

2021 FCC Unit Structure

FCC Unit: 13540 Minnesota

Address	City	State	Postal Zip Code
2801 Aga Dr	Alexandria	MN	56308
1700 17th Street NW	Austin	MN	55912
2206 E Oakland Ave	Austin	MN	55912
14303 Edgewood Dr.	Baxter	MN	56425
8330 Highland Scenic Dr	Baxter	MN	56425
101 6th St NE	Buffalo	MN	55313
5115 Burning Tree Road	Duluth	MN	55811
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
1901 Madison Ave	Mankato	MN	56001
521 Main St West	Marshall	MN	56258
1110 E School St	Owatonna	MN	55060
2900 37th Street NW	Rochester	MN	55901
2900 37th Street NW, Bldg 005	Rochester	MN	55901
3807 Marketplace Drive NW	Rochester	MN	55901
3993 Heritage Place Nw	Rochester	MN	55901
4662 Maine Avenue SE	Rochester	MN	55904
5720 Bandell Rd Nw	Rochester	MN	55901
16900 Cedar Ave	Rosemount	MN	55068
30638 Pearl Drive Suite 1	St Joseph	MN	56374
308 S Jefferson	Wadena	MN	56482
110 2nd Street South	Waite Park	MN	56387
400 Sundial Dr	Waite Park	MN	56387
400 NE Lakeland	Willmar	MN	56201
2560 First Street	Wilmar	MN	56201

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	OMB 3060-1033 September 2003 Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form	FOR FCC USE ONLY FOR COMMISSION USE ONLY FILE NO. -
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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 # 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) 7/1/2020-6/30/2021

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

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

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

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

SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

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

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

Exhibits

2020-2021 Recruitment Initiatives

FCC Unit: 13540 Minnesota

- 1. #16 - Participation in any other activities reasonably calculated by the unit to further the goal of disseminating information about employment opportunities in multichannel video programming to job candidates who might otherwise be unaware of such opportunities.**

Facebook Sponsored Ad

- December 9, 2020 – February 8, 2021
- Description: Facebook Sponsored Job Ad
- Charter Representation: Recruiters
- How the activity promotes EEO:
 - "The Spectrum brands (including Spectrum Networks, Spectrum Enterprise and Spectrum Reach) are powered and innovated by Charter Communications. Charter Communications reaffirms its commitment to providing equal opportunities for employment and advancement to qualified employees and applicants. Individuals will be considered for positions for which they meet the minimum qualifications and are able to perform without regard to race, color, gender, age, religion, disability, national origin, veteran status, sexual orientation, gender identity, or any other basis protected by federal, state or local laws."*
- Targeted Positions: All open positions

