

2020 FCC Unit Address List

FCC Unit: **13541**

FCC Unit Description: **Mountain States**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
1289 South 2nd Ave	Yuma	AZ	85364
1401 South Yuma Palms Pkwy, Suite 40	Yuma	AZ	85365
312 State St	Alamosa	CO	81101
402 Main St	Canon City	CO	81212
306 N. 16th Street	Canon City	CO	81212
117 S Greydene Ave	Canon City	CO	81212
11011 E Peakview Ave	Centennial	CO	80111
2221 East Bijou St	Colorado Springs	CO	80909
580 Russell St	Craig	CO	81625
146 East 15th St	Durango	CO	81301
8560 Upland Dr.	Englewood	CO	80112
14810 Grasslands Drive	Englewood	CO	80112
14150 Grasslands Dr	Englewood	CO	80112
324 E Railrd	Fort Morgan	CO	80701
2502 Foresight Circle	Grand Junction	CO	81505
830 S 12th St	Grand Junction	CO	81505
2501 Blichmann St Suite C	Grand Junction	CO	81505
6501 S Fiddlers Green Circle	Greenwood Village	CO	80111
6399 S Fiddlers Green Circle	Greenwood Village	CO	80111
6175 S Willow Drive	Greenwood Village	CO	80111
6360 Fiddlers Green	Greenwood Village	CO	80111
6380 S Fiddlers Green Circle	Greenwood Village	CO	80111
6363 S Fiddlers Green Circle	Greenwood Village	CO	80111
1000 N Main St.	Gunnison	CO	81230
2218 San Juan Ave	La Junta	CO	81050
109 Lee Ave	Lamar	CO	81052
117 Par Pl	Montrose	CO	81401
425 Oak St	Salida	CO	81201
100 Brdway St	Sterling	CO	80751
126 W. Colorado Avenue	Telluride	CO	81435
3745 North Carson St	Carson City	NV	89706
120 Freeport Circle	Fallon	NV	89406
1338 Centerville Ln	Gardnerville	NV	89410
9335 Prototype Drive	Reno	NV	89521
4930 Energy Way	Reno	NV	89502
14825 Rim Rock Dr	Reno	NV	89521
5150 Mae Anne Avenue	Reno	NV	89523
5089 South McCarran Blvd	Reno	NV	89502
1031 E Glendale Ave	Sparks	NV	89431
145 Disc Drive	Sparks	NV	89436
183 Hwy 50 Ste A	Zephyr Cove	NV	89448

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 # 13541

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

ARAPAHOE, CO

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: 13541 Mountain States

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

Denver Startup Week Job Fair & Showcase

- September 18, 2019
- Denver, CO
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Large volume of attendees

National Society Black Engineers (NSBE) Career Fair

- April 30, 2020
- Virtual
- 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.

Leave and Accommodation Training for Leaders

Are you a people leader or human resources representative responsible for answering employee questions and processing requests for leaves and accommodations? This training will help you increase your expertise by providing information and guidance for managing leaves and other accommodations in an efficient, cost effective and compliant manner in order to support employees as they plan for a leave or other accommodation, and once they return to work. This required course is assigned at new hire to all people leaders and human resources employees. In addition, this course is reassigned annually for all people leaders and human resources employees in southern California.

2020 FCC Unit Outreach Source List

FCC Unit: 13541

FCC Unit Description: Mountain States

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
AARP	Pasadena	CA	91101	calosangeles@aarp.org	8664483615
AARP	Denver	CO	80203	coaarp@aarp.org	8665545376
AARP-SENIOR EMPLOYMENT PROGRAM	Denver	CO	80203	dewashington101@yahoo.com	7209462901
Ability Beyond	Bethel	CT	06801	kate.travis@abilitybeyond.org	888-832-8247
Ability Connection Colorado	Denver	CO	80230	rcompton@abilityconnectioncolorado.org	303-691-9339
ABILITY FIRST	Pasadena	CA	91106	lbeck@abilityfirst.org	6263961010
ABILITY FIRST SUPPORTED EMPLOYMENT SVCS	Pasadena	CA	91107	ezhang@abilityfirst.org	6264495662
Ada Jenkins Center	Davidson	NC	28036	cara.schlitz@adajenkins.org	7048960471
Adams County Workforce & Business Center	Brighton	CO	80601	bhendricks@adcogov.org	720-523-6900
Adams County Workforce & Business Center	Brighton	CO	80601	jparriott@adcogov.org	720-523-6900
Adams County Workforce & Business Center (Aurora)	Aurora	CO	80011	rbanks@adcogov.org	303-375-2980
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
Alpine County Career Center	Markleeville	CA	96120	jmorales@alpinecountycal.gov	530-694-2235
America's Job Center of California - Compton	Compton	CA	90221	h.w.joiner@edd.ca.gov	310-761-1129
America's Job Center of California - Compton	Compton	CA	90221	reneejennings@dpss.lacounty.gov	310-761-1129
America's Job Center of California - Goodwill Southern California	Pomona	CA	91766	christopher.wolff@edd.ca.gov	909-623-9741
America's Job Center of California - Goodwill Southern California	Pomona	CA	91766	dlevise@goodwillsofcal.org	909-623-9741
America's Job Center of California - Goodwill Southern California	Pomona	CA	91766	jng@westlake-worksource.org	909-623-9741
America's Job Center of California - Lancaster	Lancaster	CA	93534	gwendolyn.thornton@edd.ca.gov	
America's Job Center of California - Lancaster	Lancaster	CA	93534	maria.serrano@edd.ca.gov	
America's Job Center of California - SASSFA	Santa Fe Springs	CA	90670	amonreal@sassfa.org	562-946-2237
America's Job Center of California - SASSFA	Santa Fe Springs	CA	90670	jcapp@sassfa.org	562-946-2237
AMERICAN CAREER COLLEGE	Los Angeles	CA	90004	gohar@americancareer.com	213-383-2862
American Council of the Blind of Texas	Beaumont	TX	77704	semien@sbcglobal.net	409-866-5838
American GI Forum	Denver	CO	80211	dottiej42@aol.com	303-458-1700
American Job Center - New Haven	New Haven	CT	06519	bwilkes@workforcealliance.biz	203-624-1493
American Job Center Serving Jefferson, Clear Creek and Gilpin Counties	Golden	CO	80401	bhendric@jeffco.us	303-271-4700
American Job Center Serving Jefferson, Clear Creek and Gilpin Counties	Black Hawk	CO	80422	jhoward@jeffco.us	303-582-6003
American Job Center Serving Jefferson, Clear Creek and Gilpin Counties	Black Hawk	CO	80422	lbarwick@jeffco.us	303-582-6003
American Job Center Serving Jefferson, Clear Creek and Gilpin Counties	Golden	CO	80401	tgallowa@jeffco.us	303-271-4700
American Legion Post 5	Colorado Springs	CO	80932	mee477@yahoo.com	
Anaheim - Workforce Services Office	Anaheim	CA	92806	aldo.arrunategui@edd.ca.gov	
Anaheim - Workforce Services Office	Anaheim	CA	92806	andrew.tsai@edd.ca.gov	
ANAHEIM INTERFAITH SHELTER INC	Anaheim	CA	92805	aishalcyon@sbcglobal.net	7147748502
Anaheim Jobs	Anaheim	CA	92805	daniel.sarno@edd.ca.gov	714-765-4350
ANNENBERG SCHOOL FOR COMMUNICATION/USC	Los Angeles	CA	90086	oconnor@usc.edu	2137406045

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Arapahoe Douglas Works! Workforce Center	Centennial	CO	80112	sharon.lindell@state.co.us	303-636-1160
Arapahoe/Douglas Works! Castle Rock Workforce Center	Castle Rock	CO	80104	dalred@arapahoegov.com	720-733-4321
Arc of South East Los Angeles County	Downey	CA	90242	jeffreystephensj@gmail.com	562-803-1556
ARCIL	Austin	TX	78753	valerie@arcil.com	5128326349
Aspen Mine Center	Cripple Creek	CO	80813	rmichael.bartol@state.co.us	719-689-3584
Association of Latino Professionals in Finance & Accounting	Hartford	CT		membership@national.alpfa.org	
Austin Community College	Austin	TX	78736	jpcaia@austincc.edu	512-223-8001
Austin Recovery	Austin	TX	78745	mmorales@austinrecovery.org	512-997-0101
BARBER-SCOTIA COLLEGE	Concord	NC	28025	ytracey@bellsouth.net	704-402-4437
BELMONT ABBEY COLLEGE	Belmont	NC	28012	careerservices@bac.edu	704-825-6700
Bergen One Stop Career Center	Hackensack	NJ	07601	john.bautz@dol.state.nj.us	201-329-9600
Bergen One Stop Career Center	Hackensack	NJ	07601	kattah@bergen.org	201-329-9600
Bergen One Stop Career Center	Hackensack	NJ	07601	paula.wills@dol.state.nj.us	201-329-9600
BHcare	Ansonia	CT		eliberto@bhcare.org	203-736-2601
Billings Job Service Workforce Center	Billings	MT	59102	billingsjsc@mt.gov	406-652-3080
Billings Job Service Workforce Center	Billings	MT	59102	daltmaier@mt.gov	406-652-3080
Black Women for Wellness	Los Angeles	CA	90008	info@bwwla.com	323-290-5955
Boyle Heights Worksource	Los Angeles	CA	90033	jessica.espinoza@rescare.com	323-267-5930
Bridgeport American Job Center	Bridgeport	CT	06604	lorilynn.chatlos@ct.gov	203-455-2700
Bridgeport American Job Center	Bridgeport	CT	06604	victor.fuda@ct.gov	203-455-2700
BRONX COMMUNITY COLLEGE	Bronx	NY	10453	jonathan.alejo@stu.bcc.cuny.edu	718-289-5603
Bronx Independent Living Center	Bronx	NY	10457	brett@bils.org	
Bronx Workforce1 Career Center	Bronx	NY	10458	frank.cook@labor.ny.gov	718-960-7901
Bronx Workforce1 Career Center	Bronx	NY	10458	ozias.batista@labor.ny.gov	718-960-7901
Bronx Workforce1 Career Center	Bronx	NY	10458	vanessa.johnson-booker@labor.ny.gov	718-960-7901
BROWNSON TECHNICAL SCHOOL	Anaheim	CA	92805	dodie@brownson.edu	7147749443
Build West Valley WorkSource Center	Chatsworth	CA	91311	raguilera@buildonestop.com	818-701-9800
Burbank WorkForce Connection	Burbank	CA	91502	burbankworkforceconnection@burbankca.gov	818-238-5021
BUREAU OF VOCATIONAL REHABILITATION	Dover	OH		Stephanie.Branco@ood.ohio.gov	7406850404
CA STATE UNIV DOMINGUEZ HILLS/COMMUNICATIONS	Carson	CA	90747	jsudalnik@csudh.edu	3102433502
Cabarrus NCWorks Career Center	Concord	NC	28027	carolyn.mays@nccommerce.com	704-786-3183
Cabarrus NCWorks Career Center	Concord	NC	28027	gary.mason@rescare.com	704-786-3183
Cabarrus NCWorks Career Center	Concord	NC	28027	joseph.dismuke@nccommerce.com	704-786-3183
Cabarrus NCWorks Career Center	Concord	NC	28027	ken.sellers@nccommerce.com	704-786-3183
Cabarrus NCWorks Career Center	Concord	NC	28027	tony.sloop@nccommerce.com	704-786-3183
Cabarrus NCWorks Career Center	Concord	NC	28027	vivian.clawson@nccommerce.com	704-786-3183
Café Carolina and Bakery	Charlotte	NC	28277	kbhuber@e4myjob.com	404-550-4112
CALIFORNIA DEPT OF REHABILITATION	Riverside	CA		gwen@scrs-ilc.org	9517826650
CALIFORNIA DEPT OF REHABILITATION	Compton	CA		mmcintyr@dor.ca.gov	3106371151
CALIFORNIA ELWYN INC	Fountain Valley	CA	92708	hessl@elwyn.org	7145576313
CALIFORNIA ELWYN INC	Torrance	CA	90501	krausmanc@elwyn.org	3103282822
CALIFORNIA STATE UNIV-DOMINGUEZ HILLS	Carson	CA	90747	washley@csudh.edu	3102433300
CALIFORNIA STATE-DOMINGUEZ HLS UNIVERSITY	Carson	CA	90747	FAUSTINO_AUGUSTIN@smc.edu	3102433771
CALIFORNIA STATE-FULLERTON	Fullerton	CA	92834	ptnguyen@fullerton.edu	6572782011
Canon City Workforce Center	Canon City	CO	81212	paul.sharp@cwfc.net	719-275-7408
CAREER & FAMILY SUPPORT SVCS DIV/CO WORKS PGM	Golden	CO	80401	sralph@jeffco.us	3032711388
Career Crossroads Network - Lake Wylie Christian Assembly	Lake Wylie	SC	29710	lwca.crossroads@gmail.com	803-222-0069
Career Development Services, LLC	Aurora	CO	80014	yasmin@careerdevservices.com	800-249-7845

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Careers For Life	Austin	TX	78755	careersforlife@scic.com	512-349-3328
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	apalevichcareers@gmail.com	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	ascorca@careersfp.org	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	careerssprsr@aol.com	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	damonragin@gmail.com	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	lnewman@careersfp.org	914-741-8500
CAREERS Support Solutions	Valhalla	NY	10595	careersforpeople@aol.com	914-741-8500
CareerSource Central Florida	Sanford	FL	32773	dcarr@careersourcecf.com	407-531-1222
CareerSource Central Florida	Sanford	FL	32773	dlewis@careersourcecf.com	407-531-1222
CareerSource Central Florida	Sanford	FL	32773	jlietz@careersourcecf.com	407-531-1222
CareerSource Central Florida	Sanford	FL	32773	jquarnoccio@careersourcecf.com	407-531-1222
CareerSource Central Florida	Sanford	FL	32773	mcollins@careersourcecf.com	407-531-1222
CareerSource Tampa Bay	Tampa	FL	33612	baileyd@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	cleggc@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	colone@careersourcecf.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	hilsmana@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	karfeldb@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	monteilhp@workforcetampa.com	813-930-7400
CareerSource Tampa Bay	Tampa	FL	33612	papiusj@careersourcecf.com	813-930-7400
Catawba Indian Nation	Rock Hill	SC	29730	patricia.leach@catawbaindian.net	803-366-4792
CEN Job Search Support Group - St. Cletus	Saint Charles	MO	63301	robert.burns@patriotmachine.com	
CEN Job Search Support Group - St. Gabriel the Archangel Parish	St. Louis	MO	63109	stlhjb@aol.com	314-353-6303
CEN Job Search Support Group - St. Joseph--Cottleville	St. Charles	MO	63304	jobs@stjoecot.org	314-997-1212
CEN Job Search Support Group - St. Monica	St. Louis	MO	63141	dskaggs5@aol.com	314-994-0425
Center for People with Disabilities	Boulder	CO	80301	cindy@cpwd.org	303-442-8662
Center for Work and Education	Denver	CO	80204	leads@cwec.org	303-892-8444
Center for Work Education and employment	Denver	CO	80204	leads@cwec.org	303-892-8444
Central Connecticut State University Career Services Office	New Britain	CT		deloyp@mail.ccsu.edu	860-832-1615
Central San Gabriel Valley AJCC	El Monte	CA	91732	dkauffman@goodwilllocal.org	626-258-0365
Cerritos AJCC	Cerritos	CA	90703	marjeanc@selaco.com	562-402-9336
Cerritos AJCC	Cerritos	CA	90703	selaco@selaco.com	562-402-9336
Christian Career Circle - Sacred Heart of Mary Church	Boulder	CO	80303	javabob2010@hotmail.com	720-218-1550
Christians in Career Transition - St. Matthew Catholic Church	Charlotte	NC	28277	jhamrlik@carolina.rr.com	704-543-7677
CITIZENS ADVICE BUREAU	Bronx	NY	10457	ssmart@bronxworks.org	7187316301
City of Compton CareerLink Center (Youth)	Compton	CA	90221	hsmith@comptoncity.org	310-605-3050
City of LA Dept of Disability	Los Angeles	CA	90012	deanna.mcneally@lacity.org	213-202-2764
Clear Creek County Workforce Center	Idaho Springs	CO	80452	jhoward@jeffco.us	303-670-7548
CO DEPT OF HUMAN SVCS/AGING & ADULT SVCS	Denver	CO		rochelle.hayes@state.co.us	3038662846
CO DIV OF VOCATIONAL REHABILITATION	Denver	CO	80203	annette.bernal@state.co.us	3038664150
CO DIV OF VOCATIONAL REHABILITATION	Colorado Springs	CO	80907	loretta.jacobs@state.co.us	7196353585
COASTLINE COMMUNITIY COLLEGE	Fountain Valley	CA	92708	tbtran@coastline.edu	714-546-7600
CollegeAmerica	Denver	CO	80222	nathan.mizell@collegeamerica.edu	303-300-8740
COLORADO COLLEGE	Colorado Springs	CO	80903	careercenter@coloradocollege.edu	719-389-6893
Colorado Department of Rehabilitation	Aurora	CO	80014	david.atkinson@state.co.us	303-335-7591
Colorado Division of Vocational Rehabilitation	Parker	CO	80134	jobplacementcolorado@gmail.com	7203949958
COLORADO SCHOOL OF MINES	Boulder	CO	80309	andrea.young@colorado.edu	3034927096

