

## 2021 FCC Unit Structure

### FCC Unit: 13541 Mountain States

Address	City	State	Postal Zip Code
1289 South 2nd Ave	Yuma	AZ	85364
1401 South Yuma Palms Pkwy, Suite 40	Yuma	AZ	85365
312 State St	Alamosa	CO	81101
117 S Greystone Ave	Canon City	CO	81212
306 N. 16th Street	Canon City	CO	81212
402 Main St	Canon City	CO	81212
11011 E Peakview Ave	Centennial	CO	80111
2221 East Bijou St	Colorado Springs	CO	80909
405 Steele Street	Craig	CO	81625
580 Russell St	Craig	CO	81625
1145 S. Camino del Rio	Durango	CO	81301
146 East 15th St	Durango	CO	81301
799 Tech Center Drive	Durango	CO	81301
14150 Grasslands Dr	Englewood	CO	80112
14810 Grasslands Drive	Englewood	CO	80112
8560 Upland Dr.	Englewood	CO	80112
324 E Railrd	Fort Morgan	CO	80701
2501 Blichmann St Suite C	Grand Junction	CO	81505
2502 Foresight Circle	Grand Junction	CO	81505
632 Market St	Grand Junction	CO	81505
830 S 12th St	Grand Junction	CO	81505
6175 S Willow Drive	Greenwood Village	CO	80111
6360 Fiddlers Green	Greenwood Village	CO	80111
6363 S Fiddlers Green Circle	Greenwood Village	CO	80111
6380 S Fiddlers Green Circle	Greenwood Village	CO	80111
6399 S Fiddlers Green Circle	Greenwood Village	CO	80111
6501 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
933 Topsy Lane	Carson City	NV	89705
120 Freeport Circle	Fallon	NV	89406
1338 Centerville Ln	Gardnerville	NV	89410
14825 Rim Rock Dr	Reno	NV	89521
4930 Energy Way	Reno	NV	89502
5089 South McCarran Blvd	Reno	NV	89502
5150 Mae Anne Avenue	Reno	NV	89523
9335 Prototype Drive	Reno	NV	89521
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  <b>FCC 396-C</b>	OMB 3060-1033 September 2003  <b>Multi-Channel Video Program Distributor EEO Program          Annual Report</b>  Read INSTRUCTIONS Before Filling Out Form	FOR FCC USE ONLY   FOR COMMISSION USE ONLY FILE NO. -
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<b>SECTION I IDENTIFYING INFORMATION</b>		
A. Name of Operator: TIME WARNER CABLE		
MSO Name: CHARTER COMMUNICATIONS		
B. Employment Unit's Mailing Address 7910 CRESCENT EXECUTIVE DRIVE		
City CHARLOTTE	State NC	Zip Code 28217-
E-Mail Address (if available) JENNIFER.GOAD@CHARTER.COM		
FCC Registration Number:		
Emp. Unit ID # 13541		
<b>Application Purpose</b> <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report		
<input type="checkbox"/> 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)		
<input type="radio"/> Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V <input checked="" type="radio"/> Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached		

E. Pay Period Covered by this Report (inclusive dates) 7/1/2020-6/30/2021
F. Attachments: (See "Exhibit" buttons, below.)

<b>SECTION II COMMUNITY INFORMATION</b>			
System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type
Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.			

### SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

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

#### SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

#### SECTION V CERTIFICATION

This report must be certified as follows:

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

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

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

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

#### Exhibits

# 2020-2021 Recruitment Initiatives

FCC Unit: 13541 Mountain States

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

### **Virtual Hiring Event**

- January 5, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 150 attendees

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

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

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

2021 FCC Outreach Sources

FCC Unit: 13541 Mountain States						
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
Adams County Workforce & Business Center	bhendricks@adcogov.org	720-523-6900	4430 S Adams County Pkwy	Brighton	CO	80601-8222
Adams County Workforce & Business Center (Auro..	bhendricks@co.adams.co.us	303-363-9380	3538 Peoria St Ste 511	Aurora	CO	80010-1411
Arapahoe Douglas Works! Workforce Center	amilan@arapahoegov.com	303-636-1160	6974 S Lima St	Centennial	CO	80112-3881
Arapahoe Douglas Works! Workforce Center	sarah.norway@state.co.us	303-636-1263	6974 S Lima St	Centennial	CO	80112-3881
Arapahoe Douglas Works! Workforce Center	smiller2@arapahoegov.com	303-636-1186	6974 S Lima St	Centennial	CO	80112-3881
Arapahoe Douglas Works! Workforce Center	tdrayton@arapahoegov.com	(303) 636-1160	6974 S Lima St	Centennial	CO	80112-3881
Arapahoe/Douglas Altura Plaza Workforce Center	colin.schneider@state.co.us	303-636-1253	15400 E 14th Pl	Aurora	CO	80011-5818
Arapahoe/Douglas Works! Castle Rock Workforce Center	dalred@arapahoegov.com	720-733-4321	100 S Wilcox St	Castle Rock	CO	80104-1911
Arapahoe/Douglas Works! Castle Rock Workforce Center	James.Bell@state.co.us	555-555-1212	100 S Wilcox St	Castle Rock	CO	80104-1911
Canon City Workforce Center	canoncity@state.co.us	719-275-7408	3224 Independence Rd Unit A	Canon City	CO	81212-6314
Chaffee County Veteran Services	chaffeevso@chaffeecounty.org	719-539-3803	448 E 1st St	Salida	CO	81201-2804
Colorado Springs Vet Center	john.morin@va.gov	719-471-9992	602 S Nevada Ave	Colorado Springs	CO	80903-4006
Comite de Bien Estar, Inc.	maria@comiteaz.org	928-627-8559	Po Box 7170	San Luis	AZ	85349-6807
Community College of Denver	taddese.addo@ccd.edu	303-556-2600	1111 W Colfax Ave	Denver	CO	80204-2026
Custer County Veteran Services	veterans@custercountygov.com	719-783-9470	511 Main St	Westcliffe	CO	81252-9518
Denver Speer Workforce Center	dawanta.parks@denvergov.org	720-865-4800	1391 Speer Blvd Ste 500	Denver	CO	80204-2554
Denver Speer Workforce Center	Johnathan.Tillman@denvergov.org	720-865-5612	1391 Speer Blvd Ste 450	Denver	CO	80204-2561
Denver Vet Center	pamela.chapman2@va.gov	303-326-0645	7465 E 1st Ave Ste B	Denver	CO	80239-6877
Denver Workforce Center at Montbello	dawanta.parks@denvergov.org	720-865-4800	4685 Peoria St	Denver	CO	80239-4811
Disability Center For Independent Living	brentbel@aol.com	303-320-1345	5900 E 39th Ave	Denver	CO	80207-1232
Disabled American Veterans - Carson City #7	joy2de@clearwire.net	775-527-1834	Po Box 861	Carson City	NV	89702-0861
Disabled American Veterans - Chapter 11 S L Brown	mmwwil@aol.com	303-690-1824	7044 S Fultondale Cir	Aurora	CO	80016-4144
Disabled American Veterans - Murphy-Bor-Klumker #7	dav7colorado@gmail.com	303-405-2786	1480 Hoyt St	Lakewood	CO	80215-4726
Division of Vocational Rehabilitation - Fallon	rdfairbanks@nvdetr.org	775-423-5115	121 Industrial Way	Fallon	NV	89406-3116
Dress for Success Phoenix	phoenix@dressforsuccess.org	602-489-7397	1024 E Buckeye Rd	Phoenix	AZ	85034-4041
Elbert County Veteran Services	morgan@hayday.org	303-520-6088	Po Box 131	Elbert	CO	80106-0131
Epic Bible College	ghartley@epic.edu	(916) 348-4689	4330 Auburn Blvd	Sacramento	CA	95841-4107
Fort Morgan Workforce Center	kirk.woerner@state.co.us	970-867-9401	411 Main St	Fort Morgan	CO	80701-2136
Fremont County Veteran Services	fcvso@fremontco.com	(719) 276-7400	615 Macon Ave	Canon City	CO	81212-3390
Gateway Battered Women's Services	teresefromgbws@gmail.com	303-343-1851	Po Box 914	Aurora	CO	80040-0914
Hastings College	kgraviette@hastings.edu	402-461-7387	710 N Turner Ave	Hastings	NE	68901-7696
Morgan Community College	andrea.lheureux@morganc.cc.edu		920 Barlow Rd	Fort Morgan	CO	80701-4371
National American University - Colorado Springs South	naucareerservices@national.edu	(719) 208-3800	1079 Space Center Dr	Colorado Springs	CO	80915-3612
Nazarene Bible College	smhenson@nbc.edu	719-884-5000	1111 Academy Park Loop	Colorado Springs	CO	80910-3704
Nevada Department of Employment, Training & Rehabilitation - Workforce Investment Support Services	detradm@nvdetr.org	775-684-3849	500 E Third St	Carson City	NV	89701-4772
Nevada JobConnect Maryland Parkway	regibson@nvdetr.org	(702) 486-0107	3405 S Maryland Pkwy	Las Vegas	NV	89169-3015
Nevada Vocational Rehabilitation - Las Vegas - Adult Mental Health	mahaime@nvdetr.org	702-486-6043	6161 W Charleston Blvd	Las Vegas	NV	89146-1126
Nevada Vocational Rehabilitation - Sparks	dchobbs@nvdetr.org	775-336-5400	1675 E Prater Way Ste 107	Sparks	NV	89434-8964
NevadaJobConnect Sparks	j-henle@detr.nv.gov	(775) 336-5412	1675 E Prater Way Ste 103	Sparks	NV	89434-8964
NV JobConnect/Carson City	r-eberly@nvdetr.org	775-684-0441	1929 N Carson St	Carson City	NV	89701-1218
Operation Homefront of Nevada	nevada@operationhomefront.net	702-449-9987	8550 W Charleston Blvd Ste 102-127	Las Vegas	NV	89117-9210
Pueblo County Veteran Services	sabedrar@co.pueblo.co.us	719-583-6113	2631 E 4th St	Pueblo	CO	81001-4200
Pueblo Workforce Center	anthony.mason@state.co.us	719-562-3761	212 W 3rd St	Pueblo	CO	81003-3201
Pueblo Workforce Center	John.Cannon@state.co.us	(719) 562-3774	212 W 3rd St	Pueblo	CO	81003-3201
Quechan Indian Tribe	l.levy@quechantribe.com	760-572-2314	465 Picacho Rd	Winterhaven	CA	92283-9605
SafeHouse Denver, Inc.	ltawressey@safehouse-denver.org	(303) 318-9989	1649 Downing St	Denver	CO	80218-1528
San Miguel County Veteran Services	jimb@sanmiguelcountyco.gov	(970) 728-4501	Po Box 1014	Telluride	CO	81435-1014
Services Maximizing Independent Living	director@smile-az.org	928-329-6681	1929 S Arizona Ave	Yuma	AZ	85364-5721
St. Francis Center	dlee@sfcdenver.org	303-298-8686	2323 Curtis St	Denver	CO	80205-2627
The Arc of Aurora	dsarcaurora@aol.com	720-213-1420	1342 S Chambers Rd	Aurora	CO	80017-4045
The Arc of the Pikes Peak Region	amber@thearcppr.org	719-471-4800	12 N Meade Ave	Colorado Springs	CO	80909-5634
U.S. Department of Veteran Affairs-St. Petersburg Regional Office	knahrwold@usf.edu	(800) 827-1000	9500 Bay Pines Boulevard	Saint Petersburg	FL	33708
US Department of Veterans Affairs - Colorado Springs	shireman11@gmail.com	720-289-1391	25 N Spruce St	Colorado Springs	CO	80905-1436
Vocational Rehabilitation - Auburn Branch	dLuke@dor.ca.gov	530-823-4040	11641 Blocker Dr	Auburn	CA	95603-4660
Washington County Veteran Services	jmccracken@co.washington.co.us	970-345-6685	150 Ash Ave	Akron	CO	80720-1553
West Point Association of Graduates	scott.leishman@wpaog.org	(845) 446-1654	698 Mills Road	West Point	NY	10996
Western State College	mgreen@western.edu	970-943-7122	600 N Adams St	Gunnison	CO	81231-7000
Winterhaven Satellite Office	yo_jai@yahoo.com	760-572-0222	676 Base Line Rd	Winterhaven	CA	92283-9705
Women's Resource Center	programs@wrcdurango.org	970-247-1242	679 E 2nd Ave	Durango	CO	81301-5563
Yuma Workforce Center - Eastern Region	shelly.thompson@state.co.us	970-848-3760	529 N Albany St Ste 1210	Yuma	CO	80759-1529