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

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

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

2021 FCC Outreach Sources

FCC Unit: 13540 Minnesota

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
Ability Building Center (ABC)	stevek@abcinc.com	507-281-6262	Po Box 6938	Rochester	MN	55903-6938
Adult Options In Education - St. Louis Park	Chelsea.Ritland@hopkinsschools.org	952-988-5344	6425 W 33rd St	St Louis Park	MN	55426-3403
African Development Center	hgana@adcmnnesota.org	(612) 333-4772	1808 Riverside Ave Ste 200	Minneapolis	MN	55454-1267
Aitkin County Veteran Services	penny.harms@co.aitkin.mn.us	218-927-7320	217 2nd St Nw	Aitkin	MN	56431-1270
Albert Lea ABE - Adult Education	pjahnke@albertlea.k12.mn.us	507-379-4866	211 W Richway Dr	Albert Lea	MN	56007-2164
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928
American Institute of Technical Education	arun@instituteUSA.com	651-400-7918	7900 International Dr	Bloomington	MN	55425-1510
AMVETS - St. Paul	alamominn@msn.com	651-293-1212	20 W 12th St Rm 302	Saint Paul	MN	55155-2002
Anna Maries Shelter	elained@annamaries.org	320-253-6900	Po Box 367	Saint Cloud	MN	56302-0367
Anoka Ramsey Community College	jobs@anokaramsey.edu	763-433-1100	11200 Mississippi Blvd Nw	Coon Rapids	MN	55433-3470
Asian American Chamber of Commerce	aj@ajcpa.com	651-642-1331	1821 University Ave W	Saint Paul	MN	55104-2801
Bemidji State University	nhaugen@bemidjistate.edu	218-755-2038	1500 Birchmont Dr Ne # 18	Bemidji	MN	56601-2699
Bethany Lutheran College	careerservices@blc.edu	507-344-7321	700 Luther Dr	Mankato	MN	56001-6192
Bethel University	career-services@bethel.edu	651-638-6460	3900 Bethel Dr	Saint Paul	MN	55112-6902
Bill J. Priest Institute for Economic Development	eccjobs@dcccd.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111
Blaine Learning Lab	amy.brooks@anoka.k12.mn.us	763-783-4870	1201 89th Ave Ne Ste 335	Blaine	MN	55434-3375
Blue Earth County Veterans Services	Michael.McLaughlin@blueearthcountymn.gov	(507) 304-4246	410 S 5th St	Mankato	MN	56001-4592
Brookhaven College	bhcjobs@dcccd.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906
Carlton County Veterans Services	duane.brownie@co.carlton.mn.us	218-878-3296	14 N 11th St	Cloquet	MN	55720-1651
Central Lakes College	dnorlin@clcmn.edu	218-855-8019	501 W College Dr	Brainerd	MN	56401-3904
Chicano Latino Affairs Council	clac.desk@state.mn.us	651-296-9587	555 Park St Ste 210	Saint Paul	MN	55103-2193
CHOICE, Unlimited	tdakota@choiceunlimited.org	(218) 724-5869	1829 E Superior St	Duluth	MN	55812-2044
College of St. Scholastica	crtaylor@css.edu	218-723-6105	1200 Kenwood Ave	Duluth	MN	55811-4199
Disabled American Veterans - Arnold Brandt #27	ftb1ssw@charter.net	507-440-5914	809 12th St Sw	Austin	MN	55912-1648
Disabled American Veterans - Carlton County #18	kimcallahan@msn.com	218-591-0015	Po Box 55	Wrenshall	MN	55797-0055
Disabled American Veterans - Faribault #20	minnesotaman2002@yahoo.com	507-330-1985	422 1st Ave Nw	Faribault	MN	55021-5139