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Colorado Workforce Center at Gunnison	Gunnison	CO	81230	cdle_gunnison_wfc@state.co.us	970-641-0031
Colorado Workforce Center at Gunnison	Gunnison	CO	81230	jennifer.rogers@state.co.us	970-641-0031
Colorado Workforce Development Council	Denver	CO	80202	elaine.edon@state.co.us	303-318-8038
Colorado Workforce Development Council	Denver	CO	80202	kathy.ford@state.co.us	303-318-8038
Columbus State Community College	Columbus	OH	43216	tholton5@csc.edu	614-287-2776
COMMUNITY FUND MANAGERMENT FOUNDATION	Cleveland	OH		askcopsr@usdoj.gov	2168610253
Community Living Inc.	St. Peters	MO	63376	smoore@cliservices.org	636-970-2800
COMMUNITY RESOURCES CENTER	Columbus	OH	43202	familyservices@clintonvillec.org	614-268-3539
COMMUNITY SERVICES	Anaheim	CA	92805	daviles@anaheim.net	7147654456
Community Support for Employment Transition (ComSET) - Larchmont Avenue Church	Larchmont	NY	10580	mrsrevmom@yahoo.com	
CONCORDE CAREER COLLEGE	Aurora	CO	80010	eantwine@concorde.edu	720-207-0397
Connections Workforce Development and Business Resource Center	South Lake Tahoe	CA	96150	bldgdept@edc.gov.us	530-573-4330
Construction Workforce Initiative 2, Inc	New Haven	CT		njeffers@newhavenct.net	203-946-8160
CRAFTON HILLS COLLEGE	Yucaipa	CA		fsoutherland@craftonhills.edu	909-389-3361
Crossroads Career Network - Central Presbyterian Church	Clayton	MO	63017	hardierl@aol.com	314-727-2777
Crossroads Career Network - New Beginnings Cathedral of Worship	Aurora	CO	80011	nbworkofourhands@gmail.com	303-341-7500
Crossroads Career Network - The Masters Touch International Church	Longwood	FL	32779	mymonarchcareer@gmail.com	321-304-4111
CUYAHOGA CC-EASTERN CAMPUS	Beachwood	OH		pamela.buchter@tri-c.edu	216-987-2215
CYPRESS COLLEGE	Cypress	CA		rrojas@cyresscollege.edu	714-484-7000
DARS DBS	Austin	TX	78756	cecilia.berrios@dars.state.tx.us	5123770575
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	merit02@odjfs.state.oh.us	740-833-2326
Denver First Church - Denver Job Networks	Englewood	CO	80113	dfilter@highpointgrp.com	303-588-1946
Denver Speer Workforce Center	Denver	CO	80204	felicia.miranda@denvergov.org	720-865-5619
Denver Speer Workforce Center	Denver	CO	80204	james.roina@denvergov.org	720-865-5619
Denver Speer Workforce Center	Denver	CO	80204	tony.anderson@denvergov.org	720-865-5619
Denver Westside Workforce Center	Denver	CO	80204	lee.tibbetts@denvergov.org	720-944-1615
Denver Workforce Center at Montbello	Denver	CO	80293	dana.williams@denvergov.org	720-865-4800
Denver Workforce Development	Denver	CO	80201	tony.anderson@denvergov.org	720-913-1648
Department of Rehabilitation	Anaheim	CA	92805	mariana.magana@dor.ca.gov	714-687-4539
DEVELOPMENTAL DISABILITIES CENTER	Lafayette	CO	80026	caroline@imaginecolorado.org	3039266405
Disabled Resource Center	Long Beach	CA	90802	info@drcinc.org	
DIVISION OF VOCATIONAL REHABILITATION	Concord	NC	28027	joyce.beaver@dhhs.nc.gov	7047882172
Division of Vocational Rehabilitation Services	Raleigh	NC	27603	jeffrey.gallagher@dhhs.nc.gov	919-855-3553
Division of Vocational Rehabilitation Services	Raleigh	NC	27603	kenny.gibbs@dhhs.nc.gov	919-855-3553
DOR - Culver City	Culver City	CA		saguilar@dor.ca.gov	
DOR - East Los Angeles	Los Angeles	CA	90033	mvotion@dor.ca.gov	323-223-2315
Downtown/Pico-Union WorkSource Center, Pacific Asian Consortium in Employment	Los Angeles	CA	90017	esooohoo@westlake-worksource.org	213-353-1677
EAST LOS ANGELES SKILLS CENTER	Los Angeles	CA	90031	cclyborn@lausd.net	323-224-5970
EASTMONT COMMUNITY CENTER	Los Angeles	CA	90022	eastmontcenter1@aol.com	3237267998
EDD Career Center - Norwalk	Norwalk	CA	90650	anna.hernandez@edd.ca.gov	562-929-9107

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EDD Career Center - Norwalk	Norwalk	CA	90650	dadisi.elliott@edd.ca.gov	562-929-9107
EDD Career Center - Norwalk	Norwalk	CA	90650	ronald.williams@edd.ca.gov	562-929-9107
EL NIDO FAMILY CENTER	Compton	CA	90221	sfigueroa@elnidofamilycenters.org	310-223-0707
El Sol de Nevada	Reno	NV	89509	elsoldenevada@yahoo.com	775-786-0189
Employment Assistance & Resource Network - Saint Patrick's Church	Yorktown Heights	NY	10598	livesintransition@gmail.com	914-967-0842
Employment Connections	St Louis	MO	63103	hovens@employmentstl.org	314-333-5627
Epilepsy Assoc Of Cent Fl	Orlando	FL	32804	contact@epilepsyassociation.com	407-422-1416
Epilepsy Foundation	Austin	TX	78752	kflores@nfbtx.org	512-323-5444
ESTELLE VAN METER MULTIPURPOSE	Los Angeles	CA	90001	loveseniors@hotmail.com	323-778-733
Familia Unida	Los Angeles	CA	90022	iresendez@familia-unida.org	323-418-2667
FECS - Long Island Location	Syosset	NY	11791	jkhan@fecs.org	516-496-7550
FECS - Long Island Location	Syosset	NY	11791	lrothchild@fecs.org	516-496-7550
FINE (Entrepreneurship Focus)	Westport	CT	06880	ed.fitzgerald@cbmoves.com	203-227-8424
FOCUS POINT FAMILY RESOURCES	Denver	CO	80216	info@focuspoints.org	303-292-3203
Foothill Employment & Training Connection	Pasadena	CA	91106	gnorris@foothilletc.org	626-796-5627
Foothill Employment & Training Connection	Pasadena	CA	91106	jbarakat@foothilletc.org	626-796-5627
Foothill Employment & Training Connection-Citr	Glendora	CA	91741	jmcelrat@foothilletc.org	626-304-8903
Foothill Employment & Training Connection-Pas	Pasadena	CA	91107	ceccareercenter@pasadena.edu	626-585-3209
Fort Morgan Workforce Center	Fort Morgan	CO	80701	kirk.woerner@state.co.us	970-867-9401
Franklin County Veterans Services	Columbus	OH	43215	jkharris@franklincountyohio.gov	
Functional Training Services, Inc.	Columbus	OH	43224	cindy.kazalia@ftsjobs4u.com	614-262-9669
Garden Grove America's Job Center of California	Garden Grove	CA	92841	Kim.Sykes@edd.ca.gov	714-241-4900
Garden Grove America's Job Center of California	Garden Grove	CA	92841	ngocchau.vuong@edd.ca.gov	714-241-4900
Gardena South Bay One Stop Business and Career	Gardena	CA	90247	h.w.joiner@edd.ca.gov	310-538-7070
Gardena South Bay One Stop Business and Career	Gardena	CA	90247	sames@sbwib.org	310-538-7070
GASTON COLLEGE	Dallas	NC	28034	kincaid.brenda@gaston.edu	704-922-6247
Gaston Community Action, Inc.	Gastonia	NC	28052	joseph.dixon@gastonca.org	704-861-2283
Gaston County Career Center - East	Belmont	NC	28012	benjamin.boyles@nccommerce.com	704-266-5005
Gaston County Career Center - East	Belmont	NC	28012	ncworks.0410@nccommerce.com	704-266-5005
GOOD SHEPHERD CENTER	Los Angeles	CA	90026	evaldes@gschomeless.org	213-482-1834
Goodwill Career Center	Aurora	CO	80013	smarshall@goodwilldenver.org	303-577-0186
Goodwill Career Center	Stapleton	CO	80238	ssineros@goodwilldenver.org	720-317-2237
Goodwill Career Services	Pomona	CA	91767	dlevise@goodwilllocal.org	909-242-7999
Goodwill Industries	Long Beach	CA	90806	bespitia@goodwillsolac.org	562-435-3411
GOODWILL INDUSTRIES	Toledo	OH		jroloff@goodwillnwohio.org	419-255-0070
GOODWILL INDUSTRIES OF CENTRAL NC	Greensboro	NC		sbryan@triadgoodwill.org	336-275-9801
Goodwill Industries of Central Texas	Austin	TX	78702	roberto.perez@austingoodwill.org	512-480-0772
Goodwill Industries of Denver	Denver	CO	80221	dscarpella@goodwilldenver.org	720-495-7495
Goodwill Industries of Denver at Arapahoe Co	Aurora	CO		sking@goodwilldenver.org	303-636-1955
Goodwill Self Sufficiency Job Centers	Kissimmee	FL	34741	lvazquez@goodwillcfl.org	407-847-0696
Grace-Mar Services Inc	Charlotte	NC	28208	kennysmith@gracemar.org	704-714-4051
Harbor Gateway WorkSource Center	San Pedro	CA	90731	charles.carter@edd.ca.gov	310-732-5700
Harbor Gateway WorkSource Center	San Pedro	CA	90731	jennifer.angeles@pacific-gateway.org	310-732-5700
Healthy African American	Los Angeles	CA	90008	ljoneshaaf@aol.com	323-292-2002
Helen Keller National Center	Sands Point	NY	11050	debbie.fiderer@hknc.org	
HempsteadWorks Career Center	Hempstead	NY	11550	angela.duncan@labor.ny.gov	516-485-5000
HempsteadWorks Career Center	Hempstead	NY	11550	peter.paftinos@labor.ny.gov	516-485-5000
HempsteadWorks Career Center	Hempstead	NY	11550	peter.paftinos@labor.state.ny.us	516-485-5000
HempsteadWorks Career Center	Hempstead	NY	11550	sruhin@hempsteadworks.com	516-485-5000
Hicksville Career Center	Hicksville	NY	11801	may-whei.lin@labor.ny.gov	516-934-8532
Hicksville Career Center	Hicksville	NY	11801	pamela.bedford@labor.ny.gov	516-934-8532
Hire Heroes USA		TX		ltalbot@hireheroesusa.org	
Hire Heroes USA (Vet Center)		CO		ereyes@hireheroesusa.org	

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Hire Heroes USA (Vet Center)		CO		nhenderson@hireheroesusa.org	
Hire Heroes USA, Health Careers Foundation	Bridgeton	MO	63044	robert.r.hancock.ctr@mail.mil	314-770-1626
Hollywood WorkSource Center	Los Angeles	CA	90029	marshaun.robinson@edd.ca.gov	
Hollywood WorkSource Center	Los Angeles	CA	90029	mgardner@mcscareergroup.com	
Housing Authority City of Los Angeles Imperial C	Los Angeles	CA	90057	pamela.paige@hacla.org	323-249-7751
Housing Authority of the City of Los Angeles	Los Angeles	CA	90059	joclyn.molo@hacla.org	323-249-7751
HUNTINGTON CAREER COLLEGE	Los Angeles	CA	90010	hccusa@gmail.com	2137365505
IETC Glen Carbon	Glen Carbon	IL	62034	alan.buckner@illinois.gov	618-656-6100
IETC Glen Carbon	Glen Carbon	IL	62034	donald.niebruegge@illinois.gov	618-656-6100
IETC Glen Carbon	Glen Carbon	IL	62034	richard.wuthrich@illinois.gov	618-656-6100
Independent Living Centers	Austin	TX	78745	sandra@txsilc.org	512-371-7353
INTERCOAST COLLEGE	Burbank	CA	91502	ajabrayan@intercoast.edu	8185008400
Jacob's Ladder Job Center	Charlotte	NC	28208	info@charlotte.bbb.org	704-332-5822
Jewish Community Career Network - Jewish Con	Boulder	CO	80301	heidi@boulderjcc.org	303-998-1900
Job Ministry - Zion Baptist Church	Denver	CO	80205	sharon_simpsonsdesigns@yahoo.com	303-861-0686
Job Networking Ministry - Christ of the King Par	Pleasant Hill	CA	94523	godsaves@comcast.net	925-682-2486
Job Seekers - South Mecklenburg Presbyterian C	Charlotte	NC	28277	gwenflfe@gmail.com	704-496-4652
Job Seekers Support Group - Temple Israel	Charlotte	NC	28226	cara.schlitz@adajenkins.org	704-364-6594
Johnson C. Smith University	Charlotte	NC	28216	prsaunders@jcsu.edu	704-378-1045
Johnson C. Smith University	Charlotte	NC	28216	tstowe@jcsu.edu	704-378-1045
JVS West Hollywood Worksource Center	West Hollywood	CA	90036	jsantiago@jvsla.org	310-652-6378
JVS West Hollywood Worksource Center	West Hollywood	CA	90036	sszorabian@jvsla.org	310-652-6378
KAARD	Flushing	NY	11354	kaard@verizon.net	718-445-3929
Kansas Commission on Veterans' Affairs	Kansas City	MO		wbollig@kcva.ks.gov	913-371-5968
Korean American Federation of Los Angeles	Los Angeles	CA	90006	info@kafla.org	323-732-0700
KOREAN COMMUNITY SERVICE	Flushing	NY	11354	kisny2003@yahoo.com	718-359-5400
KSCR - UNIV SOUTHERN CALIFORNIA	Los Angeles	CA	90089	blevine@usc.edu	2137405727
LABOR EMPLOYMENT & TRAINING CORP	Long Beach	CA	90806	bsanchez@letc.com	5629897700
Lamar Workforce Center	Lamar	CO	81052	cdle_lamar_wfc@state.co.us	719-336-2256
LARADON HALL	Denver	CO	80216	ann.austin@laradon.org	3032965906
Latino & Puerto Rican Affairs Commission	Hartford	CT		werner.oyanadel@cga.ct.gov	860-240-8330
LDS EMPLOYMENT	Aurora	CO		wel-ec-denver@ldschurch.org	3033719181
LDS Employment Resource Center	Independence	MO		wel-ec-independence@ldschurch.org	8164615481
LEHMAN COLLEGE	Bronx	NY	10468	alan.fuentes@lehman.cuny.edu	7189608366
LEHMAN COLLEGE CONTINUING ED	Bronx	NY	10468	maryann.drago-dowling@lehman.cuny.edu	7189608077
Lexington Center for Recovery	New Rochelle	NY	10801	jmartinez7709@optonline.net	9142356633
LIFT Orlando	Orlando	FL	32801	natalie@lifterlando.org	407-480-5054
Little Tokyo Service Center	Los Angeles	CA	90013	ghernandez@ltsc.org	213-473-3030
Lives In Transition - Rye Presbyterian Church	Rye	NY	10580	rmorse@jcsfl.org	
LONG BEACH CITY COLLEGE	Long Beach	CA		rbrinker@lbcc.edu	5629384355
LOS ANGELES CO DPSS/GAIN	Bell	CA	90201	freddiezuniga@dpss.lacounty.gov	3238815312
LOS ANGELES CO DPSS/GAIN	El Monte	CA	91731	josecalvera@dpss.lacounty.gov	6269272822
Los Angeles Co Office of Ed-GAIN/GROW Div	Downey	CA	90242	campos-juarez_janet@laoe.edu	562-922-8705
Los Angeles County Department of Children and	Gardena	CA	90247	ellisa@dcfs.lacounty.gov	310-930-3979
LOS ANGELES JOB CORPS CENTER	Los Angeles	CA	90015	gallardo.carlos@jobcorps.org	2137415391
Los Angeles Urban League	Los Angeles	CA	90008	Connie.Thomas@edd.ca.gov	323-299-9660
Los Angeles Urban League	Los Angeles	CA	90008	marie.manuel-esguerra@laul.org	323-299-9660
Mariners Church Career Support Network - Mari	Irvine	CA	92603	care@marinerschurch.org	949-769-8100
Mark Sanders AJCC	Sacramento	CA	95817	ckatalba@edd.ca.gov	916-227-0301
Mark Sanders AJCC	Sacramento	CA	95817	elizabeth.tanner@edd.ca.gov	916-227-0301
Mark Sanders AJCC	Sacramento	CA	95817	john.plane@edd.ca.gov	916-227-0301
Mark Sanders AJCC	Sacramento	CA	95817	Joseph.Carlotti@edd.ca.gov	916-227-0301
Mark Sanders AJCC	Sacramento	CA	95817	robert.weil@edd.ca.gov	916-227-0301