## 2021 FCC Source Evaluation Report

FCC Unit: 13541 Mountain States

Source	Applicant Count	Interview Count	Hire Count
Agency Hire	3	3	3
Brazen	49	49	15
Campaign - Indeed	4	4	3
College - Campus Recruiting	1	1	1
Contractor - Conversion	172	172	170
Direct Sourcing - ATS	56	56	53
Direct Sourcing - Indeed	22	22	14
Direct Sourcing - Line Networking	4	4	4
Direct Sourcing - LinkedIn	18	18	18
Direct Sourcing - Other	2	2	2
Direct Sourcing - Recruiter Networking	1	1	1
Former Employee - Rehire	26	26	22
Intern - Conversion	4	4	4
Internal - Internal Hire	13	13	1
Internet - Career Builders	2	2	1
Internet - Craigslist.com	1	1	0
Internet - Facebook.com	6	6	2
Internet - Glassdoor.com	7	7	4
Internet - Google	13	13	11
Internet - Indeed	391	391	193
Internet - LinkedIn	13	13	12
Internet - Monster	1	1	1
Internet - Other	2	2	1
Internet - Ziprecruiter	4	4	2
Job Fair - External	5	5	0
Job Fair - Internal	3	3	1
Organization - Community Outreach	3	3	1
Organization - Diversity	1	1	1
Organization - Military/Veteran	2	2	1
Other	24	24	14
Referral - Employee Referral	116	116	62
Referral - Manager Referral	23	23	21
Website - External Career Site	17584	1205	31
<b>Total</b>	<b>18576</b>	<b>2197</b>	<b>670</b>



