

2021 FCC Unit Structure

FCC Unit: 13542 North Manhattan, NY

Address	City	State	Postal Zip Code
200 Roosevelt Place	Palisades Park	NJ	07650
701 N MacQuesten Pkwy #717	Mt Vernon	NY	10552
1360 3rd Ave	New York	NY	10075
1633 Broadway	New York	NY	10019
1865 Broadway	New York	NY	10023
245 East 127th Street	New York	NY	10035
2554 Broadway	New York	NY	10025
256-258 W 125th Street	New York	NY	10027
401 West 219th St	New York	NY	10034
4211 Broadway	New York	NY	10033
5120 Broadway	New York	NY	10034
184 Airport Rd	White Plains	NY	10604

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	OMB 3060-1033 September 2003 Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form	FOR FCC USE ONLY FOR COMMISSION USE ONLY FILE NO. -
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SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 13542

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

NEW YORK, NY

D. Category of Respondent (check applicable box)

☐ Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V☒ Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 7/1/2020-6/30/2021

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

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

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

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

SECTION IV ADDITIONAL INFORMATION

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

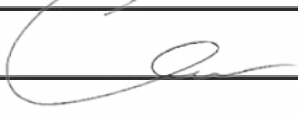
[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

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

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

Exhibits

2020-2021 Recruitment Initiatives

FCC Unit: 13542 North Manhattan, NY

1. #2 – Hosting at least one job fair.