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Mark Sanders AJCC	Sacramento	CA	95817	samuel.martin@edd.ca.gov	916-227-0301
Mecklenburg County NCWorks Career Center	Charlotte	NC	28212	bill.dodge@nccommerce.com	704-566-2870
Mecklenburg County NCWorks Career Center	Charlotte	NC	28212	ronald.eubanks@nccommerce.com	704-566-2870
Mecklenburg County NCWorks Career Center (S	Charlotte	NC	28217	bill.dodgen@nccommerce.com	704-565-6865
Mecklenburg County NCWorks Career Center (S	Charlotte	NC	28217	esc.jobs.charlottesouth@nccommerce.com	704-565-6865
Mecklenburg County NCWorks Career Center (S	Charlotte	NC	28217	joel.hirschman@nccommerce.com	704-565-6865
Mecklenburg County Women's Commission	Charlotte	NC	28202	stacy.lowry@mecklenburgcountyn.c.gov	704-336-3210
MERS Missouri Goodwill Industries	St Louis	MO	63103	jelliott@mersgoodwill.org	314-982-8812
Mesa County Workforce Center	Grand Junction	CO	81501	bethany.hall@mesacounty.us	970-248-0871
Mesa County Workforce Center	Grand Junction	CO	81501	kent.kroese@mesacounty.us	970-248-0871
Metropolitan Training and Education Center	St Louis	MO	63133	marion.williams@betterfamilylife.org	314-746-0750
Military Veterans Resource Center	Columbus	OH	43229	info@milvetsrc.org	614-504-4359
Ministerio de Asistencia de Empleos - Iglesia El C	Orlando	FL	32809	rosichrodriguez@yahoo.com	407-233-5350
Ministry at Work - Matthews United Methodist	Matthews	NC	28105	bjbrogan@carolina.rr.com	704-488-8175
Missouri Career Center - Arnold	Arnold	MO	63010	charles.johnson@ded.mo.gov	636-287-8909 or 800-292-1314
Missouri Career Center - Florissant	Florissant	MO	63033	denise.jackson@ded.mo.gov	314-877-3010
Missouri Career Center - Florissant	Florissant	MO	63033	florissant@ded.mo.gov	314-877-3010
MISSOURI DIV VOCATIONAL REHABILITATION	Kansas City	MO		teresa.king@vr.dese.mo.gov	
Missouri Job Center of St. Charles County	St. Peters	MO	63376	lmyers@sccmo.org	636-278-1360
Missouri Job Center of St. Charles County	St. Peters	MO	63376	workforce@sccmo.org	636-278-1360
Monrovia Adult School One Stop Career Center	Monrovia	CA	91016	kchick@monroviashools.net	626-471-3052
Morning Star Church Job Connection Group - Mc	O'Fallon	MO	63368	kathy.frick@mscwired.org	636-561-5680
Mount Vernon Employment Center	Mt. Vernon	NY	10550	jimmy.vargas@labor.ny.gov	914-813-6555
NAACP DELAWARE COUNTY BRANCH #3178	Delaware	OH	43015	delconaacp@gmail.com	614-895-0330
National Alliance on Mental Illness	Austin	TX	78704	kjeschke@namitexas.org	
National Association of the Deaf	Granite	IL	62040	shelleyrwms@gmail.com	
National Veterans Foundation	Los Angeles	CA	90045	rich@nvf.org	310-642-0255
NAZARENE BIBLE COLLEGE	Colorado Springs	CO	80910	tdcofield@nbc.edu	7198845092
NC D of Vocational Rehabilitation	Monroe	NC	28110	dvr.webw3200@dhhs.nc.gov	704-289-2543
NC D of Vocational Rehabilitation	Monroe	NC	28110	margaret.oshita@dhhs.nc.gov	704-289-2543
NC DIV OF VOCATIONAL REHABILITATION	Charlotte	NC	28212	joan.wofford@dhhs.nc.gov	7045688804
NC DIV OF VOCATIONAL REHABILITATION	Monroe	NC	28110	margaret.oshita@dhhs.nc.gov	7042892543
NC DIVISION OF VOCATIONAL REHABILITATION	Gastonia	NC	28054	keith.saunders@dhhs.nc.gov	7048535358
NC DIVISION Services For The Blind	Charlotte	NC	28212	susan.ingram@dhhs.nc.gov	7045634168
NC Works Career Center - W. Morehead - North	Charlotte	NC	28208	ncws.0371@nccommerce.com	704-597-8057
NCWorks Career Center-Gaston	Gastonia	NC	28052	benjamin.boyles@nccommerce.com	704-853-5328
NCWorks Career Center-Gaston	Gastonia	NC	28052	sharon.riggan@nccommerce.com	704-853-5328
NEIGHBORHOOD OUTREACH WORKERS (NOW)	Pasadena	CA	91103	rpra-contractor@cityofpasadena.net	6267447306
NetWORK - Davidson United Methodist Church	Davidson	NC	28036	charleshaag@bellsouth.net	704-530-5044
Nevada JobConnect Reno	Reno	NV	89502	jsparel@nvdetr.org	775-284-9600
NevadaJobConnect Sparks	Sparks	NV	89431	tmdoud@detr.nv.gov	775-284-9520
New Canaan Cats - St. Mark's Episcopal Church	New Canaan	CT	06840	jlischer@aol.com	203-972-3519
New Jersey Dept of Rehabilitation - Hudson	Hudson	NJ	07036	luis.rojas@dol.nj.gov	201-217-7180
New York Indian Council	Bronx	NY	10461	tpowell@newyorkindiancouncil.org	718-684-3993
New York Urban League	Bronx	NY	10469	dcoleman@nyul.org	718-944-3734
New York Urban League	Bronx	NY	10469	employmentservices@nyul.org	718-944-3734
NORTH ORANGE CO ROP	Anaheim	CA	92801	mlucatero@nocrop.us	7145025800
North Texas Job Corps	McKinney	TX		taylor.loretta@jobcorps.org	972-547-7720
Northeast Los Angeles WorkSource Center	Los Angeles	CA	90031	kaniko.neighbors@edd.ca.gov	323-539-2000
Northeast Los Angeles WorkSource Center	Los Angeles	CA	90031	rvillalobos@goodwilllocal.org	323-539-2000
Northeast San Gabriel Valley WorkSource Center	Alhambra	CA	91801	ajacobo@mcscareergroup.com	626-677-2600
Northeast San Gabriel Valley WorkSource Center	Alhambra	CA	91801	fchong@mcscareergroup.com	626-677-2600

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
NRHC NetWorking Group - North Rock Hill Church	Rock Hill	SC	29732	nrhc.network.group@gmail.com	803-517-7525
NV JobConnect/Fallon	Fallon	NV	89406	dnmoteberg@nvdetr.org	775-423-5115
NV JobConnect/Fallon	Fallon	NV	89406	rdfairbanks@nvdetr.org	775-423-5115
NYC Dept of Parks & Rec/Parks Opportunity Pgm	Bronx	NY	10462	vera.jacobs@parks.nyc.gov	7184304608
OAKLAND PARK SCHOOL - TECHNOLOGY	Columbus	OH	43224	kbutler46@yahoo.com	6142624856
ODJFS	Mansfield	OH		bedsol@odjfs.state.oh.us	4197745400
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 STATE UNIVERSITY	Lewis Center	OH	43035	smith.4818@osu.edu	7405494426
OHIO WESLEYAN UNIVERSITY	Delaware	OH	43015	careers@owu.edu	740-368-3152
OhioMeansJobs Columbus-Franklin County	Columbus	OH	43205	info@omjcfc.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 Logan County	Bellfontaine	OH	43311	jeffrey.adams@jfs.ohio.gov	937-599-5165
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
Operations Good Jobs Goodwill Industries of Central Texas	Austin	TX	78753	erin.kingsbury@austingoodwill.org	
ORANGE CO ASIAN PACIFIC ISLANDER COMMUNITY CENTER	Garden Grove	CA	92843	unguyen@ocapica.org	714-636-9095
Orange County One-Stop Career Center - Irvine	Irvine	CA	92618	stephen.springer@edd.ca.gov	949-341-8000
Orange County One-Stop Center-Buena Park	Buena Park	CA	90621	deborah.bergman@edd.ca.gov	714-562-9200
ORANGE COUNTY RESCUE MISSION	Tustin	CA	92782	joeya.gonzalez@rescuemission.org	7142584450
Orlando Tech	Orlando	FL	32801	alex.heidelberg@ocps.net	407-246-7060
Orlando VA Medical Center	Orlando	FL	32803	ellamay.artis@va.gov	407-646-5500
Osceola Developmental Center, Inc	St Cloud	FL	34769	odcfl@yahoo.com	
OTTERBEIN COLLEGE	Westerville	OH	43081	career@otterbein.edu	6148231456
Palmdale AJCC	Palmdale	CA	93550	dsantamaria@jvs-socal.org	661-265-7421
PARKCHESTER (BRONX) NAACP BRANCH #2225	Bronx	NY	10462	bevroberts@optonline.net	718-597-0364
Partners In Diversity	Torrance	CA	90503	kate.harrington@p-i-d.biz	310-792-1211
PASADENA CITY COLLEGE	Pasadena	CA		yxdelapaz@pasadena.edu	6265853377
Pasadena City College-Foothill Campus	Pasadena	CA	91107	mbasteris@pasadena.edu	626-585-3010
Pikes Peak Workforce Center	Colorado Springs	CO	80907	antonioford@elpasoco.com	719-667-3700
Pikes Peak Workforce Center	Colorado Springs	CO	80907	jenniferpierceall-herman@elpasoco.com	719-667-3700
Pikes Peak Workforce Center	Colorado Springs	CO	80907	lenielgarner@elpasoco.com	719-667-3700
Pikes Peak Workforce Center	Monument	CO	80132	OperationsManager@Tri-LakesCares.org	719-481-4864
Pikes Peak Workforce Center	Colorado Springs	CO	80907	tashabaker@elpasoco.com	719-667-3700
Pikes Peak Workforce Center	Colorado Springs	CO	80907	williamspindler@elpasoco.com	719-667-3700
PITZER COLLEGE	Claremont	CA		careerservices@pitzer.edu	9096218519
ProNet Job Club	Reno	NV	89502	pwhite@join.org	775-336-4450
Pv Jobs	Los Angeles	CA	90045	prlh-dlcnrjems@navy.mil	310-482-4684
Queens Workforce1 Career Center	Jamaica	NY	11432	gjacobs@grantassociatesinc.com	718-557-6755
Queens Workforce1 Career Center	Jamaica	NY	11432	jvargas@grantassociatesinc.com	718-557-6755
Queens Workforce1 Career Center	Jamaica	NY	11432	workforce1Queens@grantassociatesinc.com	718-557-6755
Queensborough Community College	Bayside	NY	11364	satkins@qcc.cuny.edu	718-281-5484
Rancho Cucamonga Employment Resource Center	Rancho Cucamonga	CA	91730	ccompton@wdd.sbcounty.gov	909-941-6500
Rancho Cucamonga Employment Resource Center	Rancho Cucamonga	CA	91730	hidejiro.hiratsuka@edd.ca.gov	909-941-6500
Rancho Cucamonga Employment Resource Center	Rancho Cucamonga	CA	91730	java.beck@edd.ca.gov	909-941-6500
Ready, Set, Work - Life Fellowship Church	Westminster	CO	80020	deborah.lockwood@comcast.net	303-451-5433
RED ROCK COMMUNITY COLLEGE	Arvada	CO	80002	nancy.carlson@rrcc.edu	3039146389
Reformed Theological Seminary	Charlotte	NC	28226	bwilson@rts.edu	7043665066

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Regional Consolidated Svcs	Asheboro	NC		jscarborough@regionalcs.org	3366295141
Rehabilitation Services for the Blind, St. Louis So	St Louis	MO	63110	catherine.a.spence@dss.mo.gov	314-933-7311
Rehabilitation Services for the Blind, St. Louis So	St Louis	MO	63110	sharon.t.silverstein@dss.mo.gov	314-933-7311
RESOURCE TECHNOLOGIES INC	Davidson	NC		info@resource-technologies.com	8007928346
Riverside County Workforce Development Cente	Riverside	CA	92507	lance.sayavong@edd.ca.gov	951-955-3100
Riverside County Workforce Development Cente	Riverside	CA	92507	nellie.fowler@edd.ca.gov	951-955-3100
Riverside County Workforce Development Cente	Riverside	CA	92507	richard.rocha@edd.ca.gov	951-955-3100
Riverside County Workforce Development Cente	Riverside	CA	92507	wmerlino@rivcoeda.org	951-955-3100
ROCKY MOUNTAIN SER-JOBS FOR PROGRESS	Denver	CO	80211	sandra@rmser.org	3034809394
Salvation Army	San Diego	CA		ajsqds@yahoo.com	619-231-6000
SALVATION ARMY	San Pedro	CA		araceli.de.leon@usw.salvationarm y.org	3108327228
SALVATION ARMY	Denver	CO		christy.rubano@usw.salvationarm y.org	3038614833
SALVATION ARMY	Torrance	CA		ernesto.madrid@usw.salvationar my.org	3103701986
SALVATION ARMY	Concord	NC		joseph.lasalle@uss.salvationarmy. org	7047827822
SAN JOSE JOB CORPS CENTER	San Jose	CA		hipol-tan.febe@jobcorps.org	4082545627
Santa Ana WORK Center	Santa Ana	CA	92701	ADelgado@santa-ana.org	714-565-2600
Santa Ana WORK Center	Santa Ana	CA	92701	frank.fletcher@edd.ca.gov	714-565-2600
Santa Ana WORK Center	Santa Ana	CA	92701	kim.sykes@edd.ca.gov	714-565-2600
SC Works Rock Hill Center	Rock Hill	SC	29732	areid@scs.org	803-328-3881
SC Works Rock Hill Center	Rock Hill	SC	29732	jwilcox@scworks.org	803-328-3881
Seminole State College of Florida	Sandford	FL	32773	bordersm@seminolestate.edu	407-708-4722
SENIORS' RESOURCE CENTER	Wheat Ridge	CO	80212	twager@srcaging.org	3032356933
SER-Jobs For Progress, Inc.	Ocean Side	CA	92057	felix.ramirez48@yahoo.com	951-296-2929
SLATE Next Generation Missouri Career Center -	St. Louis	MO	63102	steven.hamby@ded.mo.gov	314-589-8000
Society of Hispanic Professional Engineers	City of Industry	CA	91746	shpenational@shpe.org	323-725-3970
South Bay One Stop Business and Career Center	Inglewood	CA	90301	Christopher.Richburg@edd.ca.gov	310-680-3700
South Bay One Stop Business and Career Center	Inglewood	CA	90301	rchavez@sbwib.org	310-680-3700
South Bay One Stop Business and Career Center	Inglewood	CA	90301	ronald.warren@edd.ca.gov	310-680-3700
South Bay One Stop Business and Career Center	Redondo Beach	CA	90277	richard.wright@edd.ca.gov	310-318-0645
South Bay One-Stop Business & Career Center -	Carson	CA	90745	richard.wright@edd.ca.gov	310-680-3870
South Bay One-Stop Business & Career Centers -	Torrance	CA	90501	danny.wilson@edd.ca.gov	310-782-2101
South Bay One-Stop Business & Career Centers -	Torrance	CA	90501	richard.wright@edd.ca.gov	310-782-2101
SOUTH BRONX JOB CORPS CENTER	Bronx	NY	10453	caraballo.sonia@jobcorps.org	7187317700
SOUTH BRONX JOB CORPS CENTER	Bronx	NY	10453	marquez.jennifer@jobcorps.org	7187317700
South Central Alamosa Workforce Center	Alamosa	CO	81101	cdle_alamosa_wfc@state.co.us	719-589-5118
South Central Monte Vista Workforce Center	Monte Vista	CO	81144	cdle_alamosa_wfc@state.co.us	719-852-5171
South Central Monte Vista Workforce Center	Monte Vista	CO	81144	cdle_monte_vista_wfc@state.co.u s	719-852-5171
South Los Angeles WorkSource Center	Los Angeles	CA	90037	aguerrero@letc.com	323-730-7900
Southeast Los Angeles Worksource Center	Los Angeles	CA	90059	mcolumbus@wlcac.org	323-563-4706
SOUTHERN EVANGELICAL SEMINARY	Matthews	NC	28105	jjoyner@ses.edu	7048475600
Southwest Colorado Workforce Center - Durang	Durango	CO	81303	gabrielA.torres@state.co.us	970-247-0308
Southwest Workforce Development Center	Murrieta	CA	92563	jason.gilbert@edd.ca.gov	951-304-5900
Southwest Workforce Development Center	Murrieta	CA	92563	randy.sandusky@edd.ca.gov	951-304-5900
Southwest Workforce Development Center	Murrieta	CA	92563	richard.rocha@edd.ca.gov	951-304-5900
Southwestern Illinois WorkNet Center	Belleville	IL	62221	mickey.meddows@swic.edu	618-235-2700
Southwestern Illinois workNet Center - Alton	Alton	IL	62002	william.russell@illinois.gov	618-466-8891, Ext. 226
Southwestern Illinois workNet Center-Belleville	Belleville	IL	62223	alan.buckner@illinois.gov	618-277-5678
Southwestern Illinois workNet Center-Belleville	Belleville	IL	62223	kathy.king@swic.edu	618-277-5678
Southwestern Illinois workNet-East Alton	East Alton	IL	62024	william.russell@illinois.gov	
Southwestern Illinois workNet-Wood River	Wood River	IL	62095	skray@co.madison.il.us	618-296-4301
SPRINGS RESCUE MISSION	Colorado Springs	CO	80903	patriciag@springsrescuemission.or g	7196321822