## 2021 FCC Source Report

### FCC Unit: 13541 Mountain States

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
262825BR	Sr Mgr, Dig Platforms Agency Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	83	5	0
263342BR	Sr Mgr, Counsel - Real Estate	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	152	1	0
263793BR	Principal Test Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	29	1	0
265447BR	Systems Engineer III	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	23	3	0
266650BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	1	1	1
		Website - External Career Site	665	200	0
266797BR	Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	268	0	0
267139BR	Systems Engineer II	Direct Sourcing - Other	1	1	1
		Website - External Career Site	56	3	0
267174BR	Principal Data Scientist I	Agency Hire	1	1	1
		Website - External Career Site	105	4	0
267185BR	Marketing Manager Exempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	290	3	0
267586BR	Intern	College - Campus Recruiting	1	1	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	75	0	0
267859BR	Procurement Specialist	Referral - Manager Referral	1	1	1
		Website - External Career Site	56	0	0
267956BR	Rep 1, Cust Svc Billing	Brazen	10	10	0
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	56	56	2
		Internet - LinkedIn	1	1	0
		Job Fair - External	4	4	0
		Job Fair - Internal	1	1	0
		Other	4	4	1
		Referral - Employee Referral	22	22	2
		Referral - Manager Referral	1	1	0
		Website - External Career Site	519	114	0
268108BR	Principal Engineer I	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	26	1	0
268346BR	Network Engineer II	Direct Sourcing - Other	1	1	1
		Website - External Career Site	67	7	0
268419BR	Sr Ent Product Manager	Contractor - Conversion	1	1	0
		Website - External Career Site	25	5	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
268449BR	Animator	Referral - Employee Referral	1	1	1
		Website - External Career Site	172	1	0
268487BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	1
		Website - External Career Site	30	30	0
268667BR	Principal Engineer I	Former Employee - Rehire	1	1	1
		Website - External Career Site	10	1	0
268697BR	Intern	Website - External Career Site	183	6	1
268711BR	Account Executive	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	0
		Referral - Manager Referral	1	1	1
		Website - External Career Site	22	9	0
268822BR	Principal Software Engineer I	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	43	0	0
268933BR	Sr Dir, Product Management	Website - External Career Site	50	2	1
268942BR	Mgr, Product Management	Other	1	1	1
		Website - External Career Site	36	0	0
268977BR	BI Analyst I	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	745	2	0
269056BR	Dir, Video Operations	Internet - LinkedIn	1	1	1
		Website - External Career Site	63	4	0
269232BR	Field Technician II	Direct Sourcing - ATS	2	2	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	68	13	0
269316BR	Network Engineer II	Website - External Career Site	29	3	1
269406BR	Dir, Video Operations	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	33	5	0
269529BR	Intern	Referral - Employee Referral	1	1	1
		Website - External Career Site	109	0	0
269566BR	HFC Designer I Nonexempt	Internal - Internal Hire	1	1	0
		Internet - Glassdoor.com	5	5	2
		Internet - Indeed	2	2	1
		Website - External Career Site	185	7	0
269590BR	Sr Dir, Wireless Strat & Analy Exempt	Website - External Career Site	108	14	1
269929BR	Architecture Design Engineer	Other	1	1	1
		Website - External Career Site	3	0	0
269930BR	Technical Design Analyst I	Internet - Glassdoor.com	1	1	1
		Website - External Career Site	35	6	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
269972BR	Rep 1, Cust Svc Billing	Brazen	28	28	5
		Former Employee - Rehire	2	2	1
		Internet - Career Builders	1	1	1
		Internet - Craigslist.com	1	1	0
		Internet - Facebook.com	1	1	0
		Internet - Google	2	2	1
		Internet - Indeed	81	81	36
		Internet - Ziprecruiter	1	1	0
		Organization - Community Outreach	3	3	1
		Other	4	4	2
		Referral - Employee Referral	19	19	8
		Referral - Manager Referral	1	1	1
		Website - External Career Site	588	100	1
270002BR	Executive Assistant	Website - External Career Site	95	8	1
270120BR	ROC Specialist I Nonexempt	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	26	3	0
270217BR	Sr Project Manager	Website - External Career Site	120	9	1
270287BR	Sr Mgr, Product Management	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	39	2	0
270302BR	Principal Engineer I	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	15	2	0
270313BR	Store Associate	Internet - Indeed	2	2	1
		Website - External Career Site	1	1	0
270400BR	Network Engineer II	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	17	2	0
270460BR	Recruiting Coordinator Nonexempt	Website - External Career Site	85	14	1
270512BR	Intern	Former Employee - Rehire	1	1	1
		Website - External Career Site	87	0	0
270548BR	Intern	Direct Sourcing - ATS	1	1	0
		Website - External Career Site	37	5	1
270550BR	Intern	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	41	2	0
270552BR	Intern	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	24	1	0
270564BR	Intern	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	217	10	0
270565BR	Intern	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	60	4	0
270566BR	Intern	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	459	5	0
270612BR	Dir, Field Engineering	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	7	4	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270721BR	Rep 1, Cust Svc Billing	Brazen	1	1	1
		Former Employee - Rehire	4	4	4
		Internet - Facebook.com	3	3	1
		Internet - Google	1	1	1
		Internet - Indeed	76	76	48
		Internet - Other	1	1	0
		Internet - Ziprecruiter	2	2	1
		Organization - Military/Veteran	1	1	0
		Other	7	7	3
		Referral - Employee Referral	12	12	6
		Website - External Career Site	449	61	1
270752BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	21	4	0
270954BR	Sr Software Engineer	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	18	1	0
270955BR	Principal Engineer I	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	30	1	0
270986BR	Intern	Internet - Indeed	1	1	1
		Website - External Career Site	190	0	0
271243BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	2
		Internet - Indeed	1	1	0
		Website - External Career Site	14	14	0
271263BR	Intern	Referral - Manager Referral	1	1	1
		Website - External Career Site	141	0	0
271370BR	Direct Sales Rep	Internet - Indeed	7	7	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	3	2	0
271372BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Internet - Indeed	4	4	3
		Website - External Career Site	4	2	0
271401BR	Sr Ent Product Manager	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	10	0	0
271437BR	Store Associate - PT	Internet - Google	1	1	1
		Website - External Career Site	47	5	0
271464BR	Sr Mgr, Engineering	Former Employee - Rehire	1	1	1
		Website - External Career Site	25	0	0
271555BR	Store Associate	Direct Sourcing - Indeed	3	3	1
		Internet - Facebook.com	1	1	0
		Internet - Indeed	1	1	0
		Website - External Career Site	62	10	0