Brazen Veterans Event

- June 16, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

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

Leading a Respectful Workplace

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

2021 FCC Outreach Sources

FCC Unit: 13542 North Manhattan, NY

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
55-a Program	mreyes@dca.nyc.gov	212-669-8648	1 Centre Street, 17th Floor North	New York	NY	10007
Abilities Inc. at the Viscardi Center	mdolan@viscardicenter.org	212-785-7300	201 I U Willets Road	Albertson	NY	11507
Actors Fund of America - New York	careercentereast@actorsfund.org	212-221-7300 ext1259	729 7th Avenue	New York	NY	10019
Ahrnyc Employment & Business Services Corp	belma.dautovic@ahrnyc.org	718-639-5500	38-18 Woodside Avenue	Queens	NY	11104
Alfred University	crandallj@alfred.edu	(607) 871-2798	1 Saxon Drive	Alfred Station	NY	14803
Association of Community Employment Programs for the Homeless (ACE)	efernandez@acenewyork.org	(212) 274-0550	598 Broadway	New York	NY	10012
Bergen County Community Action	Figen.Tabakci@GreaterBergen.org	(201) 968-0200	392 Main Street	Hackensack	NJ	7601
Bergen County Veterans Services	veterans@co.bergen.nj.us	(201) 336-6326	1 Bergen County Plaza	Hackensack	NJ	7601
Bloomfield Vet Center	Guy.Vanterpool@va.gov	973-748-0980	2 Broad Street	Bloomfield	NJ	7003
Bottomless Closet - New York	pwarda@bottomlessclosetnyc.org		16 East 52nd Street	New York	NY	10022
Bronx Community College	Alan.fuentes@bcc.cuny.edu	718-289-5197	2183 University Ave.	Bronx	NY	10453
Bronx Vet Center	damian.guzman@va.gov	718-367-3500	2471 Morris Ave., Suite 1A	Bronx	NY	10468
Bronx Workforce 1 Career Center	ozias.batista@labor.ny.gov	718-960-7901	400 East Fordham Road	The Bronx	NY	10458
Bronx Workforce1 Career Center	Vanessa.Johnson-Booker@labor.ny.gov	718-960-7901	400 East Fordham Road	The Bronx	NY	10458
Brooklyn Job Corps Center	Henry.Carima@jobcorps.org	(718) 623-4000	585 Dekalb Avenue	Brooklyn	NY	11205
Buffalo Downtown - Career Center	greg.corral@labor.ny.gov	716-851-2600	284 Main Street	Buffalo	NY	14202
Buffalo State College	joneska@buffalostate.edu	716-878-6210	415 Cleveland Hall	Buffalo	NY	14222
Career Gear	kimberly@careergear.org	(212) 577-6190	1230 Avenue of the Americas 18th Fl	New York	NY	10022
Catholic Charities - Archdiocesan of New York - Guild for the Blind	nadine.donaldson@archny.org		1011 1st Avenue	New York	NY	10022
City College of New York	rchristian@ccny.cuny.edu	212-650-5327	Convent Ave. @138th Street	New York	NY	10031
Creative Artists Agency	helen@aaaaa.org	212-682-2500	405 Lexington Avenue, 19th Floor	New York	NY	10174
Disabled American Veterans - Cpl R M Wainz #145	vito1726@aol.com	516-593-6310	Po Box 436	East Rockaway	NY	11518
Disabled American Veterans - Lt Alfred Lucia #118	davny@optonline.net	(516) 887-7100	2878 Grand Ave Apt 36b	Baldwin	NY	11510
Disabled American Veterans - National Amputee #76	amps76@aol.com		40 Church Street	Malverne	NY	11565
Disciples for Christ Community Outreach, Inc	disciplescommunityoutreach@yahoo.com	585-719-8721	71 Rockview Terrace	Rochester	NY	14606
Displaced Homemaker Program - Bronx	blanche.kellawon@bcc.cuny.edu	718-289-5833	2155 University Avenue	The Bronx	NY	10453
Dominican Women's Development Center	newdawnforwomen@gmail.com			New York	NY	11207
East Harlem Council for Community Improvement	lcolon@promesa.org	212-410-7707	300 East 175th Street	The Bronx	NY	10457
Employer Support of the Guard and Reserve - New Jersey	tyler.l.sandford.ctr@mail.mil	609-562-0155	5511 Texas Avenue	Fort Dix	NJ	8640
Felician College	careerservicescenter@felician.edu	973-778-1190	262 Main St	Trenton	NJ	8620
Fordham University - Lincoln Center Campus	casingal@fordham.edu	212-636-6284	Lincoln Center Campus	New York	NY	10023
Fordham University - Rose Hill Campus	internship@fordham.edu			Bronx	NY	10458
Fountain House Inc	icampbell@fountainhouse.org	(212) 582-0341	425 West 47th Street	New York	NY	10036
Georgian Court University	careers@georgian.edu		900 Lakewood Avenue	Lakewood	NJ	8701
Goodwill Industries of Greater New York & Northern New Jersey	ABrown2@goodwillny.org	718-704-5901	400 Supor Boulevard	Harrison	NJ	7029
Grace Institute	kfederico@graceinstitute.org	(212) 832-7605	40 Rector Street	New York	NY	10006