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
St Louis ARC	St Louis	MO	63132	jmeyer@slarc.org	314-569-2211
St Louis Urban League Workforce Development	Jennings	MO	63136	hwhiting@urbanleague-stl.org	314-388-9840
St Louis Urban League Workforce Development	St Louis	MO	63108	sjohnson@urbanleague-stl.org	314-615-3642
ST MARGARET CTR	Inglewood	CA	90304	st.marg.jobs@gmail.com	3106722208
STATE UNIVERSITY OF NY	Bronx	NY	10467	epteachny@yahoo.com	7185471001
Sterling Workforce Center - Eastern Region	Sterling	CO	80751	dawn.garcia@state.co.us	970-522-9340
Suffolk County One-Stop Employment Center	Patchogue	NY	11772	michael.antidormi@labor.state.ny.us	631-687-4800
Suffolk County One-Stop Employment Center	Patchogue	NY	11772	michael.cohen@labor.ny.gov	631-687-4800
Suffolk County One-Stop Employment Center	Patchogue	NY	11772	steven.maieli@labor.ny.gov	631-687-4800
SUPPORTED EMPLOYMENT NETWORK	Charlotte	NC	28269	charlottesenet@rhanet.org	7045453302
Thai Health And Information Services Inc	Los Angeles	CA	90038	info@thaihealth.org	323-498-5211
The Employment Center at Suffolk County Labor	Hauppauge	NY	11788	Diane.LaChapelle@suffolkcountyny.gov	631-853-6600
The Employment Center at Suffolk County Labor	Hauppauge	NY	11788	marc.bossert@suffolkcountyny.gov	631-853-6600
The Employment Center at Suffolk County Labor	Hauppauge	NY	11788	richard.krebs@suffolkcountyny.gov	631-853-6600
The Bridge to Independence & Career Opportun	Danbury	CT	06810	tbico1@aol.com	203-743-6695
The Charlotte Area Fund	Charlotte	NC	28206	earlc@charlotteareafund.org	704-372-3010
The Delaware Area Career Center (DACC)	Delware	OH	43015	reinhardt@DelawareAreaCC.org	740-363-1993
The Kennedy Center, Inc.	Trumbull	CT		vreyher@kennedyctr.org	203-365-8522
The Salvation Army	Garden Grove	CA	92841	maria.bautista@usw.salvationarmy.org	7149011480
THOMAS AQUINAS COLLEGE	Santa Paula	CA		careers@thomasaquinas.edu	8055254417
TIME TO CHANGE	Denver	CO	80216	dinomartinez@timetochange.cc	7203770900
TOWARDS EMPLOYMENT INC	Cleveland	OH		gbaker@towardsemployment.org	2166965750
TUSTIN ACTS FOR FAMILIES & YOUTH	Tustin	CA	92780	bguerrero@tustinca.org	7145733370
U.S. Department of Veterans Affairs	St. Louis	MO	63103	loreen.orage@va.gov	
Ucf-Multicultural Services	Orlando	FL	32816	wjackson@mail.ucf.edu	407-823-2716
UCP-Suffolk The Employment Connection	Hauppauge	NY	11788	pcaso@ucp-suffolk.org	
UDI COMMUNITY DEVELOPMENT CORP	Durham	NC		redwardstewart@udicdc.org	9195444597
Union County NCWorks Career Center	Monroe	NC	28110	joseph.dismuke@nccommerce.com	704-283-7541
Union County NCWorks Career Center	Monroe	NC	28110	randall.darnell@nccommerce.com	704-283-7541
Union County NCWorks Career Center	Monroe	NC	28110	robert.johnson@nccommerce.com	704-283-7541
UNITED NEGRO COLLEGE FUND	Charlotte	NC	28202	northcarolina@uncf.org	7043778625
UNIV OF TOLEDO/DEPT OF COMMUNICATIONS	Toledo	OH		paul.fritz@utoledo.edu	4195302006
UNIVERSITY OF TEXAS-EL PASO	El Paso	TX		careers@utep.edu	9157475640
UNIVERSITY OF THE WEST	Rosemead	CA	91770	lisap@uwest.edu	6266562126
Urban League of Southern Connecticut	Stamford	CT	06905	vtspell@ulsc.org	203-327-5810
Urban League of Southwestern Connecticut	Stamford	CT	06910	vswilson@ulsc.org	203-327-5810
Urban League Workforce Development	Austin	TX	78754	darnise_bowens@aaul.org	512-478-7176
USDOL - VETS	Denver	CO	80202	martinez.jovita@dol.gov	303-844-1175
Verdugo Jobs Center	Glendale	CA	91204	gWASHINGTON@ci.glendale.ca.us	
VET AFFAIRS COMPENSATED WORK THERAPY PR	Denver	CO	80220	joseph.thomas5@va.gov	3033998020
Veteran Employment Center - CO		CO		rebecca.s.small.ctr@mail.mil	
Veteran Employment Center - OH		OH		john.a.owens10.ctr@mail.mil	
Veteran Employment Center - TX		TX		norma.gutierrez.ctr@mail.mil	
VETERANS PROGRAM/LVER/DVOP	Cleveland	OH		rosa.torres3@va.gov	4408455023
Victory Resources	Chino	CA	91710	victoryresources@yahoo.com	6266464554
Village Integrated Service Agency	Long Beach	CA	90802	gscannell@mhala.org	562-437-6717
VOA Veteran Service Center	Denver	CO	80204	anthony.medina@denvergov.org	720-501-3368
VOA Veteran Service Center	Denver	CO	80204	tony.anderson@denvergov.org	720-501-3368
WATTS CENTURY LATINO ORG	Los Angeles	CA	90002	wcb@sbcglobal.net	323-564-9140
Watts/Los Angeles Worksource Center	Los Angeles	CA	90059	joclyn.molo@hacla.org	323-249-7751

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Watts/Los Angeles Worksource Center	Los Angeles	CA	90059	pamela.paige@hacla.org	323-249-7751
WE CARE	Los Alamitos	CA	90720	rob@wecarelosalamitos.org	5625989790
West Covina - America's Job Center of California	West Covina	CA	91790	larry.ervin@edd.ca.gov	626-814-8234
West Covina - America's Job Center of California	West Covina	CA	91790	loris.allen@edd.ca.gov	626-814-8234
West Los Angeles American Job Center	Marina del Rey	CA	90292	marvin.wilson@edd.ca.gov	310-309-6000
West San Gabriel Valley WorkSource Center	Monterey Park	CA	91754	abuchanan@mcscareergroup.com	323-647-6500
Westchester Career & Educational Counseling Se	Tarrytown	NY	10591	ory1@westchestergov.com	914-995-3910
Westchester Employment Center - White Plains	White Plains	NY	10605	ory1@westchestergov.com	914-995-3910
Westchester Networking Organization (WNO) - f	Chappaqua	NY	10514	wno1635@gmail.com	914-238-4411
Westside Tech	Winter Garden	FL	34787	terri.anderson@ocps.net	407-857-2480
WILLIAMSBRIDGE (BRONX) NAACP BRANCH #22	Bronx	NY	10467	shirleyfearon@aol.com	718-882-7100
Wilshire - Metro WorkSource Center (Communit	Los Angeles	CA	90010	rrose@communitycareer.org	213-365-9829
Wilshire - Metro WorkSource Center (Communit	Los Angeles	CA	90010	wilshireinfo@communitycareer.org	213-365-9829
WOMEN HELPING WOMEN/MEN2WORK	Santa Ana	CA	92705	brendaw@whw.org	9496312333
Women'S Resource Center	Orlando	FL	32856	cflwrc@bellsouth.net	407-426-7960
Women's Resource Center	Durango	CO	81301	director@wrcdurango.org	970-247-1242
Work for Warriors - Nevada National Guard	North Las Vegas	NV	89165	toni.j.giddens.ctr@mail.mil	702-632-0500
Work For Warriors (CA Military Department)	San Jose	CA	95134	jason.m.cameron.ctr@mail.mil	916-245-0582
Work For Warriors Nevada	Las Vegas	NV	89139	tammy.b.richardson.ctr@mail.mil	702-856-4951
Workforce Solutions	Lockhart	TX	78644	janie.chavez@ruralcapital.net	512-398-3491
Workforce Solutions Capital Area - East	Austin	TX	78702	bernadette.lopes@twc.state.tx.us	512-223-5400
Workforce Solutions Capital Area - North	Austin	TX	78752	tycin.thompson@tvc.texas.gov	
Workforce Solutions Capital Area - South	Austin	TX	78744	angelof123@live.com	512-381-4221
Workforce Solutions Capital Area - South	Austin	TX	78744	paul.julio@tvc.texas.gov	512-381-4221
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	craig.henry@ruralcapital.net	
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	rhonda.mack@ruralcapital.net	
Workforce1 Career Center - Hunts Point	Bronx	NY	10459	workforce1huntspoint@rws-nyc.com	718-542-6777
Wounded Warrior Project	Colorado Springs	CO	80903	cjohnson@woundedwarriorproject.org	719-377-9504
Wounded Warrior Project		MO		hpeck@woundedwarriorproject.org	615-782-7226
Yonkers Employment Center	Yonkers	NY	10701	iziah.white@labor.ny.gov	914-964-0105
Yonkers Employment Center	Yonkers	NY	10701	john.oshaughnessy@labor.state.ny.us	914-964-0105
Yonkers Employment Center	Yonkers	NY	10701	patrick.brown@labor.ny.gov	914-964-0105
Yonkers Employment Center	Yonkers	NY	10701	Wilson.Terrero@yonkersny.gov	914-964-0105
York Technical College - Workforce Developmen	Rock Hill	SC	29730	ccimino@yorktech.edu	803-327-8006
York Technical College - Workforce Developmen	Rock Hill	SC	29730	mprince@yorktech.edu	803-327-8006
Yuma Workforce Center - Eastern Region	Yuma	CO	80759	cdle_yuma_wfc@state.co.us	970-848-3760
Yuma Workforce Center - Eastern Region	Yuma	CO	80759	janine.groves@state.co.us	970-848-3760
Yuma Workforce Center - Eastern Region	Yuma	CO	80759	kirk.woerner@state.co.us	970-848-3760

2020 FCC Source Evaluation Report

FCC Unit: 13541

FCC Unit Description: Mountain States

Source	Applicant Count	Interview Count	Hire Count
Ad - Print	1	1	1
Ad - Radio Advertisement	27	27	18
Campaign - Indeed	29	28	9
College - Campus Recruiting	22	22	22
Contractor - Conversion	258	256	254
Direct Sourcing - Agency	4	4	4
Direct Sourcing - ATS	86	85	77
Direct Sourcing - Indeed	9	9	8
Direct Sourcing - Line Networking	2	2	2
Direct Sourcing - LinkedIn	41	41	39
Direct Sourcing - Other	12	12	10
Direct Sourcing - Recruiter Networking	4	4	4
Direct Sourcing - Sourcing Specialist	11	11	7
Former Employee - Rehire	49	49	40
Internal - Internal Hire	28	24	25
Internet - Career Builders	2	2	1
Internet - Facebook.com	4	4	2
Internet - Glassdoor.com	3	3	2
Internet - Google	14	14	11
Internet - Indeed	907	906	515
Internet - LinkedIn	26	25	23
Internet - Other	10	10	8
Internet - SimplyHired	4	4	2
Internet - Ziprecruiter	9	9	4
Job Fair - External	22	22	9
Job Fair - Internal	36	36	18
Organization - College Diversity Organization	1	1	1
Organization - Community Outreach	23	23	8
Organization - Diversity	2	2	0
Organization - Military/Veteran	5	5	1
Referral - Employee Referral	168	167	119
Referral - Manager Referral	25	25	24
Website - External Career Site	29407	2055	106
Grand Total	31251	3888	1374