Disabled American Veterans - Gilbert W Nordman Chapter 6	jerryuecker@cpinternet.com	218-729-9775	Po Box 16142	Duluth	MN	55816-0142
Disabled Veterans Opportunity Program Representative	John.Kopplin@state.mn.us	(952) 346-4067	4220 W Old Shakopee Rd	Bloomington	MN	55437-2949
Down Syndrome Association of Minnesota	dsamn@dsamn.org	651-603-0720	656 Transfer Rd	Saint Paul	MN	55114-1402
Duluth Lighthouse for the Blind	mjunnila@lcfvl.org	800-422-0833	4505 W Superior St	Duluth	MN	55807-2728
EMERGE	Alim@emerge-mn.org	612-529-9267	1101 W Broadway Ave	Minneapolis	MN	55411-2570
Employer Partnership of the Armed Forces - Minneapolis	Renee.A.Chase.ctr@mail.mil	612-467-7644	506 Roeder Cir	Saint Paul	MN	55111-4017
ESGR - Employer Support of the Guard and Reserve - Minneapolis	laura.l.mehlhorn.ctr@mail.mil	651-282-4487	15000 Highway 115	Little Falls	MN	56345-4173
Fond du Lac Tribal and Comm College - Adult Education	kelly.bahen@aeoa.org	218-879-0835	2101 14th St	Cloquet	MN	55720-2964
Functional Industries, Inc.	info@functionalindustries.org	763-682-4336	1801 Highway 25 N	Buffalo	MN	55313-1934
Hennepin South - Minnesota WorkForce Center	david.wold@state.mn.us	763-536-6000	4220 W Old Shakopee Rd	Bloomington	MN	55437-2949
Herzing University	akagol@herzing.edu	763-231-3187	5700 W Broadway Ave	Crystal	MN	55428-3568
Intercultural Mutual Assistance Association	ahmed.osman@imaa.net	507-289-5960 x108	300 11th Ave Nw Ste 110	Rochester	MN	55901-2739
Jewish Vocational Service - Minnetonka	curan@jvcsmpls.org	952-591-0300	13100 Wayzata Blvd Ste 300	Minnetonka	MN	55305-1811
Lifetrack Resources, Inc.	LibertyM@lifetrack-mn.org	(651) 227-8471	709 University Ave W	Saint Paul	MN	55104-4804
Lifeworks Services	mranda@lifeworks.org	(651) 454-2732	2965 Lone Oak Dr Ste 160	Eagan	MN	55121-3019
Mankato Area Adult Basic Education	kwolte1@isd77.k12.mn.us	507-345-5222	110 Fulton St	Mankato	MN	56001-2520
Minneapolis Community & Technical College	career.services@minneapolis.edu	612-659-6000	1501 Hennepin Ave	Minneapolis	MN	55403-1710
Minneapolis Consortium of Community Developers	hbolstad@mccdmn.org	(612) 789-7337		Minneapolis	MN	55407-1532
Minneapolis Urban League	ljohnson@mul.org	612-302-3100	2100 Plymouth Ave N	Minneapolis	MN	55411-3675
Minnesota Assistance Council for Veterans - Mankato	reggie.worlds@state.mn.us	507-345-8258	12 Civic Center Plz	Mankato	MN	56001-7871
Minnesota - Paralyzed Veterans of America	jamesa@pva.org	612-629-7021	1 Federal Dr	Fort Snelling	MN	55111-4080
Minnesota American Indian Chamber of Commerce	atanner@maicc.org	612-877-2117	1508 E Franklin Ave Ste 100	Minneapolis	MN	55404-2176
Minnesota Assistance Council for Veterans - Minneapolis	vetjobs@mac-v.org	(612) 726-9375	1 Veterans Dr	Minneapolis	MN	55417-2309
Minnesota Department of Veterans Affairs	david.bellefeuille@state.mn.us	651-296-6728	20 W 12th St Rm 206c	Saint Paul	MN	55155-2006
Minnesota WorkForce Center - Dakota County - Burnsville	jeffrey.dexter@state.mn.us	952-895-7600	2900 County Road 42 W	Burnsville	MN	55337-4853
Minnesota WorkForce Center - Dakota County - Burnsville	mike.lang@state.mn.us	952-895-7600	2900 County Road 42 W	Burnsville	MN	55337-4853