Harlem Vet Center	Richard.Cartagena@va.gov	(646) 273-8139	2279 3rd Avenue	New York	NY	10035
Hempstead Works Career Center [DUPLICATE]	George.Roach@labor.ny.gov	(516) 485-5000	50 Clinton Street	Hempstead	NY	11550
Henry Street Settlement - Employment Services	JTung@henrystreet.org	(212) 478-5400	265 Henry Street	New York	NY	10002
Hostos Community College-City University of New York	gventura@hostos.cuny.edu	718-518-4468	120 E. 149th Street	Bronx	NY	13081
Houghton College	brian.reitnour@houghton.edu	585-567-9622	One Willard Ave.	Houghton	NY	14744
Hudson County One Stop Career Center - Jersey City	Marimer.Navarrete@dol.nj.gov	201-217-4646	438 Summit Avenue	Jersey City	NJ	7306
Hudson County One Stop Career Center - Jersey City	robert.fletcher@dol.state.nj.us	201-866-4100	438 Summit Avenue	Jersey City	NJ	7306
Iraq and Afghanistan Veterans of America HQ	hiring@iava.org		85 Broad Street	New York	NY	10004
Jersey City One Stop Career Center	hector.alba@dol.nj.gov	(201) 795-8800	438 Summit Avenue	Jersey City	NJ	7306
Jewish Community Council of Greater Coney-Island	j.prince@jccgi.org	(718) 449-5000	3001 West 37th Street	Brooklyn	NY	11224
Jewish Community Council of Greater Coney-Island	r.berman@jccgi.org	718-449-5000	3001 West 37th Street	Brooklyn	NY	11224
Jewish Vocational Services	jsewell@jvsnj.org	(862) 704-2228	7 Glenwood Avenue	East Orange	NJ	7017
LaFayette College	crozierr@lafayette.edu	610-330-5115	Quad Drive	Easton	PA	18042
Latin Women in Action	latinwomeninaction.inc@gmail.com	718-478-2972	10306 39th Avenue	Queens	NY	11368
Lehman College Art Gallery	career.services@lehman.cuny.edu	718-960-8232	250 Bedford Park Boulevard West	The Bronx	NY	10468
Manhattan College	bernadette.blocker@manhattan.edu	718-862-7965	Manhattan College Parkway	Riverdale	NY	10471
Manhattan Comprehensive Night & Day School	hattie.hill@mcndhs.com	(212) 353-2010	240 2nd Avenue	New York	NY	10003
Mayor's Office of Veterans Affairs	inadan@veterans.nyc.gov	212-442-4171	100 Gold Street	New York	NY	10038
Middlesex County One Stop Career Center	Donald.Thermes@dol.nj.gov	(732) 937-6200	550 Jersey Avenue	New Brunswick	NJ	8901
Middlesex County One Stop Career Center	Howard.McMorris@dol.nj.gov	(732) 937-6200	550 Jersey Avenue	New Brunswick	NJ	8901
Montclair State University	freedmand@mail.montclair.edu	973-655-5194		Montclair	NJ	7043
Mount Saint Mary's College - Newburgh	ellen.nolan@msmc.edu	(845) 569-3175	330 Powell Avenue	Newburgh	NY	12550
NAACP - Mid-Manhattan	naacpmbb@aol.com	212-749-2323	500 7th Avenue 8th Floor	New York	NY	10018
Nassau Community College	studentjobs@ncc.edu	516-572-7132	One Education Drive	Garden City	NY	11530
Nassau County Workforce Partnership	Ingrid.Alexander@labor.ny.gov	(516) 934-8519	301 West Old Country Road	Hicksville	NY	11801
National Association for Black Veterans - Queens Chapter # 0082	Pbronson1@verizon.net	(718) 805-6341	665 Willoughby Avenue	Brooklyn	NY	11206
National Society of Black Engineers - The College of New Jersey	nsbe@tcnj.edu	(609) 771-2131	2000 Pennington Road	Ewing Township	NJ	8628
NCSY New York	nyinfo@ncsy.org	516-569-6279	555 Willow Avenue	Cedarhurst	NY	11516
New Jersey Chamber of Commerce	Scott.Goldstein@njchamber.com	(609) 989-7888	216 West State Street	Trenton	NJ	8608
New Jersey City University	jjones@njcu.edu	201-200-2000	2039 Kennedy Blvd	Jersey City	NJ	7305
New Jersey Department of Military and Veterans Affairs - Paterson	joseph.restivo@dmava.nj.gov	(201) 996-8050	125 State Street	Hackensack	NJ	7601
New Jersey Institute for Social Justice	nrush@njisj.org	(973) 621-6001	45 Lincoln Park	Newark	NJ	7102
New York City ADAPT	nlaspina@disabilityculture.org	212-366-0432		New York	NY	11222
New York State Department of Labor - Division of Employment Services	Gabriel.Nava@labor.ny.gov	917-493-7054	215 West 125th Street	New York	NY	10027
New York State Educational Department (VESID) - Harlem	Cherise.Davis@nysed.gov	(212) 961-4420	163 West 125th Street	New York	NY	10027
New York State Educational Department (VESID) - Harlem	Maureen.Anderson@nysed.gov	(212) 961-4420	163 West 125th Street	New York	NY	10027
Newark One-Stop Career Center	Thomas.Cole@dol.nj.gov	(973) 648-3370	990 Broad Street	Newark	NJ	7102