2020 FCC Source Report

FCC Unit: **13541**
FCC Unit Description: **Mountain States**

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
243817BR	Human Resources Generalist Exempt				
		Website - External Career Site	59	5	0
		Internet - Indeed	1	1	1
243874BR	Systems Engineer III Exempt				
		Website - External Career Site	41	3	0
		Direct Sourcing - ATS	1	1	1
243965BR	Principal App Architect I Exempt				
		Website - External Career Site	14	3	0
		Contractor - Conversion	1	1	1
244068BR	Alarm Agent Nonexempt				
		Website - External Career Site	66	17	0
		Internet - Indeed	9	9	8
		Referral - Employee Referral	1	1	1
		Internal - Internal Hire	1	1	1
		Organization - Community Outreach	1	1	0
244238BR	Mgr, Product Management Exempt				
		Website - External Career Site	13	0	0
		Contractor - Conversion	1	1	1
244465BR	Ent Product Manager Exempt				
		Website - External Career Site	10	0	0
		Contractor - Conversion	1	1	1
244482BR	Ent Product Manager Exempt				
		Website - External Career Site	15	0	0
		Direct Sourcing - Recruiter Networking	1	1	1
244493BR	Principal Engineer I Exempt				
		Website - External Career Site	16	1	1
244503BR	Assoc System Administrator Exempt				
		Website - External Career Site	68	0	0
		Referral - Manager Referral	1	1	1
244522BR	Direct Sales Rep Exempt				
		Website - External Career Site	29	10	3
		Internet - Indeed	3	3	1
		Internet - SimplyHired	2	2	1
		Referral - Employee Referral	1	1	1
		Job Fair - External	1	1	0
244643BR	Sr Mgr, Software Development Exempt				
		Website - External Career Site	14	0	0
		Contractor - Conversion	1	1	1
244665BR	Regl Business Planning Analyst Exempt				
		Website - External Career Site	20	1	0
		Internet - Indeed	1	1	1
244742BR	Reports Specialist Exempt				
		Website - External Career Site	48	4	0
		Internet - Indeed	1	1	1
244794BR	Sr Mgr, Video Products Exempt				
		Website - External Career Site	11	0	0
		Direct Sourcing - ATS	1	1	1
245039BR	Dir, Video Operations Exempt				
		Website - External Career Site	44	6	0
		Former Employee - Rehire	1	1	1
245062BR	Field Technician I Nonexempt				
		Website - External Career Site	7	2	1
245067BR	HFC Designer I Nonexempt				
		Website - External Career Site	87	12	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
245069BR	HFC Designer III Nonexempt	Internet - Indeed	7	7	6
		Direct Sourcing - Indeed	4	4	3
		Referral - Employee Referral	3	3	2
245073BR	Field Technician I Nonexempt	Website - External Career Site	23	2	0
		Internal - Internal Hire	2	2	2
		Internet - Indeed	1	1	1
245079BR	Transport & Capacity Eng I Exempt	Website - External Career Site	46	11	1
		Internet - Indeed	1	1	1
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	0
245098BR	Store Associate Nonexempt	Website - External Career Site	14	0	0
		Contractor - Conversion	1	1	1
245159BR	Network Engineer IV Exempt	Website - External Career Site	19	2	0
		Internet - Indeed	1	1	1
245234BR	Data Engineer Exempt	Website - External Career Site	56	11	0
		Direct Sourcing - ATS	2	2	1
245237BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	101	3	1
245305BR	Security Specialist I Exempt	Website - External Career Site	364	116	5
		Internet - Indeed	33	33	22
		Referral - Employee Referral	11	11	10
		Organization - Community Outreach	6	6	4
		Former Employee - Rehire	2	2	2
		Organization - Military/Veteran	2	2	0
		Organization - Diversity	2	2	0
		Job Fair - Internal	2	2	2
		Job Fair - External	2	2	0
		Ad - Radio Advertisement	1	1	0
		Internet - Facebook.com	1	1	1
		Referral - Manager Referral	1	1	1
		Direct Sourcing - Other	1	1	0
		Internet - Google	1	1	1
		Internet - Other	1	1	0
245378BR	Network Engineer III Exempt	Website - External Career Site	51	1	0
		Direct Sourcing - ATS	1	1	1
245385BR	Network Engineer III Exempt	Website - External Career Site	15	0	0
		Contractor - Conversion	1	1	1
245433BR	DCIM Analyst Nonexempt	Website - External Career Site	10	0	0
		Contractor - Conversion	1	1	1
245492BR	Leadership Trainer Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
245553BR	Mgr, Product Management Exempt	Website - External Career Site	30	2	1
		Contractor - Conversion	1	1	1
245600BR	Systems Engineer IV Exempt	Website - External Career Site	114	6	0
		Direct Sourcing - LinkedIn	1	1	1
245707BR	Product Analyst Exempt	Website - External Career Site	20	2	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
245707BR	Product Analyst Exempt	Website - External Career Site	59	4	1
		Contractor - Conversion	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
245762BR	Systems Engineer III Exempt	Website - External Career Site	18	5	0
		Direct Sourcing - LinkedIn	3	3	2
245886BR	Network Engineer III Exempt	Website - External Career Site	25	3	0
		Direct Sourcing - LinkedIn	1	1	1
245921BR	Desktop Support Specialist Nonexempt	Website - External Career Site	47	0	0
		Contractor - Conversion	1	1	1
245985BR	Field Technician III Nonexempt	Website - External Career Site	1	0	1
246004BR	Warehouse Technician Nonexempt	Website - External Career Site	1	1	1
246183BR	Mgr, Solutions Delivery Exempt	Website - External Career Site	27	1	0
		Internet - LinkedIn	1	1	1
246204BR	Mgr, Client Analytics Exempt	Website - External Career Site	14	0	0
		Contractor - Conversion	1	1	1
246311BR	Sr Software Solutions Mgr Exempt	Website - External Career Site	37	0	0
		Contractor - Conversion	1	1	1
246355BR	Network Engineer IV Exempt	Website - External Career Site	8	0	0
		Direct Sourcing - ATS	1	1	1
246431BR	VP, Project Mgmt - Real Estate Exempt	Website - External Career Site	205	1	0
		Direct Sourcing - Other	1	1	1
246583BR	Field Technician IV Nonexempt	Internet - Indeed	1	1	1
		Direct Sourcing - ATS	1	0	0
246592BR	Principal Engineer III Exempt	Website - External Career Site	7	0	0
		Former Employee - Rehire	1	1	1
246602BR	Network Engineer II Exempt	Website - External Career Site	35	4	0
		Direct Sourcing - ATS	1	1	1
246611BR	Executive Assistant Nonexempt	Website - External Career Site	154	6	1
246636BR	Executive Assistant Exempt	Website - External Career Site	65	4	1
246649BR	Product Manager Exempt	Website - External Career Site	86	4	0
		Contractor - Conversion	1	1	1
246651BR	Direct Sales Rep Exempt	Website - External Career Site	27	13	3
		Internet - SimplyHired	1	1	0
246690BR	Field Technician I Nonexempt	Website - External Career Site	11	3	0
		Internet - Indeed	1	1	1
246756BR	Physical Security Officer Nonexempt	Website - External Career Site	36	6	0
		Referral - Employee Referral	1	1	1
246814BR	Systems Engineer II Exempt	Website - External Career Site	25	2	0
		Referral - Employee Referral	1	1	1
246893BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
247048BR	Sr Mgr, Systems Engineering Exempt	Website - External Career Site	33	3	1
	Direct Sales Rep Exempt	Website - External Career Site Internet - Indeed	9 1	0 1	0 1
247061BR	VP, Law - Telephone Regulatory Exempt	Website - External Career Site Direct Sourcing - LinkedIn	16 1	1 1	0 1
247070BR	Engineer, Software App - Int Exempt	Website - External Career Site Contractor - Conversion	14 1	0 1	0 1
247082BR	Field Technician I Nonexempt	Website - External Career Site Internet - Indeed	21 1	9 1	1 1
247174BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site Internet - Indeed Internet - Career Builders Referral - Employee Referral Organization - Community Outreach	265 41 2 1 1	59 41 2 1 1	3 23 1 1 1
	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site Internet - Indeed Referral - Employee Referral Internal - Internal Hire Internet - Ziprecruiter Former Employee - Rehire College - Campus Recruiting Internet - Google	155 31 5 2 1 1 1 1	40 31 5 2 1 1 1 1	1 15 4 2 1 0 1 0
	Capital Coordinator Nonexempt	Website - External Career Site Referral - Employee Referral	12 1	1 1	0 1
	Principal Engineer I Exempt	Website - External Career Site Former Employee - Rehire	5 1	1 1	0 1
	Systems Engineer III Exempt	Website - External Career Site Internet - LinkedIn	13 1	5 1	0 1
247263BR	Construction Coordinator I Nonexempt	Website - External Career Site Direct Sourcing - ATS	7 1	4 1	0 1
	Store Associate Nonexempt	Website - External Career Site Internet - Indeed	28 1	3 1	0 1
247349BR	Network Engineer III Exempt	Website - External Career Site Direct Sourcing - ATS	23 1	2 1	0 1
	Inventory Control Analyst III Exempt	Website - External Career Site Contractor - Conversion	9 1	0 1	0 1
247446BR	Sr Technical Delivery Manager Exempt	Website - External Career Site Contractor - Conversion	24 1	0 1	0 1
	Sr Mgr, Data & Reporting Exempt	Website - External Career Site Contractor - Conversion	66 1	0 1	0 1
247558BR	Principal Prod Insights Arch I Exempt	Website - External Career Site Direct Sourcing - Agency	7 1	0 1	0 1
	Sr Application Developer Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
247579BR	Java Developer Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
247585BR	Principal App Architect I Exempt	Website - External Career Site	28	0	0
		Contractor - Conversion	1	1	1
247592BR	Sr Application Developer Exempt	Website - External Career Site	10	2	1
247625BR	Business Analyst Network Ops Exempt	Website - External Career Site	14	0	0
		Contractor - Conversion	1	1	1
247829BR	Direct Sales Rep Exempt	Website - External Career Site	56	4	0
		Internet - Indeed	1	1	1
247941BR	Procurement Analyst Exempt	Website - External Career Site	6	0	0
		Referral - Employee Referral	1	1	1
247947BR	Mgr, Procurement Exempt	Website - External Career Site	52	1	0
		Direct Sourcing - LinkedIn	1	1	1
247963BR	ROC Specialist I Nonexempt	Website - External Career Site	101	3	0
		Internet - Indeed	1	1	1
		Internal - Internal Hire	26	3	0
247976BR	Network Engineer I Exempt	Internet - Indeed	5	5	3
		Internal - Internal Hire	2	0	2
		Website - External Career Site	84	4	0
247986BR	Mobile Test Lead Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	23	0	0
248028BR	Recruiter I Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	69	2	0
248091BR	Animator Exempt	Direct Sourcing - Recruiter Networking	1	1	1
		Internet - Indeed	1	1	0
		Website - External Career Site	356	14	1
248094BR	Systems Engineer III Exempt	Website - External Career Site	36	9	0
		Direct Sourcing - ATS	1	1	1
248128BR	Account Executive Exempt	Website - External Career Site	19	1	0
		Referral - Manager Referral	1	1	1
248144BR	Sr Product Insights Developer Exempt	Contractor - Conversion	1	1	1
248195BR	Principal Engineer I Exempt	Website - External Career Site	6	0	0
248198BR	Network Engineer III Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	27	0	0
248200BR	Business Analyst-Ops Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	64	4	1
248206BR	Sr Mgr, Software Development Exempt	Website - External Career Site	34	0	0
		Internet - Indeed	1	1	1
248243BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
248245BR	Network Engineer III Exempt	Website - External Career Site	18	0	0
		Contractor - Conversion	1	1	1
248431BR	Security Specialist I Exempt	Website - External Career Site	46	0	0
		Direct Sourcing - LinkedIn	1	1	1
248543BR	Network Engineer I Exempt	Website - External Career Site	62	3	1
248629BR	Instructional Designer Exempt	Website - External Career Site	49	3	0
		Internet - LinkedIn	1	1	1
248649BR	Program Manager Exempt	Website - External Career Site	17	0	0
		Contractor - Conversion	1	1	1
248675BR	Sr Project Manager Exempt	Website - External Career Site	82	0	0
		Contractor - Conversion	1	1	1
248728BR	Principal App Architect I Exempt	Website - External Career Site	14	0	0
		Contractor - Conversion	1	1	1
248759BR	Direct Sales Rep Exempt	Website - External Career Site	20	14	2
248785BR	Network Engineer IV Exempt	Website - External Career Site	15	1	0
		Direct Sourcing - ATS	1	1	1
248795BR	Network Engineer IV Exempt	Website - External Career Site	16	4	0
		Referral - Employee Referral	1	1	1
248855BR	Network Operations Analyst III Exempt	Website - External Career Site	16	2	0
		Direct Sourcing - LinkedIn	1	1	1
248856BR	Intern Nonexempt	Website - External Career Site	279	1	0
		Internet - Google	1	1	1
248898BR	Intern Nonexempt	Website - External Career Site	43	2	0
		College - Campus Recruiting	1	1	1
248949BR	Intern Nonexempt	Website - External Career Site	244	1	0
		Referral - Manager Referral	1	1	1
		College - Campus Recruiting	1	1	1
		Internet - Google	1	1	1
248981BR	Intern Nonexempt	Website - External Career Site	20	2	0
		College - Campus Recruiting	1	1	1
		Website - External Career Site	116	18	0
		Internet - Indeed	24	24	16
		Internet - Other	3	3	2
249059BR	Sr Engineer, Software Exempt	Internal - Internal Hire	2	2	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	9	0	0
249071BR	Associate Business Analyst Exempt	Contractor - Conversion	1	1	1
249074BR	Sr Business Analyst Exempt	Website - External Career Site	291	0	0
		Contractor - Conversion	1	1	1
	Sr Business Analyst Exempt	Website - External Career Site	82	0	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
		Contractor - Conversion	2	2	2
249157BR	Sr Mgr, Video Operations Exempt				
		Website - External Career Site	23	6	0
		Direct Sourcing - ATS	1	1	1
249208BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	233	64	0
		Internet - Indeed	40	40	28
		Job Fair - Internal	8	8	4
		Ad - Radio Advertisement	1	1	0
		Referral - Employee Referral	1	1	1
249345BR	Mgr, Video Operations Exempt				
		Website - External Career Site	28	4	0
		Referral - Manager Referral	1	1	1
249413BR	Store Associate - PT Nonexempt				
		Website - External Career Site	70	11	0
		Direct Sourcing - Sourcing Specialist	2	2	2
		Internet - Indeed	2	2	1
249423BR	Sr Program Manager Exempt				
		Website - External Career Site	36	2	0
		Former Employee - Rehire	1	1	1
249443BR	Network Engineer I Exempt				
		Website - External Career Site	62	4	0
		Direct Sourcing - LinkedIn	1	1	1
249571BR	Field Technician I Nonexempt				
		Website - External Career Site	15	0	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
249575BR	ROC Specialist I Nonexempt				
		Website - External Career Site	29	7	0
		Internet - Indeed	2	2	2
249641BR	Sr Scrum Master Exempt				
		Website - External Career Site	42	1	0
		Contractor - Conversion	1	1	1
249695BR	Account Executive Exempt				
		Website - External Career Site	13	1	0
		Internal - Internal Hire	1	1	1
		Referral - Manager Referral	1	1	1
249721BR	Systems Engineer IV Exempt				
		Website - External Career Site	8	2	0
		Direct Sourcing - ATS	1	1	1
249766BR	Network Engineer I Exempt				
		Website - External Career Site	31	0	0
		Direct Sourcing - LinkedIn	1	1	1
249776BR	Sup, Direct Sales Exempt				
		Website - External Career Site	13	2	0
		Internet - Indeed	1	1	1
249806BR	Direct Sales Rep Exempt				
		Website - External Career Site	29	9	0
		Internet - Indeed	1	1	1
		Internet - Ziprecruiter	1	1	1
249851BR	EAE - Generalist Exempt				
		Website - External Career Site	18	1	0
		Former Employee - Rehire	1	1	1
249883BR	Asst Mgr, Store Exempt				
		Website - External Career Site	22	3	0
		Direct Sourcing - Sourcing Specialist	1	1	1
249931BR	Data & Reporting Analyst Exempt				
		Website - External Career Site	81	5	1
249944BR	Account Executive Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
250100BR		Website - External Career Site	6	0	0
		Referral – Manager Referral	1	1	1
250102BR	Principal Security Engineer I Exempt	Website - External Career Site	30	3	0
		Direct Sourcing - LinkedIn	1	1	1
250190BR	Systems Engineer II Exempt	Website - External Career Site	9	2	0
		Internet - LinkedIn	2	2	1
		Direct Sourcing - LinkedIn	1	1	1
		Referral - Employee Referral	1	1	1
250218BR	Sr Fleet Analyst Exempt	Website - External Career Site	32	2	0
		Direct Sourcing - LinkedIn	1	1	1
250240BR	Store Associate Nonexempt	Website - External Career Site	13	0	0
		Internet - Indeed	1	1	1
250273BR	Network Engineer II Exempt	Website - External Career Site	26	3	0
		Direct Sourcing - LinkedIn	1	1	1
		Internal - Internal Hire	1	1	1
250274BR	Systems Engineer II Exempt	Website - External Career Site	19	1	0
		Direct Sourcing - ATS	1	1	1
250289BR	Project Manager - Engineer III Exempt	Website - External Career Site	35	1	0
		Direct Sourcing - ATS	1	1	1
250381BR	Systems Engineer IV Exempt	Website - External Career Site	3	0	0
		Direct Sourcing - ATS	1	1	1
250861BR	Store Associate - PT Nonexempt	Website - External Career Site	31	3	0
		Internet - Indeed	2	2	0
		Direct Sourcing - Sourcing Specialist	1	1	1
250914BR	Systems Engineer IV Exempt	Website - External Career Site	19	4	0
		Direct Sourcing - Other	1	1	1
251131BR	Store Associate - PT Nonexempt	Website - External Career Site	27	2	0
		Internet - Indeed	4	4	1
251133BR	Facilities Assistant I Nonexempt	Website - External Career Site	62	6	1
251170BR	Eng Critical Infrast - Int Exempt	Website - External Career Site	8	1	1
251197BR	Content Designer Exempt	Website - External Career Site	8	0	0
		Contractor - Conversion	1	1	1
251263BR	Application Developer Exempt	Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
251335BR	Sr Engineer, Software Exempt	Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
251356BR	Intern Nonexempt	Website - External Career Site	221	3	0
		College - Campus Recruiting	1	1	1
251377BR	Department Assistant Nonexempt	Website - External Career Site	22	6	0
		Direct Sourcing - ATS	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
251409BR	Network Engineer III Exempt	Website - External Career Site	13	2	0
		Internet - LinkedIn	1	1	1
251434BR	Network Engineer III Exempt	Website - External Career Site	22	0	0
		Contractor - Conversion	1	1	1
251435BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	220	66	1
		Internet - Indeed	41	41	25
		Referral - Employee Referral	9	9	7
		Job Fair - Internal	5	5	3
		Organization - Community Outreach	1	1	1
		Internet - Glassdoor.com	1	1	0
		Former Employee - Rehire	1	1	0
		Internet - Other	1	1	1
251452BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	140	30	2
		Internet - Indeed	28	28	16
		Direct Sourcing - Other	2	2	1
		Referral - Employee Referral	1	1	0
		Former Employee - Rehire	1	1	1
		Job Fair - External	1	1	1
251455BR	Intern Nonexempt	Website - External Career Site	214	0	0
		College - Campus Recruiting	1	1	1
		Internet - LinkedIn	1	1	1
251467BR	Intern Nonexempt	Website - External Career Site	332	0	0
		College - Campus Recruiting	1	1	1
		Referral - Manager Referral	1	1	1
251477BR	Principal Engineer I Exempt	Website - External Career Site	13	0	0
		Contractor - Conversion	1	1	1
251496BR	Mgr, Procurement Exempt	Website - External Career Site	1	0	0
		Direct Sourcing - Agency	1	1	1
251538BR	Systems Engineer II Exempt	Website - External Career Site	9	0	0
		Former Employee - Rehire	1	1	1
251620BR	Systems Engineer III Exempt	Website - External Career Site	5	0	0
		Former Employee - Rehire	1	1	1
251733BR	Sr Ent Product Manager Exempt	Website - External Career Site	6	0	0
		Direct Sourcing - Line Networking	1	1	1
251769BR	Direct Sales Rep Exempt	Website - External Career Site	39	21	0
		Campaign - Indeed	4	3	1
		Job Fair - External	2	2	0
		Direct Sourcing - ATS	1	1	1
251818BR	Systems Engineer II Exempt	Website - External Career Site	17	1	0
		Internet - LinkedIn	1	0	1
251838BR	Physical Security Officer Nonexempt	Website - External Career Site	51	14	6
		Contractor - Conversion	1	1	0
251856BR	Network Engineer III Exempt	Website - External Career Site	29	6	0
		Former Employee - Rehire	1	1	1
	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	445	100	0
		Internet - Indeed	83	82	38