Minnesota WorkForce Center - Duluth	timothy.trumbull@state.mn.us	218-739-7675	402 W 1st St	Duluth	MN	55802-1516
Minnesota WorkForce Center - Fort Snelling	laurie.javorina@state.mn.us	612-970-5611	10353 320th St	Onamia	MN	56359-2892
Minnesota WorkForce Center - Hennepin North	david.wold@state.mn.us	763-536-6000	7225 Northland Dr N	Brooklyn Park	MN	55428-1571
Minnesota WorkForce Center - Hennepin North	Robert.Willis@state.mn.us	651-539-4422	7225 Northland Dr N	Brooklyn Park	MN	55428-1571
Minnesota WorkForce Center - Hennepin South	Robert.Willis@state.mn.us	651-539-4422	4220 W Old Shakopee Rd	Bloomington	MN	55437-2949
Minnesota WorkForce Center - Little Falls	Ladeen.Schillinger@state.mn.us	320-762-7800	609 13th Ave Ne	Little Falls	MN	56345-2221
Minnesota WorkForce Center - Mankato	katherine.mcnaair@state.mn.us	507-344-2619	12 Civic Center Plz Ste 1600a	Mankato	MN	56001-7796
Minnesota WorkForce Center - Minneapolis North	Joseph.Green@state.mn.us	(612) 821-4028	777 E Lake St	Minneapolis	MN	55407-1519
Minnesota WorkForce Center - Monticello	anthony.poff@state.mn.us	763-271-3700	406 E 7th St	Monticello	MN	55362-8948
Minnesota WorkForce Center - Washington County Forest Lake	lee.okerstrom@state.mn.us	651-430-4162	19955 Forest Rd N	Forest Lake	MN	55025-9733
Minnesota WorkForce Center Anoka County	adesewa.adesiji@state.mn.us	952-261-6942	1201 89th Ave Ne Ste 235	Blaine	MN	55434-3372
Minnesota WorkForce Center Anoka County	tim.labeau@state.mn.us	763-324-2300	1201 89th Ave Ne Ste 235	Blaine	MN	55434-3372
MNIC English Learning Academy	rpolanski@comcast.net	(612) 925-1524	300 Industrial Blvd Ne	Minneapolis	MN	55413-4507
MNIC Sabathani Community Center Life Skills Center - Adult Education	office@mnica.org	(612) 821-2301	310 E 38th St	Minneapolis	MN	55409-1300
NAVUBPP - National Association Veterans Upward Bound - Minneapolis	craig.asche@minneapolis.edu	612-659-6569	1501 Hennepin Ave	Minneapolis	MN	55403-1710
Nicollet County Veterans Services	Nathan.Tish@co.nicollet.mn.us	(507) 934-0408	501 S Minnesota Ave	Saint Peter	MN	56082-2507
Northeast Minnesota Office of Job Training	kari.paulsen@nemojt.org	218-927-5623	321 Minnesota Ave N	Aitkin	MN	56431-1413
Olmsted County Adult and Family Services	Thompson.Amy@co.olmsted.mn.us	(507) 328-6400	2100 Campus Dr Se	Rochester	MN	55904-4831
Place of Hope	hope@placeofhopeministries.org	320-203-7881	511 9th Ave N	Saint Cloud	MN	56303-3541
Placement Partners MN, Inc.	ppmninc@ppmninc.com	952-200-6311	6950 France Ave S	Edina	MN	55435-2008
Post 6208 Prior Lake Post	admin@vfwpost6208.com	952-226-6208	Po Box 116	Prior Lake	MN	55372-0116
Rasmussen College - Mankato	jennifer.mueller@rasmussen.edu		130 Saint Andrews Dr	Mankato	MN	56001-8665
Rasmussen College - St. Cloud Campus	cynthiae@rasmussen.edu	320-251-5600	226 Park Ave S	Saint Cloud	MN	56301-3713
Reach for Resources	CFenne@reachforresources.org	(952) 988-4177	1001 Highway 7 # 217	Hopkins	MN	55305-4737
Rise	rreedy@rise.org	763-786-8334	8406 Sunset Rd Ne	Spring Lake Park	MN	55432-1317
Scott County Veterans Service Office	jbrua@co.scott.mn.us	(952) 496-8175	200 4th Ave W	Shakopee	MN	55379-1220