271565BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	15	2	0
271584BR	Warehouse Technician Nonexempt	Website - External Career Site	9	3	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271633BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	201	0	0
271669BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	29	2	0
271671BR	Rep 1, Cust Svc Billing	Brazen	4	4	3
		Former Employee - Rehire	1	1	0
		Internet - Indeed	42	42	20
		Other	1	1	1
		Referral - Employee Referral	10	10	6
		Website - External Career Site	293	39	0
271798BR	Store Greeter Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	37	1	0
272152BR	Sr Product Delivery Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	16	0	0
272204BR	Direct Sales Rep	Campaign - Indeed	2	2	2
		Website - External Career Site	16	14	0
272250BR	Field Technician IV	Direct Sourcing - ATS	1	1	1
272253BR	Network Engineer III	Direct Sourcing - Line Networking	1	1	1
		Website - External Career Site	19	1	0
272256BR	Principal Engineer I	Agency Hire	1	1	1
		Website - External Career Site	32	2	0
272259BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
272400BR	Principal App Architect I	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
272401BR	CI Resiliency Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	3	2	0
272430BR	Assoc System Administrator	Internet - Indeed	1	1	1
		Website - External Career Site	81	2	0
272535BR	Rep 1, Cust Svc Billing	Internet - Facebook.com	1	1	1
		Internet - Indeed	7	7	7
		Internet - Ziprecruiter	1	1	1
		Other	1	1	0
		Referral - Employee Referral	4	4	3
		Website - External Career Site	237	18	0
272586BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Website - External Career Site	29	29	0
272648BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	12	1	0
272814BR	Lead Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	21	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272837BR	Account Executive	Internet - LinkedIn	1	1	1
		Referral - Employee Referral	3	3	1
		Website - External Career Site	13	7	0
273046BR	Field Technician V Nonexempt	Direct Sourcing - ATS	1	1	1
273081BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	13	2	0
273082BR	Network Engineer II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	23	0	0
273243BR	Field Technician II	Direct Sourcing - ATS	2	2	2
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	27	10	0
273334BR	Dir, Engineering	Direct Sourcing - Line Networking	1	1	1
		Website - External Career Site	27	2	0
273421BR	Intern	Intern - Conversion	1	1	1
		Website - External Career Site	136	2	0
273423BR	Intern	Intern - Conversion	1	1	1
		Website - External Career Site	114	1	0
273444BR	Mgr, HFC Design	Direct Sourcing - LinkedIn	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	25	5	0
273457BR	Account Executive	Internet - LinkedIn	1	1	1
		Website - External Career Site	8	2	0
273542BR	Principal Software Engineer II	Direct Sourcing - Line Networking	1	1	1
		Website - External Career Site	24	2	0
273665BR	Associate Contract Specialist	Website - External Career Site	58	19	1
273778BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
273813BR	Principal Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
273825BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
273836BR	Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
273838BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
273840BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
273848BR	Sr Scrum Master	Contractor - Conversion	1	1	1
		Website - External Career Site	20	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273857BR	Ent Product Manager	Referral - Employee Referral	1	1	1
		Website - External Career Site	17	2	0
273858BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
273861BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
273862BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
273864BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
273865BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
273872BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
273876BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
273877BR	Network Engineer II	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
273879BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
273880BR	Network Engineer II	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
273882BR	Network Engineer II	Contractor - Conversion	1	1	1
		Website - External Career Site	18	0	0
273885BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
273886BR	Sr Scrum Master	Contractor - Conversion	1	1	1
		Website - External Career Site	24	0	0
273887BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
273889BR	Principal Software Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
273891BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
273893BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
273898BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
273901BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273904BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
273905BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
273908BR	Rep 1, Cust Svc Billing	Internal - Internal Hire	1	1	0
		Internet - Indeed	20	20	9
		Referral - Employee Referral	7	7	6
		Website - External Career Site	475	33	0
273909BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	15	0	0
273912BR	Sr Mgr, Wireless Engineering	Contractor - Conversion	1	1	1
		Website - External Career Site	14	0	0
273916BR	QA Lead	Contractor - Conversion	1	1	1
		Website - External Career Site	23	0	0
273920BR	QA Lead	Contractor - Conversion	1	1	1
		Website - External Career Site	16	0	0
273922BR	Sr Scrum Master	Contractor - Conversion	1	1	1
		Website - External Career Site	15	0	0
273923BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	11	0	0
273924BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
273951BR	Network Engineer II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	35	6	0
273953BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
273959BR	Principal Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
273962BR	Sr Scrum Master	Contractor - Conversion	1	1	1
		Website - External Career Site	24	0	0
273964BR	Principal Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
273984BR	Intern	Brazen	1	1	1
		Internet - Google	1	1	0
		Website - External Career Site	99	3	0
273985BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	84	2	0
274008BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274034BR	Systems Engineer IV	Contractor - Conversion	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	15	0	0
274035BR	Systems Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	11	3	0
274056BR	Reg Channel Sales Mgr Ent	Referral - Employee Referral	1	1	1
		Website - External Career Site	42	0	0
274094BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	70	0	0
274096BR	Intern	Former Employee - Rehire	1	1	1
		Website - External Career Site	238	5	0
274104BR	Intern	Brazen	1	1	1
		Website - External Career Site	151	2	0
274123BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	166	0	0