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
251866BR	Principal Software Engineer I Exempt	Referral - Employee Referral	17	17	12
		Job Fair - Internal	5	5	3
		Job Fair - External	5	5	2
		Ad - Radio Advertisement	2	2	1
		Campaign - Indeed	1	1	1
		Internet - Ziprecruiter	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - Other	1	1	1
251866BR	Principal Software Engineer I Exempt	Website - External Career Site	10	0	0
		Contractor - Conversion	1	1	1
251887BR	Store Associate Nonexempt	Website - External Career Site	14	1	0
		Referral - Employee Referral	1	1	1
251966BR	Systems Engineer IV Exempt	Website - External Career Site	10	2	0
		Campaign - Indeed	1	1	1
251974BR	Marketing Manager Exempt	Website - External Career Site	145	3	0
		Direct Sourcing - ATS	1	1	1
251976BR	Asst Mgr, Store Exempt	Website - External Career Site	20	2	0
		Referral - Employee Referral	1	1	1
252028BR	Associate Contract Specialist Exempt	Website - External Career Site	17	0	0
		Contractor - Conversion	1	1	1
252098BR	Field Technician I Nonexempt	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
252136BR	Engineer, Software App - Int Exempt	Website - External Career Site	5	0	0
		Contractor - Conversion	1	1	1
252174BR	ROC Specialist I Nonexempt	Website - External Career Site	26	9	1
252215BR	Network Engineer II Exempt	Website - External Career Site	49	8	1
252254BR	Marketing Manager Exempt	Website - External Career Site	89	3	0
		Internet - LinkedIn	1	1	1
252264BR	Systems Engineer III Exempt	Website - External Career Site	21	2	0
		Direct Sourcing - ATS	1	1	1
252275BR	Systems Engineer III Exempt	Website - External Career Site	13	0	0
		Internet - LinkedIn	1	1	1
252322BR	Sr Mgr, Program Management Exempt	Website - External Career Site	70	0	0
		Contractor - Conversion	1	1	1
252458BR	Principal Engineer III Exempt	Website - External Career Site	1	0	0
		Referral - Manager Referral	1	1	1
252460BR	Systems Engineer III Exempt	Website - External Career Site	50	9	0
		Direct Sourcing - Other	1	1	1
252481BR	Facilities MAC Specialist Exempt	Website - External Career Site	12	2	0
		Contractor - Conversion	1	1	1
252549BR	Human Resources Generalist Exempt	Website - External Career Site	50	0	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
		Former Employee - Rehire	1	1	1
252550BR	Principal Engineer II Exempt				
		Website - External Career Site	18	0	0
		Referral – Manager Referral	1	1	1
252585BR	Network Engineer III Exempt				
		Website - External Career Site	7	0	0
		Direct Sourcing - LinkedIn	1	1	1
252666BR	Asst Mgr, Store Exempt				
		Website - External Career Site	8	2	1
252703BR	Sr Product Insights Developer Exempt				
		Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
252720BR	Systems Engineer III Exempt				
		Website - External Career Site	15	4	0
		Direct Sourcing - LinkedIn	1	1	1
252726BR	Network Engineer III Exempt				
		Website - External Career Site	5	0	0
		Contractor - Conversion	1	1	1
252736BR	Executive Assistant Nonexempt				
		Website - External Career Site	30	0	0
		Contractor - Conversion	1	1	1
252780BR	Account Executive Exempt				
		Website - External Career Site	15	2	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internal - Internal Hire	1	1	1
252836BR	Principal Wireless Eng III Exempt				
		Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
252842BR	Principal Wireless Eng III Exempt				
		Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
252849BR	Principal Wireless Eng I Exempt				
		Website - External Career Site	10	0	0
		Contractor - Conversion	1	1	1
252851BR	Sr Mgr, Wireless Engineering Exempt				
		Website - External Career Site	7	0	0
		Contractor - Conversion	1	1	1
252852BR	Business Planning Analyst Exempt				
		Website - External Career Site	10	0	0
		Contractor - Conversion	1	1	1
252854BR	Sr Business Analyst Exempt				
		Website - External Career Site	12	0	0
		Contractor - Conversion	1	1	1
252855BR	Sr Software Developer Exempt				
		Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
252880BR	Network Engineer III Exempt				
		Website - External Career Site	10	0	0
		Contractor - Conversion	2	2	2
252896BR	Systems Engineer II Exempt				
		Website - External Career Site	14	0	0
		Contractor - Conversion	2	2	2
252900BR	Systems Engineer III Exempt				
		Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
252904BR	Network Engineer I Exempt				
		Website - External Career Site	32	1	0
		Contractor - Conversion	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>
252910BR	Business Analyst Exempt				
		Website - External Career Site	56	1	0
		Contractor - Conversion	1	1	1
252912BR	Systems Engineer II Exempt				
		Website - External Career Site	8	0	0
		Contractor - Conversion	1	1	1
252915BR	Network Engineer II Exempt				
		Website - External Career Site	17	0	0
		Contractor - Conversion	1	1	1
252916BR	Network Engineer III Exempt				
		Website - External Career Site	14	1	0
		Contractor - Conversion	1	1	1
252917BR	Network Engineer II Exempt				
		Website - External Career Site	12	0	0
		Contractor - Conversion	2	2	2
252962BR	Regl Business Planning Analyst Exempt				
		Website - External Career Site	12	0	0
		Contractor - Conversion	1	1	1
252963BR	Sr Business Planning Analyst Exempt				
		Website - External Career Site	13	1	0
		Contractor - Conversion	1	1	1
252999BR	Advanced Video Engineer II Exempt				
		Website - External Career Site	12	1	0
		Direct Sourcing - LinkedIn	1	1	1
253005BR	Intern Nonexempt				
		Website - External Career Site	147	1	1
253035BR	Network Engineer III Exempt				
		Website - External Career Site	17	0	0
		Former Employee - Rehire	1	1	1
253037BR	Assoc Decision Support Analyst Exempt				
		Website - External Career Site	102	0	0
		Internet - Indeed	1	1	1
253040BR	Network Engineer I Exempt				
		Website - External Career Site	60	2	0
		Direct Sourcing - ATS	1	1	1
253082BR	Rep 1, Cust Svc Internet/Voice Nonexempt				
		Website - External Career Site	181	10	0
		Internet - Indeed	19	19	12
		Referral - Employee Referral	8	8	3
		Organization - Community Outreach	1	1	1
		Ad - Radio Advertisement	1	1	1
		Internet - Ziprecruiter	1	1	0
		Job Fair - External	1	1	0
253090BR	Architecture Design Engineer Exempt				
		Website - External Career Site	13	4	0
		Direct Sourcing - LinkedIn	1	1	1
253121BR	Regional Operations Analyst Exempt				
		Website - External Career Site	34	4	0
		Internet - Indeed	1	1	1
253129BR	Systems Engineer IV Exempt				
		Website - External Career Site	10	2	0
		Internet - Indeed	1	1	1
253145BR	Network Engineer II Exempt				
		Website - External Career Site	29	4	1
		Internal - Internal Hire	1	1	1
253183BR	Data Scientist Exempt				
		Website - External Career Site	34	0	0
		Former Employee - Rehire	1	1	1
253185BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
253323BR	Dir, Data Science Exempt	Website - External Career Site	9	0	0
		Direct Sourcing - Line Networking	1	1	1
253331BR	Mgr, Business Planning Exempt	Website - External Career Site	55	2	0
		Referral - Employee Referral	1	1	1
253332BR	VP, Facilities Ops & Admin Exempt	Website - External Career Site	365	4	0
		Direct Sourcing - LinkedIn	1	1	1
253458BR	Associate Contract Specialist Exempt	Website - External Career Site	95	4	0
		Internet - LinkedIn	1	1	1
253470BR	Project Manager Exempt	Website - External Career Site	87	0	0
		Contractor - Conversion	1	1	1
253471BR	Principal Software Engineer II Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
253473BR	Principal Software Engineer I Exempt	Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
253474BR	Mgr, Software Development Exempt	Website - External Career Site	26	2	1
253475BR	Sr Engineer, Software Exempt	Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
253477BR	Mgr, Software Development Exempt	Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
253483BR	Principal Software Engineer I Exempt	Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
253512BR	Direct Sales Rep Exempt	Website - External Career Site	24	2	0
		Direct Sourcing - ATS	1	1	1
253515BR	Sr Engineer, Software Exempt	Internet - Indeed	1	1	1
		Contractor - Conversion	1	1	1
253520BR	Engineer, Software App - Int Exempt	Contractor - Conversion	1	1	1
253524BR	Lead Software Developer Exempt	Contractor - Conversion	1	1	1
253526BR	Lead Software Developer Exempt	Contractor - Conversion	1	1	1
253536BR	Sr Mgr, Software Development Exempt	Website - External Career Site	11	0	0
		Contractor - Conversion	1	1	1
253537BR	Sr Experience Manager Exempt	Website - External Career Site	59	2	0
		Internet - Indeed	1	1	1
253540BR	Network Engineer IV Exempt	Website - External Career Site	19	1	0
		Direct Sourcing - ATS	1	1	1
253572BR	Program Manager Exempt	Website - External Career Site	16	0	0
		Contractor - Conversion	1	1	1
	Lead Software Developer Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
253582BR	Principal Software Engineer II Exempt	Website - External Career Site	8	0	0
		Contractor - Conversion	3	3	1
253586BR	Sr Engineer, Software Exempt	Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
253594BR	Sr Engineer, Software Exempt	Contractor - Conversion	1	1	1
		Contractor - Conversion	1	1	1
253595BR	Principal Wireless Eng III Exempt	Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
253596BR	Engineer, Software App - Int Exempt	Website - External Career Site	5	0	0
		Contractor - Conversion	1	1	1
253600BR	Engineer, Software Exempt	Website - External Career Site	20	0	0
		Contractor - Conversion	1	1	1
253601BR	Principal Wireless Eng II Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
253602BR	Principal Wireless Eng II Exempt	Website - External Career Site	8	0	0
		Contractor - Conversion	1	1	1
253647BR	Engineer, Software App - Int Exempt	Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
253655BR	Sr Engineer, Software Exempt	Contractor - Conversion	1	1	1
		Contractor - Conversion	1	1	1
253656BR	Engineer, Software App - Int Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
253658BR	Principal Software Engineer I Exempt	Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
253659BR	Sr Engineer, Software Exempt	Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
253663BR	Advanced Video Engineer I Exempt	Website - External Career Site	26	0	0
		Direct Sourcing - ATS	1	1	1
253668BR	Sr Engineer, Software Exempt	Contractor - Conversion	1	1	1
		Contractor - Conversion	1	1	1
253670BR	Sr Engineer, Software Exempt	Contractor - Conversion	1	1	1
		Contractor - Conversion	1	1	1
253671BR	Principal Software Engineer I Exempt	Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
253674BR	Engineer, Software Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
253678BR	Sr Engineer, Software Exempt	Contractor - Conversion	1	1	1
		Contractor - Conversion	1	1	1
253687BR	Engineer, Software Exempt	Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
253689BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
253694BR	Sr Engineer, Software Exempt	Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
253722BR	Engineer, Software App - Int Exempt	Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
253727BR	Direct Sales Rep Exempt	Website - External Career Site	53	17	0
		Job Fair - Internal	6	6	2
		Campaign - Indeed	4	4	0
		Direct Sourcing - ATS	2	2	1
		Internet - Indeed	1	1	0
		Direct Sourcing - Sourcing Specialist	1	1	0
253731BR	Direct Sales Rep Exempt	Website - External Career Site	13	3	0
		Campaign - Indeed	1	1	1
253743BR	Sr Mgr, Marketing Exempt	Website - External Career Site	14	0	0
		Contractor - Conversion	1	1	1
253796BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	352	83	1
		Internet - Indeed	68	68	26
		Referral - Employee Referral	14	14	7
		Ad - Radio Advertisement	4	4	0
		Organization - Community Outreach	1	1	0
		Former Employee - Rehire	1	1	0
		Internet - Facebook.com	1	1	0
		Internet - Other	1	1	1
253828BR	Sr Mgr, Program Management Exempt	Website - External Career Site	21	0	0
		Contractor - Conversion	1	1	1
253852BR	Facilities Assistant I Nonexempt	Website - External Career Site	29	3	1
253951BR	Sr Product Analyst Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
253953BR	Principal Engineer III Exempt	Website - External Career Site	2	0	0
		Former Employee - Rehire	1	1	1
253957BR	Network Engineer III Exempt	Website - External Career Site	29	2	0
		Contractor - Conversion	1	1	1
253962BR	Principal Engineer I Exempt	Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
253984BR	Principal Engineer I Exempt	Website - External Career Site	37	3	0
		Former Employee - Rehire	1	1	1
253987BR	Principal Wireless Eng I Exempt	Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
254109BR	Principal Wireless Eng I Exempt	Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
254154BR	Mgr, Procurement Exempt	Website - External Career Site	25	0	0
		Referral - Manager Referral	1	1	1
254161BR	Engineer, Software App - Int Exempt	Website - External Career Site	2	0	0
		Contractor - Conversion	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>
254167BR	Sr Engineer, Software Exempt	Contractor - Conversion	1	1	1
	Engineer, Software Exempt	Website - External Career Site	14	0	0
254172BR	Sr Engineer, Software Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
254173BR	Sr Engineer, Software Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	1	1	1
254181BR	Store Associate Nonexempt	Website - External Career Site	20	2	0
		Referral - Employee Referral	2	2	1
254191BR	Engineer, Software App - Int Exempt	Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
254195BR	Lead Software Developer Exempt	Contractor - Conversion	1	1	1
		Contractor - Conversion	1	1	1
254196BR	Principal Software Engineer I Exempt	Contractor - Conversion	1	1	1
		Contractor - Conversion	1	1	1
254198BR	Scrum Master Exempt	Website - External Career Site	24	0	0
		Contractor - Conversion	1	1	1
254199BR	Principal Wireless Eng II Exempt	Website - External Career Site	21	0	0
		Direct Sourcing - LinkedIn	1	1	1
254200BR	Sr Engineer, Software Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
254201BR	Principal Wireless Eng I Exempt	Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
254208BR	Network Engineer III Exempt	Website - External Career Site	7	0	0
		Contractor - Conversion	1	1	1
254209BR	Network Engineer III Exempt	Website - External Career Site	11	0	0
		Contractor - Conversion	1	1	1
254210BR	Network Engineer III Exempt	Website - External Career Site	8	0	0
		Contractor - Conversion	1	1	1
254211BR	Network Engineer III Exempt	Website - External Career Site	7	0	0
		Contractor - Conversion	1	1	1
254212BR	Network Engineer III Exempt	Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
254222BR	Account Coordinator Nonexempt	Website - External Career Site	39	3	0
		Referral - Manager Referral	1	1	1
254304BR	Dir, Alliance Management Exempt	Website - External Career Site	100	0	0
		Former Employee - Rehire	1	1	1
254389BR	Principal Wireless Eng II Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
254390BR	Principal Wireless Eng II Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	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>
254406BR	Principal Wireless Eng I Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
254408BR	Network Engineer III Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
254417BR	Network Engineer III Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
254421BR	Network Engineer III Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
254422BR	Network Engineer III Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
254428BR	Principal Wireless Eng I Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
254467BR	Sr Software Engineer Exempt	Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
254468BR	Principal Software Engineer I Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
254488BR	Network Engineer II Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	24	0	0
254547BR	Principal Prod Intgrtn Arch I Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	1	1	1
254669BR	Network Engineer II Exempt	Website - External Career Site	27	5	0
		Direct Sourcing - ATS	1	1	1
254671BR	Sr Project Manager Exempt	Website - External Career Site	36	0	0
		Contractor - Conversion	1	1	1
254673BR	Network Engineer III Exempt	Website - External Career Site	10	1	0
		Direct Sourcing - ATS	1	1	1
254721BR	Store Associate - PT Nonexempt	Website - External Career Site	11	0	0
		Former Employee - Rehire	1	1	1
254723BR	Sr Mgr, Launch Management Exempt	Internal - Internal Hire	1	1	1
		Website - External Career Site	61	4	1
254741BR	Application Developer Exempt	Internal - Internal Hire	1	1	1
		Website - External Career Site	16	1	0
254764BR	Engineer, Software Exempt	Contractor - Conversion	2	2	2
		Website - External Career Site	6	0	0
254829BR	Telephone Ops Engineer II Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	11	1	0
254911BR	Network Engineer III Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	14	0	0
		Former Employee - Rehire	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
254963BR	Network Operations Analyst III Exempt				
		Website - External Career Site	9	2	0