SOAR Career Solutions	jbeckman@soarcareers.org	(218) 722-3126	205 W 2nd St	Duluth	MN	55802-1928
South Central College	sara.wilfahrt@southcentral.edu	507-332-5867	1225 3rd St Sw	Faribault	MN	55021-5720
Southeastern Minnesota Center for Independent Living, Inc. (SEMCIIL)	semcil@semcil.org	(507) 285-1815	2720 Broadway Ave N	Rochester	MN	55906-3980
Southside Adult Education Center - Adult Education	paul.enestvedt@mpls.k12.mn.us	612-668-3800	2225 E Lake St	Minneapolis	MN	55407-1932
state of minnesota deed	Barry.Platt@state.mn.us	507-344-2622	300 11th Ave Nw Ste 112	Rochester	MN	55901-2739
The Morrison County Veterans Service Office	dorothe@co.morrison.mn.us	320-632-0290	213 1st Ave Se	Little Falls	MN	56345-1468
University of Minnesota Rochester	jcasper@r.umn.edu	(507) 258-8022	111 S Broadway	Rochester	MN	55904-6524
Veterans of Foreign Wars - VFW Post 1215	cdvrfw1215@vfwpost1215.org	507-289-6299	16 6th St Sw	Rochester	MN	55902-3325
Veterans Services-Freeborn County	brandon.servantez@co.freeborn.mn.us	507-377-5184	411 S Broadway Ave	Albert Lea	MN	56007-4505
Veterans Services-Rice County	trmcmbroom@co.rice.mn.us	507-332-6117	320 3rd St Nw	Faribault	MN	55021-5195
Veterans Services-Waseca County	chris.hinton@co.waseca.mn.us	(507) 835-0680	307 State St N	Waseca	MN	56093-2947
Veterans Services-Washington County	ryan.carufel@co.washington.mn.us	651-430-6895	14949 62nd St N	Stillwater	MN	55082-6132
Veterans Services-Watonwan County	deb.grote@co.watonwan.mn.us	507-375-1254	108 8th St S Ste 3	Saint James	MN	56081-2700
Vocational Rehabilitation - Litchfield	paulette.liestman@state.mn.us	218-770-1153	114 N Holcombe Ave	Litchfield	MN	55355-2210
Vocational Rehabilitation-Austin	Barry.Platt@state.mn.us	507-344-2622	1600 8th Ave Nw	Austin	MN	55912-1400
Vocational Rehabilitation-Duluth	steven.benson@state.mn.us	218-723-4704	320 W 2nd St Ste 205	Duluth	MN	55802-1406
Vocational Rehabilitation-Faribault	Barry.Platt@state.mn.us	507-344-2622	201 Lyndale Ave S	Faribault	MN	55021-5799
Vocational Rehabilitation-Faribault	holly.j.johnson@state.mn.us	507-332-5469	201 Lyndale Ave S	Faribault	MN	55021-5799
Vocational Rehabilitation-Red Wing	Barry.Platt@state.mn.us	507-344-2622	1606 W 3rd St	Red Wing	MN	55066-2086
Vocational Rehabilitation-Saint Cloud	cindy.belmont@state.mn.us	320-308-5806	1542 Northway Dr	Saint Cloud	MN	56303-1240
Vocational Rehabilitation-West Saint Paul	kimberly.glienke@state.mn.us	651-554-6585	1 Mendota Rd W Ste 170	West St Paul	MN	55118-4768
Winona State University - Rochester	tdernbach@winona.edu	800-366-5418	859 30th Ave Se	Rochester	MN	55904-4915
Women's Resource and Action Center	wrac@d.umn.edu	218-726-6292	1120 Kirby Dr	Duluth	MN	55812-3085
Women's Resource Center - Augsburg College	brownad@augsborg.edu	612-330-1528	2211 Riverside Ave	Minneapolis	MN	55454-1350
Wounded Warrior Project	jfranzese@woundedwarriorproject.org	619-981-9644	230 W Monroe St	Chicago	IL	60606-4703
YWCA Duluth	danielle@ywcaduluth.org	218-722-7425	202 W 2nd St	Duluth	MN	55802-1934
YWCA St. Paul	nbeasley@ywcacfstpaul.org	(651) 222-3741	375 Selby Ave	Saint Paul	MN	55102-1822