Nontraditional Employment for Women	eantokal@new-nyc.org	646-257-5097	243 West 20th Street	New York	NY	10011
NYC Workforce1 Career Center - Bronx	maritza.ortega-candelario@labor.ny.gov	(718) 960-2458	400 East 23rd Street	The Bronx	NY	10458
NYS Department of Labor - Lower Manhattan WorkforceOne Career Center	edward.dalton@labor.ny.gov	212-775-3302	1 Hudson Sq, 75 Varick St	New York	NY	10013
NYS Department of Labor - Putnam Workforce Partnership	Edward.Himko@labor.ny.gov	845-473-9000	110 Old Route 6	Carmel Hamlet	NY	10512
NYS Department of Labor - Putnam Workforce Partnership	michelle.davis@labor.ny.gov	845-808-1651 x46611	110 Old Route 6	Carmel Hamlet	NY	10512
NYS Department of Labor -Veterans	Giselle.jolly@labor.ny.gov	718-780-9200	250 Schermerhorn Street	Brooklyn	NY	11201
NYS Division of Veterans Affairs - New York	jose.camejo@va.gov	(212) 686-7500	423 East 23rd Street	New York	NY	10010
Passaic County Community College	mpowell@pccc.edu	(973) 684-6136	1 College Boulevard	Paterson	NJ	7505
Passaic County New Jersey - Veterans Services	johnh@passaiccountynj.org	(973) 569-4090	930 Riverview Drive, Suite 200	Totowa	NJ	7512
Passaic County One Stop Career Center	angelica.lindo@dol.state.nj.us	973-977-4144	200 Memorial Drive	Paterson	NJ	7505
Queens Vet Center	zhuo.chen@va.gov	(718) 296-2871	37-108 91 Ave	Woodhaven	NY	11421
Rockland County Career Center	sheila.davis@labor.ny.gov	845-356-6106	75 West Broad Street	Haverstraw	NY	10927
Saint Joseph's College - Long Island	jrooney@sjcny.edu	(631) 687-1245	155 West Roe Boulevard	Patchogue	NY	11772
SAKHI For South Asian Women	sandeep.bathala@sakhi.org	212-714-9153		New York	NY	
Society of Asian Scientists and Engineers - Rutgers University	rutgers.sase@gmail.com		98 Brett Road	Piscataway	NJ	8854
St. Bonaventure University	career@sbu.edu			St. Bonaventure	NY	14778
St. Francis College	chughes@sfc.edu	(718) 489-5360	180 Remsen Street	Brooklyn	NY	11201
Staten Island Chamber of Commerce	blicata@sichamber.com	718-727-1900	950 West Fingerboard Road	Staten Island	NY	10305
Step Up Women's Network	newyork@sunwn.org		159 Bleecker Street	New York	NY	10012
Suffolk County Community College	richare@sunysuffolk.edu	(631) 451-4049	533 College Road	Selden	NY	11784
SUNY - Cobleskill	pestadh@cobleskill.edu		State Route 7	Cobleskill	NY	12043
SUNY - Oswego	gmnorris@oswego.edu	315-312-2255	7060 Route 104	Oswego	NY	13126
SUNY - Purchase College	career.development@purchase.edu	914-251-6370	735 Anderson Hill Road	Harrison	NY	10577
SUNY - Purchase College	rachael.remenyi@purchase.edu		735 Anderson Hill Road	Harrison	NY	10577
SUNY Plattsburgh	urbanse@plattsburgh.edu	(518) 564-2000	101 Broad Street	Plattsburgh	NY	12901
The International Center in New York	smullin@intcenter.org	212-255-9555	50 West 23rd Street, 7th Floor	New York	NY	10010
The Loft - Lesbian & Gay Community Services Center	info@Loftgaycenter.org	914-948-2932	252 Bryant Avenue	White Plains	NY	10605
United Cerebral Palsy	Odette.Addison@cpwestchester.org	(914) 937-3800	1186 King Street	Rye Brook	NY	10573
United Way of Monmouth and Ocean Counties, Inc.	tgouda@uwmonmouth.org	(732) 938-5988	1415 Wyckoff Road	Wall Township	NJ	7727
University at Buffalo - The State University of New York	jca@buffalo.edu	716-645-2231		Buffalo	NY	14260
Valley Stream Chamber of Commerce	valleystreamcc@gmail.com	516-825-1741	P. O. Box 1016	Valley Stream	NY	11582
VISIONS/Services for the Blind and Visually Impaired	mcush@visionsvcb.org	(212) 625-1616	500 Greenwich Street	New York	NY	10013
Vocational Rehabilitation Services - Bergen County	jennifer.castellanos@dol.nj.gov	201-329-9600 x5655	60 State Street	Hackensack	NJ	7601
Vocational Rehabilitation Services - Bergen County	john.bautz@dol.state.nj.us	201-329-9600	60 State Street	Hackensack	NJ	7601
Westchester Jewish Community Services	balvarez@wjcs.com	914-965-9140 ext23	489 South Broadway	Yonkers	NY	10705
Western Connecticut State University	ciarleglio@wcsu.edu	203-837-8263	181 White Street	Danbury	CT	6810
YAI / National Institute for People with Disabilities of New Jersey	felicia.sandiford@yai.org	(201) 750-0509	22 Clinton Street	Emerson	NJ	7630
Year Up - New York City	SYanes@YearUp.org		85 Broad Street	New York	NY	10004
YWCA NYC	vpadgett@ywcanyc.org	(212) 755-4500	506 West 56th Street	New York	NY	10019