		Direct Sourcing - LinkedIn	1	1	1
254971BR	Intern Nonexempt				
		Website - External Career Site	125	3	0
		Organization - College Diversity Organization	1	1	1
254973BR	Intern Nonexempt				
		Website - External Career Site	76	2	0
		Direct Sourcing - ATS	1	1	1
254975BR	Intern Nonexempt				
		Website - External Career Site	219	9	0
		Direct Sourcing - ATS	1	1	1
		Former Employee - Rehire	1	1	1
254977BR	Intern Nonexempt				
		Website - External Career Site	52	4	0
		Referral - Employee Referral	1	1	1
254981BR	Intern Nonexempt				
		Website - External Career Site	124	4	0
		Direct Sourcing - ATS	1	1	1
255097BR	Mgr, Procurement Exempt				
		Website - External Career Site	7	0	0
		Contractor - Conversion	1	1	1
255128BR	Network Engineer II Exempt				
		Website - External Career Site	45	2	0
		Contractor - Conversion	1	1	1
		Direct Sourcing - ATS	1	1	1
255146BR	Security Specialist I Exempt				
		Website - External Career Site	60	7	0
		Direct Sourcing - ATS	2	2	2
255148BR	Security Specialist I Exempt				
		Website - External Career Site	59	4	0
		Direct Sourcing - ATS	1	1	1
255151BR	Security Engineer II Exempt				
		Website - External Career Site	47	0	0
		Direct Sourcing - ATS	1	1	1
255166BR	Network Engineer II Exempt				
		Website - External Career Site	22	3	0
		Direct Sourcing - ATS	1	1	1
255185BR	Investigator I Exempt				
		Website - External Career Site	66	1	0
		Former Employee - Rehire	1	1	0
		Referral - Manager Referral	1	1	1
255190BR	Sr Dir, Physical Security Exempt				
		Website - External Career Site	56	0	0
		Referral - Manager Referral	1	1	1
255241BR	Direct Sales Rep Exempt				
		Website - External Career Site	62	19	0
		Campaign - Indeed	5	5	3
		Direct Sourcing - ATS	4	4	2
		Direct Sourcing - Sourcing Specialist	2	2	0
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	1	1	1
255347BR	Advanced Video Engineer III Exempt				
		Website - External Career Site	12	0	0
		Direct Sourcing - LinkedIn	1	1	1
255358BR	Direct Sales Rep Exempt				
		Website - External Career Site	14	2	0
		Direct Sourcing - ATS	1	1	1
255368BR	Sr Engineer, Software Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
255583BR		Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
	Store Operations Specialist Exempt				
255591BR		Website - External Career Site	26	6	0
		Direct Sourcing - ATS	1	1	1
	Rep 1, Cust Svc Billing Nonexempt				
255726BR		Website - External Career Site	339	86	18
		Internet - Indeed	55	55	25
		Referral - Employee Referral	13	13	9
		Organization - Community Outreach	5	5	0
		Ad - Radio Advertisement	4	4	3
		Job Fair - Internal	2	2	1
		Internet - Google	2	2	1
		Internet - LinkedIn	2	2	1
	HFC Designer I Nonexempt				
255757BR		Website - External Career Site	88	11	1
		Internet - Indeed	8	8	6
		Direct Sourcing - Indeed	2	2	2
		Referral - Employee Referral	2	2	2
	Sr Research Analyst Exempt				
255870BR		Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
	Sr UX Designer Exempt				
255908BR		Website - External Career Site	16	2	1
	Sr Video Products Analyst Exempt				
255979BR		Website - External Career Site	20	0	0
		Direct Sourcing - Other	1	1	1
	Sr Data Scientist Exempt				
256016BR		Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
	Network Operations Analyst II Exempt				
256028BR		Website - External Career Site	30	4	0
		Contractor - Conversion	1	1	1
	Advanced Video Engineer II Exempt				
256033BR		Website - External Career Site	6	2	0
		Internet - LinkedIn	1	1	1
	Systems Engineer III Exempt				
256036BR		Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
	Systems Engineer II Exempt				
256051BR		Website - External Career Site	10	1	0
		Direct Sourcing - ATS	1	1	1
	Client Services Manager I Exempt				
256060BR		Website - External Career Site	51	4	1
	Architecture Design Engineer Exempt				
256105BR		Website - External Career Site	24	3	0
		Referral - Employee Referral	2	2	2
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
	Network Engineer IV Exempt				
256141BR		Website - External Career Site	14	2	0
		Direct Sourcing - LinkedIn	1	1	1
	Financial Analyst Exempt				
256165BR		Website - External Career Site	87	5	3
		Contractor - Conversion	1	1	1
	Test Engineer Exempt				
256190BR		Website - External Career Site	36	0	0
		Contractor - Conversion	1	1	1
	Sr Mgr, Product Management Exempt				
		Website - External Career Site	22	0	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
256200BR	Sr Engineer Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
		Direct Sourcing - LinkedIn	1	1	1
256201BR	Principal Wireless Eng II Exempt	Website - External Career Site	13	0	0
		Contractor - Conversion	1	1	1
256233BR	Direct Sales Rep Exempt	Website - External Career Site	8	1	0
		Campaign - Indeed	1	1	1
256340BR	Account Executive Exempt	Website - External Career Site	4	0	0
		Referral - Employee Referral	1	1	1
256367BR	Systems Engineer II Exempt	Website - External Career Site	17	3	0
		Direct Sourcing - LinkedIn	1	1	1
256531BR	Systems Engineer II Exempt	Website - External Career Site	22	1	0
		Direct Sourcing - LinkedIn	1	1	1
256550BR	Mgr, Procurement Exempt	Website - External Career Site	29	2	0
		Job Fair - External	1	1	1
256560BR	Desktop Support Specialist Nonexempt	Website - External Career Site	10	0	0
		Contractor - Conversion	1	1	1
256563BR	Intern Nonexempt	Website - External Career Site	51	2	1
256566BR	Desktop Support Specialist Nonexempt	Website - External Career Site	17	0	0
		Contractor - Conversion	1	1	1
256576BR	Network Operations Analyst II Exempt	Website - External Career Site	14	1	0
		Contractor - Conversion	1	1	1
256600BR	Engineer, Software App - Int Exempt	Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
256604BR	Store Associate Nonexempt	Website - External Career Site	48	10	0
		Internal - Internal Hire	1	1	0
		Referral - Manager Referral	1	1	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
256621BR	Engineer, Software App - Int Exempt	Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
256694BR	Engineer, Software App - Int Exempt	Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
256787BR	Systems Engineer III Exempt	Website - External Career Site	21	6	0
		Direct Sourcing - ATS	1	1	1
256811BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	287	74	1
		Internet - Indeed	64	64	36
		Referral - Employee Referral	8	8	4
		Job Fair - Internal	5	5	3
		Organization - Community Outreach	4	4	0
		Former Employee - Rehire	1	1	0
		Ad - Radio Advertisement	1	1	1
		Organization - Military/Veteran	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>
256881BR	Direct Sales Rep Exempt				
		Website - External Career Site	30	3	0
		Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Other	1	1	1
256896BR	Direct Sales Rep Exempt				
		Website - External Career Site	26	0	0
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
256927BR	Direct Sales Rep Exempt				
		Website - External Career Site	69	23	0
		Campaign - Indeed	7	7	1
		Direct Sourcing - ATS	4	4	1
		Job Fair - External	3	3	0
		Job Fair - Internal	1	1	0
		Direct Sourcing - Sourcing Specialist	1	1	0
		Internet - SimplyHired	1	1	1
		Internet - Indeed	1	1	0
257058BR	Video Products Analyst Exempt				
		Website - External Career Site	31	0	0
		Contractor - Conversion	1	1	1
257067BR	Systems Engineer III Exempt				
		Website - External Career Site	15	2	0
		Direct Sourcing - ATS	1	1	1
257071BR	Security Engineer I Exempt				
		Website - External Career Site	141	6	0
		Direct Sourcing - ATS	2	2	2
		Internal - Internal Hire	1	1	1
257102BR	Sr Engineer, Software Exempt				
		Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
257119BR	Network Engineer II Exempt				
		Website - External Career Site	46	3	0
		Direct Sourcing - ATS	1	1	1
257124BR	Network Engineer I Exempt				
		Website - External Career Site	29	1	0
		Direct Sourcing - LinkedIn	1	1	1
257158BR	VP, Accessibility Exempt				
		Website - External Career Site	43	0	0
		Direct Sourcing - ATS	1	1	1
257167BR	Principal Engineer I Exempt				
		Website - External Career Site	14	7	0
		Direct Sourcing - Other	1	1	1
257169BR	Program Manager Exempt				
		Website - External Career Site	35	5	0
		Internet - Indeed	1	1	1
257171BR	Systems Engineer III Exempt				
		Website - External Career Site	21	7	0
		Direct Sourcing - ATS	1	1	1
257176BR	Systems Engineer III Exempt				
		Website - External Career Site	6	1	0
		Direct Sourcing - LinkedIn	1	1	1
257185BR	Systems Engineer II Exempt				
		Website - External Career Site	45	0	0
		Direct Sourcing - ATS	1	1	1
257206BR	Principal Engineer I Exempt				
		Website - External Career Site	9	0	0
		Direct Sourcing - ATS	1	1	1
257213BR	Principal Engineer I Exempt				
		Website - External Career Site	16	3	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>
257253BR	Principal Security Engineer I Exempt				
		Website - External Career Site	16	2	0
		Direct Sourcing - LinkedIn	2	2	1
257271BR	Intern Nonexempt				
		Website - External Career Site	381	0	0
		College - Campus Recruiting	1	1	1
257273BR	Intern Nonexempt				
		Website - External Career Site	99	1	0
		Referral - Manager Referral	1	1	1
257276BR	Intern Nonexempt				
		Website - External Career Site	50	0	0
		College - Campus Recruiting	1	1	1
257277BR	Product Development Mgr Exempt				
		Website - External Career Site	8	0	0
		Contractor - Conversion	1	1	1
257285BR	Store Associate Nonexempt				
		Ad - Print	1	1	1
257286BR	Intern Nonexempt				
		Website - External Career Site	74	0	0
		Internet - Google	1	1	1
257291BR	Intern Nonexempt				
		Website - External Career Site	312	0	0
		Internet - Indeed	1	1	1
257292BR	Intern Nonexempt				
		Website - External Career Site	1096	0	0
		Internet - Glassdoor.com	1	1	1
		Internet - LinkedIn	1	1	1
257294BR	Intern Nonexempt				
		Website - External Career Site	164	0	0
		College - Campus Recruiting	2	2	2
		Referral - Employee Referral	1	1	1
257297BR	Intern Nonexempt				
		Website - External Career Site	101	0	0
		Referral - Employee Referral	1	1	1
257299BR	Intern Nonexempt				
		Website - External Career Site	100	0	0
		College - Campus Recruiting	1	1	1
		Referral - Employee Referral	1	1	1
257300BR	Intern Nonexempt				
		Website - External Career Site	93	0	0
		Internet - LinkedIn	1	1	1
257301BR	Intern Nonexempt				
		Website - External Career Site	156	0	0
		Internet - Indeed	1	1	1
257302BR	Intern Nonexempt				
		Website - External Career Site	356	0	0
		Internet - Google	1	1	1
257362BR	Engineer, Software App - Int Exempt				
		Website - External Career Site	7	0	0
		Contractor - Conversion	1	1	1
257363BR	Engineer, Software App - Int Exempt				
		Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
257392BR	Advanced Video Engineer III Exempt				
		Website - External Career Site	19	3	0
		Direct Sourcing - ATS	1	1	1
257479BR	Desktop Support Specialist Nonexempt				
		Website - External Career Site	22	0	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
257480BR		Contractor - Conversion	1	1	1
	Intern Nonexempt				
		Website - External Career Site	262	0	0
		Referral – Manager Referral	1	1	1
257668BR					
	Sr Data Scientist Exempt				
		Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
257670BR					
	Lead Applications Developer Exempt				
		Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
257872BR					
	Intern Nonexempt				
		Website - External Career Site	87	0	0
		Referral – Manager Referral	1	1	1
257879BR					
	Intern Nonexempt				
		Website - External Career Site	69	0	0
		Internet - LinkedIn	1	1	1
257881BR					
	Intern Nonexempt				
		Website - External Career Site	127	0	0
		Internet - Google	1	1	1
257883BR					
	Intern Nonexempt				
		Website - External Career Site	85	0	0
		Referral – Manager Referral	1	1	1
257885BR					
	Intern Nonexempt				
		Website - External Career Site	649	0	0
		Internet - LinkedIn	1	1	1
257888BR					
	Intern Nonexempt				
		Website - External Career Site	96	0	0
		College - Campus Recruiting	1	1	1
257892BR					
	Intern Nonexempt				
		Website - External Career Site	36	0	0
		College - Campus Recruiting	1	1	1
257894BR					
	Intern Nonexempt				
		Website - External Career Site	47	0	0
		Referral - Employee Referral	1	1	1
257898BR					
	Intern Nonexempt				
		Website - External Career Site	421	0	0
		Internet - Google	1	1	0
		Referral – Manager Referral	1	1	1
257903BR					
	Intern Nonexempt				
		Website - External Career Site	26	0	0
		Former Employee - Rehire	1	1	1
257994BR					
	Mgr, Video Products Exempt				
		Website - External Career Site	33	0	0
		Direct Sourcing - LinkedIn	1	1	1
258035BR					
	Systems Engineer II Exempt				
		Website - External Career Site	8	2	0
		Direct Sourcing - ATS	1	1	1
258038BR					
	Systems Engineer IV Exempt				
		Website - External Career Site	7	1	0
		Contractor - Conversion	1	1	1
258040BR					
	Systems Engineer II Exempt				
		Website - External Career Site	15	3	0
		Contractor - Conversion	1	1	1
258224BR					
	Sr Mgr, Digital Service & CX Exempt				
		Website - External Career Site	38	5	0
		Direct Sourcing - LinkedIn	1	1	1
258240BR					
	Product Analyst Exempt				
		Website - External Career Site	41	3	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
258276BR	Advanced Video Engineer II Exempt	Website - External Career Site	11	3	0
		Direct Sourcing - ATS	1	1	1
258300BR	Product Analyst Exempt	Website - External Career Site	21	0	0
		Contractor - Conversion	1	1	1
258303BR	Principal Prod Insights Arch I Exempt	Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
258490BR	Sr Business Analyst Exempt	Website - External Career Site	26	0	0
		Contractor - Conversion	2	2	2
258496BR	Network Engineer III Exempt	Website - External Career Site	19	0	0
		Direct Sourcing - Agency	1	1	1
258500BR	Communications Specialist Exempt	Website - External Career Site	171	4	0
		Internet - LinkedIn	1	1	1
258559BR	Telephone Ops Engineer II Exempt	Website - External Career Site	19	4	0
		Direct Sourcing - LinkedIn	1	1	1
258567BR	VP, Software Development Exempt	Website - External Career Site	197	7	0
		Direct Sourcing - Recruiter Networking	1	1	1
258573BR	Sr Engineer, Software Exempt	Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
258599BR	Network Engineer II Exempt	Website - External Career Site	13	0	0
		Contractor - Conversion	1	1	1
258604BR	Network Engineer I Exempt	Website - External Career Site	30	0	0
		Contractor - Conversion	1	1	1
258611BR	Business Planning Analyst Exempt	Website - External Career Site	56	0	0
		Contractor - Conversion	1	1	1
258614BR	Principal Engineer I Exempt	Website - External Career Site	10	0	0
		Referral – Manager Referral	1	1	1
258627BR	Business Analyst Exempt	Website - External Career Site	308	0	0
		Direct Sourcing - ATS	1	1	1
258650BR	Advanced Video Engineer II Exempt	Website - External Career Site	2	0	0
		Direct Sourcing - ATS	1	1	1
258685BR	Systems Engineer III Exempt	Website - External Career Site	11	3	1
258687BR	Field Technician II Nonexempt	Former Employee - Rehire	1	1	1
258691BR	Principal Wireless Eng I Exempt	Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
258694BR	Network Engineer II Exempt	Website - External Career Site	31	0	0
		Contractor - Conversion	1	1	1
258695BR	Network Engineer III Exempt	Website - External Career Site	38	0	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
258725BR		Contractor - Conversion	1	1	1
	Real Estate Mgr - Transactions Exempt				
		Website - External Career Site	20	0	0
		Direct Sourcing - Other	1	1	1
258726BR					
	Sr Business Analyst Exempt				
		Website - External Career Site	46	0	0
		Contractor - Conversion	1	1	1
258748BR					
	Principal Wireless Eng I Exempt				
		Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
258809BR					
	Intern Nonexempt				
		Website - External Career Site	299	0	0
		Internet - LinkedIn	1	1	1
258816BR					
	Intern Nonexempt				
		Website - External Career Site	112	0	0
		Internet - Indeed	1	1	1
258818BR					
	Intern Nonexempt				
		Website - External Career Site	99	0	0
		College - Campus Recruiting	1	1	1
258824BR					
	Intern Nonexempt				
		Website - External Career Site	47	0	0
		Referral - Employee Referral	1	1	1
258825BR					
	Intern Nonexempt				
		Website - External Career Site	104	0	0
		Internet - LinkedIn	1	1	1
258826BR					
	Intern Nonexempt				
		Website - External Career Site	152	0	0
		Referral - Manager Referral	1	1	1
258829BR					
	Intern Nonexempt				
		Website - External Career Site	255	0	0
		Internet - Google	1	1	1
258836BR					
	Intern Nonexempt				
		Website - External Career Site	612	0	0
		Internet - Indeed	1	1	1
258837BR					
	Intern Nonexempt				
		Website - External Career Site	58	0	0
		Internet - Google	1	1	1
258838BR					
	Intern Nonexempt				
		Website - External Career Site	113	0	0
		Referral - Employee Referral	1	1	1
258843BR					
	Intern Nonexempt				
		Website - External Career Site	180	0	0
		College - Campus Recruiting	1	1	1
258845BR					
	Intern Nonexempt				
		Website - External Career Site	55	0	0
		Internet - LinkedIn	1	1	1
258847BR					
	Intern Nonexempt				
		Website - External Career Site	51	0	0
		Referral - Employee Referral	1	1	1
258849BR					
	Intern Nonexempt				
		Website - External Career Site	51	0	0
		Internet - Google	1	1	1
258852BR					