274131BR	Principal Software Engineer II	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
274139BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	276	3	0
274153BR	Store Associate	Referral - Manager Referral	1	1	1
		Website - External Career Site	1	0	0
274175BR	Principal Engineer I	Website - External Career Site	16	8	1
274231BR	Mgr, Product Insights	Contractor - Conversion	1	1	1
		Website - External Career Site	13	0	0
274307BR	Sr Dir, Security	Referral - Manager Referral	1	1	1
		Website - External Career Site	107	0	0
274321BR	Direct Sales Rep	Campaign - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	6	6	0
274403BR	Sr Product Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	11	0	0
274405BR	Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
274407BR	Princ Prod Designer - UI/UX I Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
274408BR	Lead Product Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	10	0	0
274409BR	Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274410BR	Sr Test Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
274422BR	Sr Test Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
274427BR	Lead Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
274472BR	Sr Business Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	22	0	0
274515BR	Sr Test Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	22	0	0
274518BR	Sr Product Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	10	0	0
274520BR	Lead Product Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	10	0	0
274521BR	Sr Test Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
274524BR	Sr Mgr, Product Management	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
274536BR	Sr Test Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	12	0	0
274558BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
274606BR	Video & Voice Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
274609BR	Video & Voice Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
274611BR	Video & Voice Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
274613BR	Sr Data Ctr Resiliency Tech	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
274620BR	Sr Data Ctr Resiliency Tech	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
274645BR	Sr Mgr, Product Management	Contractor - Conversion	1	1	1
		Website - External Career Site	10	0	0
274646BR	Sr Mgr, Product Management	Contractor - Conversion	1	1	1
		Website - External Career Site	12	0	0
274688BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	0
		Job Fair - Internal	1	1	1
		Website - External Career Site	3	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274708BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	18	1	0
274761BR	Advanced Video Engineer II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	24	2	0
274762BR	Advanced Video Engineer III	Former Employee - Rehire	1	1	1
		Website - External Career Site	4	0	0
274857BR	Network Operations Analyst II	Website - External Career Site	8	1	1
274861BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
274868BR	Sr Product Designer - UI/UX Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
274913BR	Product Intake Analyst	Former Employee - Rehire	1	1	1
		Website - External Career Site	73	2	0
275018BR	Sr Project Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	15	0	0
275022BR	Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
275029BR	Lead Business Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
275045BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
275052BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
275055BR	Sr Project Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
275057BR	Intern	Former Employee - Rehire	1	1	1
		Website - External Career Site	60	0	0
275058BR	Intern	Brazen	1	1	1
		Website - External Career Site	179	0	0
275060BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	14	0	0
275066BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
275072BR	Principal Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
275091BR	Intern	Referral - Manager Referral	1	1	1
		Website - External Career Site	110	1	0
275093BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	16	1	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275110BR	Principal Engineer II	Website - External Career Site	14	2	1
275133BR	Network Engineer I	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	117	63	0
275141BR	Sr Platform Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
275145BR	Sr Platform Engineer	Contractor - Conversion	1	1	1
275146BR	Sr Platform Engineer	Contractor - Conversion	1	1	1
275149BR	Sr Platform Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
275150BR	Lead Data Scientist Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
275153BR	Sr Data Developer	Contractor - Conversion	2	2	1
		Website - External Career Site	6	0	0
275157BR	Sr Data Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
275159BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
275184BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	56	0	0
275190BR	Intern	Former Employee - Rehire	1	1	1
		Website - External Career Site	63	1	0
275192BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	102	0	0
275207BR	BI Analyst I	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	174	3	0
275216BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	2
		Website - External Career Site	4	4	0
275229BR	Sr Platform Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
275233BR	Principal Software Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
275238BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
275240BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	117	0	0
275241BR	Project Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	23	0	0
275245BR	DevOps Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275250BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
275268BR	Intern	Internet - Other	1	1	1
		Website - External Career Site	160	2	0
275292BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	477	2	0
275293BR	Intern	Referral - Employee Referral	1	1	1
		Website - External Career Site	86	0	0
275294BR	Sr Scrum Master	Contractor - Conversion	1	1	1
		Website - External Career Site	16	0	0
275295BR	Sr Scrum Master	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
275297BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
275298BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
275302BR	Lead Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
275305BR	Lead Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
275308BR	Lead Test Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
275309BR	Principal Software Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
275310BR	Sr Test Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
275312BR	Principal Software Engineer I	Contractor - Conversion	1	1	1
275313BR	Sr Test Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
275314BR	Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
275315BR	Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
275328BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