2021 FCC Source Evaluation Report

FCC Unit: 13540 Minnesota

Source	Applicant Count	Interview Count	Hire Count
Campaign - Indeed	27	18	17
Contractor - Conversion	2	2	0
Direct Sourcing - ATS	1	1	0
Direct Sourcing - Indeed	27	16	15
Direct Sourcing - LinkedIn	1	1	0
Direct Sourcing - Other	2	2	1
Former Employee - Rehire	27	21	16
Internal - Internal Hire	9	8	0
Internet - Facebook.com	4	2	2
Internet - Google	1	1	1
Internet - Indeed	155	127	61
Internet - LinkedIn	1	1	1
Referral - Employee Referral	62	49	33
Referral - Manager Referral	3	3	2
TextRecruit TextApply Ad	1	1	0
Website - External Career Site	1421	142	17
Total	1744	395	166

2021 FCC Source Report

FCC Unit: 13540 Minnesota

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
266898BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	1	1	1
		Website - External Career Site	222	77	0
268384BR	Rep, SMB Telesales Nonexempt	Internet - Indeed	26	26	2
		Referral - Employee Referral	11	11	3
		Website - External Career Site	87	0	0
268613BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	7	4	1
		Contractor - Conversion	1	1	0
		Direct Sourcing - Indeed	2	1	0
		Former Employee - Rehire	5	4	1
		Internet - Indeed	32	23	11
		Referral - Employee Referral	9	8	4
		Website - External Career Site	113	5	0
268735BR	Store Associate	Campaign - Indeed	1	1	1
		Former Employee - Rehire	1	1	0
		Internet - Indeed	2	2	0
		Website - External Career Site	17	5	0
269840BR	Sup, Direct Sales	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	14	4	0
270049BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Website - External Career Site	2	2	0
270180BR	Store Associate	Campaign - Indeed	1	1	1
		Website - External Career Site	1	0	0
270653BR	Store Associate	Campaign - Indeed	1	1	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	9	1	0
270958BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Indeed	3	3	3
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Facebook.com	3	3	1
		Internet - Indeed	10	10	8
		Referral - Employee Referral	4	4	2
		Website - External Career Site	86	4	0
271005BR	Rep, SMB Telesales Nonexempt	Campaign - Indeed	1	1	1
		Internal - Internal Hire	2	2	0
		Internet - Indeed	19	19	11
		Referral - Employee Referral	5	5	2
		TextRecruit TextApply Ad	1	1	0
		Website - External Career Site	79	3	0
271144BR	Field Technician II	Website - External Career Site	5	2	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271148BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	4	0
271151BR	Field Technician II	Direct Sourcing - Indeed	1	1	0
		Website - External Career Site	12	3	1
271293BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	2	2	2
		Direct Sourcing - Indeed	3	3	3
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	2	2	0
		Internet - Indeed	3	3	1
		Referral - Employee Referral	8	8	5
		Website - External Career Site	52	4	0
271684BR	Direct Sales Rep	Internet - Indeed	8	8	2
		Website - External Career Site	19	13	0
271777BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	7	0	0
271822BR	Field Technician III	Former Employee - Rehire	1	1	1
272094BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	19	10	1
272134BR	Store Associate	Campaign - Indeed	1	1	1
		Website - External Career Site	17	1	0
272187BR	Store Associate	Campaign - Indeed	1	1	1
		Website - External Career Site	10	1	0
272195BR	Asst Mgr, Store	Former Employee - Rehire	1	1	1
		Website - External Career Site	8	1	0
272456BR	MAE - Major Account Exec	Direct Sourcing - LinkedIn	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	21	0	0
272651BR	Rep, SMB Telesales Nonexempt	Campaign - Indeed	3	3	2
		Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	9	9	5
		Direct Sourcing - Other	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	0
		Referral - Employee Referral	5	5	3
		Website - External Career Site	89	10	2
273220BR	Store Associate	Website - External Career Site	9	1	1
273314BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	3	2	0
273452BR	Direct Sales Rep	Internet - Indeed	6	6	1
		Website - External Career Site	12	12	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273649BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	3	3	0
273745BR	Rep 1, Cust Svc Video Repair	Campaign - Indeed	1	1	1
		Direct Sourcing - Indeed	2	2	0
		Former Employee - Rehire	3	3	2
		Internal - Internal Hire	2	2	0
		Internet - Indeed	8	8	2
		Referral - Employee Referral	4	4	3
		Referral - Manager Referral	1	1	0
		Website - External Career Site	58	4	0
273783BR	Recruiter II	Referral - Employee Referral	1	1	1
		Website - External Career Site	7	2	0
274018BR	Field Technician II	Internet - Indeed	3	3	3
		Website - External Career Site	2	1	0
274021BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	5	1	0
274146BR	Client Success Coordinator Nonexempt	Website - External Career Site	16	5	1
274328BR	Store Associate	Website - External Career Site	9	2	1
274502BR	Client Success Planner Exempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	6	1	0
274657BR	Maintenance Technician III Nonexempt	Former Employee - Rehire	1	1	1
275041BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	9	0	0
275218BR	Direct Sales Rep	Internet - Indeed	4	4	3
		Website - External Career Site	3	2	0
275254BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	10	7	0
275365BR	Rep, SMB Telesales Nonexempt	Direct Sourcing - Other	1	1	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	13	0	0
275553BR	Direct Sales Rep	Internet - Indeed	4	4	1
		Website - External Career Site	22	15	0
275589BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	3	2	0
275590BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	7	6	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275726BR	Sup, Direct Sales	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	1	0
275889BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Indeed	4	4	2
		Former Employee - Rehire	4	4	2
		Internet - Google	1	1	1
		Internet - Indeed	8	8	5
		Referral - Employee Referral	4	4	2
		Website - External Career Site	53	4	0
276209BR	Rep, SMB Telesales Nonexempt	Campaign - Indeed	4	4	4
		Direct Sourcing - Indeed	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	50	8	0
276944BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	2	0	0
277232BR	Maintenance Technician I Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	3	0	0
277269BR	Field Technician II	Website - External Career Site	2	2	1
277273BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	7	2	0
278077BR	Warehouse Technician Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	18	6	0
278351BR	Rep, SMB Telesales Nonexempt	Campaign - Indeed	2	2	0
		Former Employee - Rehire	1	1	1
		Internet - Facebook.com	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	37	4	1
279058BR	Recruiter I	Referral - Employee Referral	1	1	1
		Website - External Career Site	20	3	0
279443BR	Direct Sales Rep	Internet - Indeed	4	4	2
		Website - External Career Site	4	4	0
279482BR	Direct Sales Rep	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	2	2	1
279635BR	Account Executive	Website - External Career Site	2	2	1
279760BR	Store Associate	Website - External Career Site	6	3	2
279775BR	Maintenance Technician I Nonexempt	Website - External Career Site	3	1	1
280714BR	Asst Mgr, Store	Website - External Career Site	3	2	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
280853BR	Account Executive	Internet - LinkedIn	1	1	1
		Website - External Career Site	2	0	0
283068BR	Asst Mgr, Store	Website - External Career Site	4	2	1
283554BR	Store Specialist Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	0	0