcing - Other	1	1	0
257132BR	Direct Sales Rep Exempt				
		Website - External Career Site	4	1	0
		Direct Sourcing - Indeed	3	3	1
257196BR	Direct Sales Rep Exempt				
		Website - External Career Site	2	0	0
		Direct Sourcing - Indeed	1	1	1
257353BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	87	2	0
		Internet - Indeed	23	11	9

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
		Referral - Employee Referral	7	3	3
		Former Employee - Rehire	2	0	1
		Internet - Google	2	1	1
		Job Fair - External	1	1	1
		Direct Sourcing - ATS	1	1	1
		Campaign - Indeed	1	1	0
257571BR	Store Associate Nonexempt				
		Website - External Career Site	6	0	0
		Internet - Indeed	1	1	1
257718BR	Rep, SMB Telesales Nonexempt				
		Website - External Career Site	47	6	0
		Internet - Indeed	12	12	10
		Referral - Employee Referral	4	4	3
258288BR	Direct Sales Rep Exempt				
		Former Employee - Rehire	1	1	1
		Website - External Career Site	1	0	0
		Internet - Indeed	1	1	0
258401BR	Direct Sales Rep Exempt				
		Website - External Career Site	2	1	0
		Direct Sourcing - Indeed	1	1	1
259084BR	Direct Sales Rep Exempt				
		Direct Sourcing - Indeed	2	2	0
		Website - External Career Site	2	0	0
		Internet - Indeed	1	1	1
259757BR	Rep, SMB Telesales Nonexempt				
		Website - External Career Site	99	9	0
		Internet - Indeed	21	21	9
		Campaign - Indeed	3	3	2
		Referral - Employee Referral	3	3	1
259955BR	Store Associate Nonexempt				
		Website - External Career Site	18	6	0
		Internet - Indeed	2	2	2
259968BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	72	1	0
		Internet - Indeed	13	0	5
		Referral - Employee Referral	5	0	5
		Direct Sourcing - Indeed	5	0	3
		Campaign - Indeed	4	0	2
		Former Employee - Rehire	2	1	1
		Contractor - Conversion	1	0	0
		Internet - Facebook.com	1	0	1
259980BR	Store Associate Nonexempt				
		Website - External Career Site	27	7	0
		Ad - Print	1	1	0
		Direct Sourcing - Recruiter Networking	1	1	1
259987BR	Store Associate Nonexempt				
		Website - External Career Site	7	2	0
		Former Employee - Rehire	1	1	0
		Internet - Indeed	1	1	1
259989BR	Store Associate Nonexempt				
		Website - External Career Site	14	5	2
		Direct Sourcing - Sourcing Specialist	2	2	1
260001BR	Store Associate Nonexempt				
		Website - External Career Site	29	8	0
		Internet - Indeed	4	4	2
		Direct Sourcing - Sourcing Specialist	1	1	0
260012BR	Mgr, Sales Mid Markets Exempt				
		Website - External Career Site	21	1	0
		Direct Sourcing - Line Networking	1	1	1
260590BR	Asst Mgr, Store Exempt				
		Website - External Career Site	4	1	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
261147BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	158	3	0
		Internet - Indeed	31	2	17
		Referral - Employee Referral	11	0	8
		Former Employee - Rehire	10	2	5
		Campaign - Indeed	7	0	4
		Direct Sourcing - Indeed	5	0	5
		KTTC Web Banner	1	0	0
261552BR	Store Associate Nonexempt				
		Website - External Career Site	9	2	0
		Direct Sourcing - Sourcing Specialist	3	3	1
261671BR	Store Associate Nonexempt				
		Website - External Career Site	18	7	0
		Internet - Indeed	1	1	1
		Internet - SimplyHired	1	1	0
261735BR	Rep, SMB Telesales Nonexempt				
		Website - External Career Site	98	12	0
		Internet - Indeed	9	8	1
		Direct Sourcing - Indeed	3	3	2
		Former Employee - Rehire	2	2	1
		Referral - Employee Referral	2	0	1
		Job Fair - External	1	1	1
		Internal - Internal Hire	1	1	1
		Campaign - Indeed	1	1	1
		Internet - Ziprecruiter	1	1	0
261752BR	Store Associate Nonexempt				
		Website - External Career Site	13	3	0
		Ad - TV Commercial Advertisement	1	1	1
		Referral - Employee Referral	1	1	1
261873BR	Maintenance Technician I Nonexempt				
		Website - External Career Site	3	1	1
		Internal - Internal Hire	1	1	1
262263BR	Store Associate Nonexempt				
		Website - External Career Site	6	0	0
		Internet - Indeed	1	1	1
262922BR	Store Associate Nonexempt				
		Referral - Employee Referral	1	1	1
263129BR	Rep, SMB Telesales Nonexempt				
		Website - External Career Site	23	1	1
		Referral - Employee Referral	2	2	1
		Internet - Indeed	2	2	0
		Direct Sourcing - Other	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Former Employee - Rehire	1	1	0
		Internet - LinkedIn	1	1	0
		Internet - Ziprecruiter	1	1	1
263507BR	Store Associate Nonexempt				
		Website - External Career Site	9	1	0
		Internet - Indeed	1	1	1
Grand Total			2559	715	343