275330BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
275332BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275334BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
275339BR	Network Engineer II	Contractor - Conversion	1	1	1
		Website - External Career Site	13	0	0
275341BR	Principal Wireless Eng I	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
275343BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	245	0	0
275345BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
275346BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
275350BR	Network Engineer III	Contractor - Conversion	1	1	1
275351BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	16	0	0
275352BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
275369BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	7	0	0
275373BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
275376BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	9	0	0
275379BR	Systems Engineer II	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
275384BR	Sr Scrum Master	Contractor - Conversion	1	1	1
		Website - External Career Site	21	0	0
275400BR	Sr Mgr, Dig Platforms Agency Exempt	Website - External Career Site	64	10	1
275418BR	Principal Wireless Eng I	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	30	0	0
275433BR	Sr Product Delivery Manager	Website - External Career Site	25	4	1
275587BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	99	0	0
275627BR	Intern	Former Employee - Rehire	1	1	1
		Website - External Career Site	27	2	0
275629BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	77	1	0
275630BR	Intern	Referral - Manager Referral	1	1	1
		Website - External Career Site	27	0	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275632BR	Intern	Referral - Manager Referral	1	1	1
		Website - External Career Site	59	0	0
275654BR	Principal Wireless Eng III	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	23	3	0
275662BR	Principal Wireless Eng I	Agency Hire	1	1	1
		Website - External Career Site	27	0	0
275702BR	Network Engineer II	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	37	6	0
275778BR	Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	12	0	0
275782BR	Intern	Referral - Manager Referral	1	1	1
		Website - External Career Site	105	1	0
275783BR	Sr Product Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
275791BR	Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
275792BR	Intern	Brazen	1	1	1
		Website - External Career Site	104	2	0
275797BR	Intern	Referral - Manager Referral	1	1	1
		Website - External Career Site	97	0	0
275798BR	Intern	Brazen	1	1	1
		Website - External Career Site	192	0	0
275800BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	17	0	0
275801BR	Lead Software Engineer	Contractor - Conversion	1	1	1
275802BR	Princ Prod Designer - UI/UX I Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
275807BR	Lead Product Designer - UI/UX Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
275808BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
275809BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
275880BR	Systems Engineer IV	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	10	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275882BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	2	2	1
		Internal - Internal Hire	1	1	0
		Internet - Career Builders	1	1	0
		Internet - Indeed	38	38	25
		Job Fair - External	1	1	0
		Other	3	3	3
		Referral - Employee Referral	7	7	4
		Website - External Career Site	399	78	0
275883BR	Principal Wireless Eng II	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	9	2	0
275921BR	Intern	Brazen	1	1	1
		Website - External Career Site	52	0	0
275944BR	Network Engineer II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	19	0	0
275949BR	Systems Engineer IV	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	22	7	0
275999BR	Ent Client Exp Insights Mgr Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	16	1	0
276017BR	VP, Operational Intelligence Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	86	9	0
276050BR	Intern	Referral - Manager Referral	1	1	1
		Website - External Career Site	32	0	0
276098BR	VP, Regulatory Affairs	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	57	2	0
276194BR	Lead Engineer D Emerging Tech	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
276204BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	6	1	0
276206BR	Systems Engineer III	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	13	1	0
276357BR	Store Associate	Internet - LinkedIn	1	1	1
		Website - External Career Site	11	2	0
276404BR	Sr Product Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	13	0	0
276527BR	Network Engineer II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	25	5	0
276552BR	Network Engineer III	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	2	0	0
276697BR	Mgr, Procurement	Other	1	1	1
		Website - External Career Site	56	11	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276704BR	Buyer	Direct Sourcing - LinkedIn	1	1	1
		Referral - Employee Referral	1	1	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	37	14	1
276820BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Job Fair - Internal	1	1	0
		Website - External Career Site	5	3	0
276913BR	ROC Specialist I Nonexempt	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	26	5	0
276954BR	Security Engineer I	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	62	1	0
276955BR	Security Engineer I	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	70	4	0
276956BR	Security Engineer I	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	109	9	0
276966BR	Principal Software Engineer II	Direct Sourcing - Line Networking	1	1	1
		Website - External Career Site	20	1	0
276973BR	Mgr, Network Security Ops	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	18	5	0
276978BR	Principal Security Engineer I	Direct Sourcing - LinkedIn	2	2	2
		Referral - Manager Referral	1	1	0
		Website - External Career Site	20	3	0
276981BR	Systems Engineer III	Former Employee - Rehire	1	1	1
		Website - External Career Site	10	1	0
276985BR	Systems Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	14	0	0
276986BR	Security Engineer II	Contractor - Conversion	1	1	1
		Direct Sourcing - ATS	1	1	1
		Website - External Career Site	44	6	0
276988BR	Security Engineer II	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	36	2	0
277024BR	Sr Key Account Manager	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	17	2	0
277110BR	Field Technician III	Direct Sourcing - ATS	1	1	1
277119BR	Store Associate - PT	Internet - Indeed	2	2	1
		Website - External Career Site	14	2	0
277332BR	Account Executive	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	4	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277346BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	1
		Website - External Career Site	2	0	0
277488BR	Field Technician IV	Direct Sourcing - ATS	1	1	1
277512BR	Business Analyst-Ops	Internal - Internal Hire	1	1	0
		Internet - Glassdoor.com	1	1	1
		Website - External Career Site	153	5	0
277516BR	Store Associate	Internal - Internal Hire	1	1	0