2021 FCC Source Evaluation Report

FCC Unit: 13542 North Manhattan, NY

Source	Applicant Count	Interview Count	Hire Count
Ad - TV Commercial Advertisement	1	1	1
Campaign - Indeed	1	1	1
Direct Sourcing - ATS	2	2	1
Direct Sourcing - Indeed	2	2	2
Direct Sourcing - LinkedIn	5	5	5
Direct Sourcing - Recruiter Networking	1	1	1
Former Employee - Rehire	1	1	1
Intern - Conversion	1	1	1
Internal - Internal Hire	3	3	0
Internet - Glassdoor.com	1	1	1
Internet - Indeed	25	25	14
Internet - LinkedIn	2	2	2
Internet - Other	1	1	1
Job Fair - Diversity	3	3	3
Referral - Employee Referral	15	15	13
Referral - Manager Referral	4	4	4
Website - External Career Site	3490	124	9
Total	3558	192	60

2021 FCC Source Report

FCC Unit: 13542 North Manhattan, NY

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
268647BR	Direct Sales Rep	Internet - Indeed	3	3	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	46	41	0
268801BR	Sup, Direct Sales	Direct Sourcing - ATS	2	2	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	42	5	0
269847BR	Associate Project Manager	Internet - LinkedIn	1	1	1
		Website - External Career Site	153	1	0
269963BR	Mgr, HR Analytics	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	36	1	0
270803BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	15	3	0
270806BR	Store Associate	Internet - Glassdoor.com	1	1	1
		Website - External Career Site	5	0	0
271059BR	Associate Project Manager	Referral - Employee Referral	1	1	1
		Website - External Career Site	118	3	0
271267BR	VP, Advanced Technology	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	90	1	0
271339BR	VP, Adv Advertising Ent Sales	Referral - Manager Referral	1	1	1
		Website - External Career Site	45	1	0
271480BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	26	7	0
271519BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	13	11	0
272547BR	Dir, Field Business Planning	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	46	1	0
272661BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	68	2	1
273105BR	Intern	Website - External Career Site	176	2	1
273417BR	Intern	Job Fair - Diversity	1	1	1
		Website - External Career Site	307	7	0
273419BR	Intern	Website - External Career Site	304	5	1
273426BR	Intern	Job Fair - Diversity	1	1	1
		Website - External Career Site	233	6	0
273428BR	Intern	Former Employee - Rehire	1	1	1
		Job Fair - Diversity	1	1	1
		Website - External Career Site	217	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273432BR	Intern	Referral - Employee Referral	2	2	2
		Website - External Career Site	418	0	0
273436BR	Intern	Website - External Career Site	299	4	1
273705BR	PEG Coordinator Nonexempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	10	0	0
273750BR	Sr Mgr, Product Insights	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	18	1	0
273814BR	Direct Sales Rep	Internet - Indeed	6	6	4
		Referral - Employee Referral	1	1	1
		Website - External Career Site	56	46	0
274344BR	Dir, Supply Partnerships Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	30	2	0
275032BR	Dir, Campaign Strategy, Kernel Exempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	16	3	0
275278BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	32	5	0
275322BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	13	1	0
275425BR	Store Associate	Internal - Internal Hire	1	1	0
		Website - External Career Site	84	5	1
275616BR	Direct Sales Rep	Internet - Indeed	4	4	2
		Website - External Career Site	12	8	0
275707BR	Mgr, Product Mktg SpecReach	Referral - Manager Referral	1	1	1
		Website - External Career Site	63	9	0
275900BR	Client Success Planner Exempt	Intern - Conversion	1	1	1
		Website - External Career Site	17	2	0
276158BR	Store Associate	Website - External Career Site	5	2	1
276673BR	Facilities Coordinator Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	66	5	0
276725BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	31	15	0
277319BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	16	1	0
277553BR	Store Associate	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	9	1	0
277921BR	Intern	Website - External Career Site	149	3	1
278585BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	15	3	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278708BR	Store Associate	Campaign - Indeed	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Internet - Other	1	1	1
		Website - External Career Site	54	8	0
278717BR	Mgr, Product Management	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	22	2	0
278810BR	Mgr, Media Mktg Strategy	Referral - Employee Referral	1	1	1
278917BR	Facilities Maintenance Spec	Internet - LinkedIn	1	1	1
		Website - External Career Site	24	2	0
279605BR	Store Associate	Website - External Career Site	14	3	1
280011BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	8	8	0
280987BR	Store Associate	Ad - TV Commercial Advertisement	1	1	1
		Website - External Career Site	20	1	0
281027BR	Store Associate	Website - External Career Site	10	1	1
281104BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	3	0
282042BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	12	12	0
283740BR	Store Specialist Nonexempt	Internet - Indeed	2	2	1
		Website - External Career Site	20	5	0
283743BR	Store Specialist Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	2	0	0