	Intern Nonexempt				
		Website - External Career Site	379	0	0
		College - Campus Recruiting	1	1	1
258890BR					
	Store Associate Nonexempt				
		Website - External Career Site	8	0	0
		Internet - Indeed	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>
258942BR	Associate Business Analyst Exempt	Website - External Career Site	57	5	0
		Contractor - Conversion	1	1	1
258952BR	Direct Sales Rep Exempt	Website - External Career Site	60	21	0
		Campaign - Indeed	5	5	0
		Job Fair - Internal	2	2	0
		Job Fair - External	2	2	1
		Direct Sourcing - ATS	1	1	0
259022BR	Store Associate Nonexempt	Website - External Career Site	13	1	0
		Internet - Indeed	1	1	1
259025BR	Store Associate - PT Nonexempt	Website - External Career Site	37	7	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
259030BR	ROC Specialist I Nonexempt	Website - External Career Site	20	12	2
259106BR	Network Engineer II Exempt	Website - External Career Site	46	3	0
		Direct Sourcing - ATS	1	1	1
259159BR	Intern Nonexempt	Website - External Career Site	188	1	0
		Referral - Employee Referral	1	1	1
259163BR	Intern Nonexempt	Website - External Career Site	109	0	0
		College - Campus Recruiting	1	1	1
259165BR	Intern Nonexempt	Website - External Career Site	284	1	1
259167BR	Intern Nonexempt	Website - External Career Site	53	0	0
		Internet - Google	1	1	1
259196BR	Associate Buyer Exempt	Website - External Career Site	56	0	0
		Contractor - Conversion	1	1	1
259253BR	Intern Nonexempt	Website - External Career Site	61	0	0
		College - Campus Recruiting	1	1	1
259265BR	Store Associate - PT Nonexempt	Website - External Career Site	16	1	0
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	1
259276BR	Desktop Support Specialist Nonexempt	Website - External Career Site	28	7	1
259443BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	388	117	4
		Internet - Indeed	87	87	45
		Referral - Employee Referral	9	9	5
		Job Fair - External	1	1	1
		Organization - Community Outreach	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - Facebook.com	1	1	0
		Ad - Radio Advertisement	1	1	1
		Internet - Ziprecruiter	1	1	1
259509BR	Systems Engineer II Exempt	Website - External Career Site	19	2	0
		Direct Sourcing - LinkedIn	1	1	1
259536BR	Network Engineer I Exempt	Website - External Career Site	47	5	1
259542BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
259546BR	Mgr, Procurement Exempt	Website - External Career Site	14	0	0
		Job Fair - External	1	1	1
259562BR	Mgr, Procurement Exempt	Website - External Career Site	7	0	0
		Job Fair - External	1	1	1
259595BR	Principal Engineer II Exempt	Website - External Career Site	9	2	0
		Direct Sourcing - LinkedIn	1	1	1
259609BR	Project Manager - Engineer III Exempt	Website - External Career Site	29	3	0
		Direct Sourcing - LinkedIn	1	1	1
259786BR	Sr Engineer, Software Exempt	Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
259798BR	Sr Mgr, Engineering Exempt	Website - External Career Site	11	2	0
		Former Employee - Rehire	1	1	1
259848BR	Lead Business Analyst Exempt	Website - External Career Site	11	0	0
		Contractor - Conversion	1	1	1
259874BR	Sr Mgr, Video Products Exempt	Website - External Career Site	17	6	0
		Former Employee - Rehire	1	1	1
259904BR	Telephone Ops Engineer II Exempt	Website - External Career Site	15	2	0
		Direct Sourcing - Recruiter Networking	1	1	1
259977BR	Advanced Video Engineer II Exempt	Website - External Career Site	3	0	0
		Direct Sourcing - ATS	1	1	1
260015BR	Sr Mgr, Engineering Exempt	Website - External Career Site	9	0	0
		Referral - Manager Referral	1	1	1
260030BR	Store Associate Nonexempt	Website - External Career Site	30	8	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internet - Indeed	1	1	1
260130BR	Mgr, Warehouse Exempt	Website - External Career Site	96	4	0
		Former Employee - Rehire	1	1	1
260165BR	Systems Engineer III Exempt	Website - External Career Site	5	0	0
		Direct Sourcing - ATS	1	1	1
260218BR	Store Associate Nonexempt	Website - External Career Site	23	6	0
		Internet - Indeed	3	3	1
260283BR	Sr Dir, Data Platforms Exempt	Website - External Career Site	44	11	1
260361BR	Asst Mgr, Store Exempt	Website - External Career Site	7	0	0
		Referral - Employee Referral	1	1	1
260412BR	Sr Application Developer Exempt	Website - External Career Site	3	0	0
		Contractor - Conversion	1	1	1
260423BR	Mgr, Field Operations Exempt	Website - External Career Site	16	7	0
		Direct Sourcing - ATS	1	1	1
	Systems Engineer III Exempt				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
260456BR	Systems Engineer II Exempt	Website - External Career Site	1	0	0
		Direct Sourcing - ATS	1	1	1
260459BR	Advanced Video Engineer II Exempt	Website - External Career Site	2	0	0
		Direct Sourcing - ATS	1	1	1
260462BR	Regl Business Planning Analyst Exempt	Website - External Career Site	21	2	0
		Direct Sourcing - ATS	1	1	1
260465BR	Advanced Video Engineer II Exempt	Website - External Career Site	106	5	1
		Direct Sourcing - ATS	1	1	1
260515BR	Dir, Program Management Exempt	Website - External Career Site	2	0	0
		Direct Sourcing - ATS	1	1	1
260618BR	Product Analyst Exempt	Website - External Career Site	58	6	0
		Internet - LinkedIn	2	2	1
260732BR	Program Manager Exempt	Website - External Career Site	15	0	0
		Contractor - Conversion	1	1	1
260759BR	Marketing Manager Exempt	Website - External Career Site	44	5	0
		Direct Sourcing - ATS	1	1	1
260762BR	Client Experience Researcher Exempt	Website - External Career Site	8	0	0
		Contractor - Conversion	1	1	1
260785BR	Principal Wireless Eng II Exempt	Website - External Career Site	11	0	0
		Contractor - Conversion	1	1	1
260787BR	Principal Software Engineer II Exempt	Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
260789BR	Principal Software Engineer I Exempt	Website - External Career Site	3	0	0
		Referral - Manager Referral	1	1	1
260807BR	Dir, Software Development Exempt	Website - External Career Site	6	2	1
		Internal - Internal Hire	1	1	1
260808BR	Engineer, Software App - Int Exempt	Website - External Career Site	10	0	0
		Former Employee - Rehire	1	1	1
260810BR	Dir, Human Resources Exempt	Website - External Career Site	15	0	0
		Contractor - Conversion	1	1	1
260843BR	Principal Software Engineer I Exempt	Website - External Career Site	37	3	0
		Direct Sourcing - ATS	1	1	1
260861BR	Principal Wireless Eng I Exempt	Website - External Career Site	7	1	0
		Contractor - Conversion	1	1	1
260960BR	Sr Mgr, Omni Team Exempt	Website - External Career Site	19	0	0
		Contractor - Conversion	1	1	1
260966BR	Ent Product Manager Exempt	Website - External Career Site	10	0	0
		Contractor - Conversion	1	1	1
		Website - External Career Site	13	0	0
		Contractor - Conversion	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
260972BR	Sr Mgr, Ent Client Experience Exempt				
		Website - External Career Site	21	0	0
		Contractor - Conversion	1	1	1
261000BR	Sr Application Developer Exempt				
		Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
261009BR	Sr DevOps Engineer Exempt				
		Website - External Career Site	2	0	0
		Contractor - Conversion	1	1	1
261035BR	Sr Data Scientist Exempt				
		Website - External Career Site	7	0	0
		Contractor - Conversion	1	1	1
261107BR	Network Engineer II Exempt				
		Website - External Career Site	18	2	0
		Direct Sourcing - ATS	1	1	1
261120BR	Business Analyst Exempt				
		Website - External Career Site	73	0	0
		Contractor - Conversion	1	1	1
261124BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	461	91	1
		Internet - Indeed	100	100	55
		Referral - Employee Referral	15	15	12
		Ad - Radio Advertisement	4	4	4
		Former Employee - Rehire	2	2	1
		Internet - Ziprecruiter	2	2	0
		Job Fair - External	1	1	1
		Referral - Manager Referral	1	1	0
		Organization - Community Outreach	1	1	1
		Internal - Internal Hire	1	1	1
261125BR	Principal Engineer I Exempt				
		Website - External Career Site	8	0	0
		Contractor - Conversion	1	0	1
261130BR	Program Manager Exempt				
		Website - External Career Site	24	0	0
		Contractor - Conversion	1	1	1
261142BR	Business Analyst Exempt				
		Website - External Career Site	63	5	1
261262BR	Store Associate Nonexempt				
		Website - External Career Site	21	4	0
		Internet - Indeed	1	1	1
261277BR	Executive Assistant Nonexempt				
		Website - External Career Site	152	0	0
		Referral - Employee Referral	1	0	1
261291BR	Sr Business Analyst Exempt				
		Website - External Career Site	70	0	0
		Contractor - Conversion	1	1	1
261323BR	Sr Application Developer Exempt				
		Website - External Career Site	1	0	0
		Contractor - Conversion	1	1	1
261382BR	Telephone Ops Engineer II Exempt				
		Website - External Career Site	3	0	0
		Direct Sourcing - ATS	1	1	1
261384BR	Product Analyst Exempt				
		Website - External Career Site	53	0	0
		Contractor - Conversion	1	1	1
261433BR	Client Experience Analyst Exempt				
		Website - External Career Site	14	0	0
		Contractor - Conversion	1	1	1
261441BR	Network Engineer IV Exempt				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
261475BR	UI Designer Exempt	Website - External Career Site	15	6	0
		Former Employee - Rehire	1	1	1
261480BR	Network Engineer III Exempt	Website - External Career Site	27	0	0
		Contractor - Conversion	1	1	1
261500BR	Program Manager Exempt	Website - External Career Site	12	0	0
		Contractor - Conversion	1	1	1
261553BR	Marketing Manager Exempt	Website - External Career Site	126	4	1
		Contractor - Conversion	1	1	1
261554BR	Store Associate - PT Nonexempt	Website - External Career Site	126	5	0
		Internet - Indeed	1	1	1
261607BR	Network Engineer III Exempt	Website - External Career Site	24	5	0
		Direct Sourcing - Sourcing Specialist	1	1	1
261656BR	Sr Mgr, Network Security Ops Exempt	Website - External Career Site	22	0	0
		Contractor - Conversion	2	2	1
261706BR	Principal Wireless Eng I Exempt	Website - External Career Site	43	10	0
		Internet - LinkedIn	1	1	1
261713BR	Lead Software Developer Exempt	Website - External Career Site	3	0	0
		Direct Sourcing - Agency	1	1	1
261714BR	Network Engineer I Exempt	Website - External Career Site	4	1	1
		Website - External Career Site	100	8	0
261738BR	Sr Mgr, Video Products Exempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	10	0	0
261762BR	Network Engineer II Exempt	Direct Sourcing - Other	1	1	1
		Website - External Career Site	10	0	0
261801BR	Systems Engineer II Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	13	0	0
261802BR	Network Engineer III Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	11	0	0
261906BR	Scrum Master Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	50	0	0
261908BR	UX Designer Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	33	0	0
261930BR	Principal Software Engineer II Exempt	Contractor - Conversion	2	2	2
		Website - External Career Site	8	0	0
261959BR	Rep 1, Cust Svc Billing Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	540	103	3
		Internet - Indeed	100	100	63
		Referral - Employee Referral	13	13	6
		Ad - Radio Advertisement	8	8	7
		Former Employee - Rehire	4	4	2
		Organization - Military/Veteran	2	2	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
261986BR		Direct Sourcing - Indeed	1	1	1
		Internet - Facebook.com	1	1	1
		Internet - Glassdoor.com	1	1	1
		Organization - Community Outreach	1	1	0
		Internet - Ziprecruiter	1	1	1
261986BR	Security Engineer I Exempt	Website - External Career Site	38	0	0
		Direct Sourcing - ATS	1	1	1
262039BR	Sr Product Insights Developer Exempt	Website - External Career Site	4	0	0
		Direct Sourcing - Other	1	1	1
262043BR	ROC Specialist I Nonexempt	Website - External Career Site	19	0	1
		Internal - Internal Hire	2	0	2
262088BR	UI Designer Exempt	Website - External Career Site	100	0	0
		Internet - Other	1	1	1
262144BR	Sr Mgr, Product Management Exempt	Website - External Career Site	93	0	0
		Referral - Employee Referral	1	1	1
262164BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	8	4	0
		Direct Sourcing - Indeed	1	1	1
262200BR	Fleet Specialist Exempt	Direct Sourcing - ATS	1	1	1
262289BR	Sr Mgr, Software Development Exempt	Website - External Career Site	21	0	0
		Contractor - Conversion	1	1	1
262360BR	Store Associate - PT Nonexempt	Website - External Career Site	14	2	0
		Internet - Indeed	1	1	1
262377BR	Asst Mgr, Store Exempt	Website - External Career Site	7	1	0
		Referral - Employee Referral	1	1	1
262389BR	Mgr, Video Operations Exempt	Website - External Career Site	24	4	0
		Direct Sourcing - ATS	1	1	1
262390BR	Sr Mgr, Network Security Ops Exempt	Website - External Career Site	4	0	0
		Internet - LinkedIn	1	1	1
262392BR	Warehouse Technician Nonexempt	Website - External Career Site	59	3	0
		Direct Sourcing - ATS	1	1	1
262489BR	HFC Designer I Nonexempt	Website - External Career Site	78	8	0
		Internet - Indeed	7	7	4
		Referral - Employee Referral	3	3	2
		Former Employee - Rehire	2	2	2
		Direct Sourcing - Indeed	1	1	1
262544BR	Mgr, Human Resources Exempt	Website - External Career Site	110	3	1
262581BR	Systems Engineer III Exempt	Website - External Career Site	5	0	0
		Direct Sourcing - ATS	1	1	1
262603BR	Intern Nonexempt	Website - External Career Site	18	0	0
		College - Campus Recruiting	3	3	3
262634BR	Systems Engineer I Exempt	Website - External Career Site	58	0	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Former Employee - Rehire	1	1	1
262664BR	DevOps Engineer Exempt				
		Website - External Career Site	16	0	0
		Contractor - Conversion	1	1	1
262676BR	Principal Engineer I Exempt				
		Website - External Career Site	4	0	0
		Internet - Other	1	1	1
262677BR	Acct Exec, Spec Comm Sol Exempt				
		Website - External Career Site	16	0	0
		Former Employee - Rehire	1	1	1
262730BR	Sr Product Insights Developer Exempt				
		Contractor - Conversion	1	1	1
262731BR	Sr Product Insights Developer Exempt				
		Contractor - Conversion	1	1	1
262733BR	Application Developer Exempt				
		Website - External Career Site	11	0	0
		Contractor - Conversion	1	1	1
262742BR	Mgr, Product Management Exempt				
		Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
262764BR	Data Scientist Exempt				
		Website - External Career Site	73	0	0
		Contractor - Conversion	2	2	2
262765BR	Mgr, Data Insights Exempt				
		Website - External Career Site	8	0	0
		Contractor - Conversion	2	2	2
262774BR	Sr Product Insights Developer Exempt				
		Contractor - Conversion	1	1	1
262775BR	Sr Product Insights Developer Exempt				
		Contractor - Conversion	1	1	1
262802BR	Dir, Software Development Exempt				
		Website - External Career Site	36	0	0
		Contractor - Conversion	1	1	1
262804BR	Dir, Software Development Exempt				
		Website - External Career Site	22	0	0
		Contractor - Conversion	1	1	1
262815BR	Principal Engineer I Exempt				
		Website - External Career Site	4	0	0
		Direct Sourcing - LinkedIn	1	1	1
262819BR	Product Insights Developer Exempt				
		Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
262916BR	Store Associate - PT Nonexempt				
		Website - External Career Site	4	1	0
		Internet - Indeed	1	1	1
263010BR	ROC Specialist I Nonexempt				
		Website - External Career Site	33	6	1
		Internal - Internal Hire	2	2	2
		Internet - Other	1	1	1
263091BR	Mgr, Data Insights Exempt				
		Website - External Career Site	19	0	0
		Contractor - Conversion	1	1	1
263108BR	Accessibility Architect Exempt				
		Website - External Career Site	7	0	0
		Contractor - Conversion	2	2	2
263110BR	UX Designer Exempt				
		Website - External Career Site	53	0	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Contractor - Conversion	1	1	1
263136BR	Sr Mgr, Software Development Exempt				
		Website - External Career Site	7	0	0
		Contractor - Conversion	1	1	1
263139BR	Application Developer Exempt				
		Website - External Career Site	20	0	0
		Contractor - Conversion	3	3	3
263140BR	Sr DevOps Engineer Exempt				
		Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
263169BR	Lead UI Designer Exempt				
		Website - External Career Site	8	0	0
		Contractor - Conversion	1	1	1
263170BR	Sr Software Engineer Exempt				
		Website - External Career Site	10	0	0
		Contractor - Conversion	5	5	5
263171BR	Software Engineer Exempt				
		Website - External Career Site	34	0	0
		Contractor - Conversion	2	2	2
263173BR	Principal Software Engineer II Exempt				
		Website - External Career Site	4	0	0
		Contractor - Conversion	1	1	1
263174BR	Sr Mgr, Software Development Exempt				
		Website - External Career Site	6	0	0
		Contractor - Conversion	1	1	1
263175BR	UI Designer Exempt				
		Website - External Career Site	16	0	0
		Contractor - Conversion	2	2	2
263181BR	Test Engineer Exempt				
		Website - External Career Site	58	0	0
		Contractor - Conversion	1	1	1
263582BR	Direct Sales Rep Exempt				
		Website - External Career Site	3	3	1
263653BR	Research Analyst Exempt				
		Website - External Career Site	62	0	0
		Contractor - Conversion	1	0	1
263655BR	Sr Research Analyst Exempt				
		Website - External Career Site	9	0	0
		Contractor - Conversion	2	2	2
263660BR	Client Experience Analyst Exempt				
		Website - External Career Site	23	0	0
		Contractor - Conversion	1	1	1
263670BR	Software Engineer Exempt				
		Website - External Career Site	84	0	0
		Contractor - Conversion	1	1	1
Grand Total			31251	3888	1374