		Website - External Career Site	3	2	1
277521BR	Intern	Internet - Google	1	1	1
		Website - External Career Site	90	0	0
277533BR	Billing Analyst I	Contractor - Conversion	1	1	1
		Website - External Career Site	15	0	0
277571BR	Principal Software Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
277654BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	10	10	0
277779BR	Store Associate	Website - External Career Site	18	4	1
277794BR	Network Engineer II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	19	4	0
277798BR	Mgr, Network Engineering	Internet - Indeed	1	1	1
		Website - External Career Site	14	0	0
277849BR	Network Engineer I	Referral - Employee Referral	2	2	1
		Website - External Career Site	43	0	0
277872BR	Advanced Video Engineer II	Direct Sourcing - ATS	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	11	4	0
277905BR	Sr Business Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	13	0	0
277947BR	Intern	Organization - Diversity	1	1	1
		Website - External Career Site	21	0	0
278019BR	Systems Engineer II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	8	0	0
278030BR	Project Manager Engineering I	Website - External Career Site	13	1	1
278055BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	1	1	1
		Internet - Indeed	39	39	25
		Internet - Monster	1	1	1
		Organization - Military/Veteran	1	1	1
		Referral - Employee Referral	8	8	5
		Website - External Career Site	288	55	0
278078BR	Systems Engineer IV	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	6	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278132BR	Systems Engineer III	Website - External Career Site	16	8	1
278144BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	73	6	0
278226BR	Sr Marketing Manager	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	4	0	0
278290BR	Sup, Data Ops	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	23	2	0
278412BR	Network Engineer II	Website - External Career Site	9	1	1
278470BR	Warehouse Technician Nonexempt	Internet - LinkedIn	1	1	1
		Website - External Career Site	19	1	0
278486BR	VP, Technology Policy Exempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	56	4	0
278489BR	Mgr, Product Management	Contractor - Conversion	1	1	1
		Website - External Career Site	13	0	0
278528BR	Network Engineer II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	47	4	0
278530BR	Business Analyst	Referral - Manager Referral	1	1	1
		Website - External Career Site	34	0	0
278685BR	Sr Financial Analyst	Referral - Employee Referral	1	1	1
		Website - External Career Site	32	0	0
278733BR	Lead Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
278818BR	Store Associate - PT	Website - External Career Site	6	1	1
278945BR	Field Technician II	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	14	2	0
279179BR	Network Engineer II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	11	2	0
279187BR	Network Engineer III	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	7	4	0
279200BR	Network Engineer II	Contractor - Conversion	1	1	1
		Website - External Career Site	11	0	0
279205BR	Scrum Master	Referral - Manager Referral	1	1	1
		Website - External Career Site	27	0	0
279341BR	Asst Mgr, Store	Website - External Career Site	8	5	1
279429BR	Lead Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
279468BR	Systems Engineer III	Website - External Career Site	8	3	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
279515BR	Business Analyst	Intern - Conversion	1	1	1
		Website - External Career Site	47	0	0
279536BR	Principal Wireless Eng II	Former Employee - Rehire	1	1	1
		Website - External Career Site	13	0	0
279745BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	12	0	0
280277BR	Mgr, Procurement	Other	1	1	1
		Website - External Career Site	18	0	0
280452BR	Sr Dir, Regional Construction	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	3	0
280474BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	2
		Website - External Career Site	5	5	0
280475BR	Sr Mgr, Data & Reporting	Referral - Manager Referral	1	1	1
		Website - External Career Site	25	1	0
280553BR	Network Operations Analyst III	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	6	1	0
280716BR	Store Associate	Website - External Career Site	4	2	1
280870BR	Network Engineer III	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
280941BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
		Website - External Career Site	25	3	0
281020BR	Software Engineer	Referral - Manager Referral	1	1	1
		Website - External Career Site	33	0	0
281241BR	Scrum Master	Contractor - Conversion	1	1	1
		Website - External Career Site	22	0	0
281256BR	Sr Mgr, Engineering	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
281343BR	Client Success Coordinator Nonexempt	Intern - Conversion	1	1	1
		Website - External Career Site	22	3	0
281420BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	27	6	0
281438BR	Network Engineer I	Website - External Career Site	29	6	1
281796BR	Content Designer	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
281806BR	Principal Architect II	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	2	1	0
281905BR	Lead Software Engineer	Referral - Manager Referral	1	1	1
		Website - External Career Site	2	0	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
281969BR	Principal Software Engineer II	Referral - Manager Referral	1	1	1
		Website - External Career Site	4	0	0
282078BR	Network Engineer III	Website - External Career Site	7	1	1
282081BR	Systems Engineer II	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
282090BR	Network Engineer II	Contractor - Conversion	1	1	1
		Website - External Career Site	17	1	0
282253BR	Sr Program Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	8	1	0
282411BR	Principal Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
282561BR	Dir, Software Development Exempt	Contractor - Conversion	1	1	1
		Website - External Career Site	18	0	0
282852BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	3	0	0
283102BR	Sr Mgr, Product Management	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
283292BR	Lead Data Scientist Exempt	Contractor - Conversion	1	1	1
283293BR	Sr Data Developer	Contractor - Conversion	1	1	1
		Website - External Career Site	4	0	0
283296BR	Sr Project Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	8	0	0
283400BR	Sr Product Delivery Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
283528BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
283534BR	Principal DevOps Engineer I	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
283559BR	Product Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	13	0	0
283563BR	Principal Architect II	Contractor - Conversion	1	1	1
		Website - External Career Site	2	0	0
283570BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	1	0	0
283578BR	Sr Product Delivery Manager	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
283596BR	Sr Software Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
283619BR	Lead DevOps Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	3	0	0
284386BR	Sr Business Analyst	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0