

## 2021 FCC Unit Structure

### FCC Unit: 13543 South Manhattan, NY

Address	City	State	Postal Zip Code
120 East 23rd St	New York	NY	10010
151 Church Street	New York	NY	10007
261 3rd Ave	New York	NY	10010
3560 Broadway	New York	NY	10031
396 Grand Street	New York	NY	10002
401 Park Ave S	New York	NY	10016
43 W 23rd St	New York	NY	10010
700 Broadway Ave	New York	NY	10003
75 Ninth Ave, 6th Floor	New York	NY	10011
100 Cable Way	Staten Island	NY	10303
2845 Richmond Avenue	Staten Island	NY	10314

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 # 13543			
<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 NEW YORK, NY			
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.

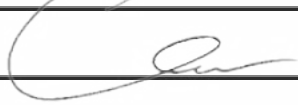
[Exhibit 3]

#### 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: 13543 South Manhattan, NY

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

## **Rusk Business Advisory Webex**

- September 25, 2020
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

## **Daeman Career & Internship Expo**

- March 18, 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.**

## **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: 13543 South Manhattan, NY

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
100 Black Men of Syracuse	100bkmsyr@gmail.com	315-443-8749	2610 South Salina Street	Syracuse	NY	13205
100 Hispanic Women-Westchester Chapter	Nereida@100HispanicWomenofWestchester.org	914-428-3710	81 Pondfield Road	Bronxville	NY	10708
55-a Program	mreyes@dcas.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 ext259	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
Albright College	elcdc@albright.edu	610-921-7630		Reading	PA	19612
Alfred University	crandallj@alfred.edu	(607) 871-2798	1 Saxon Drive	Alfred Station	NY	14803
Arc of Onongada / Arcon	kristen.omelia@arcon.org	(315) 476-7441	600 South Wilbur Avenue	Syracuse	NY	13204
Association of Black Journalists - Hofstra University	kristal.zook@hofstra.edu	(800) 463-7872	1000 Hempstead Turnpike	Hempstead	NY	11550
Association of Community Employment Programs for the Homeless (ACE)	efernandez@acenewyork.org	(212) 274-0550	598 Broadway	New York	NY	10012
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 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
Brown Girls Doc Mafia	bgdmoutreach@gmail.com		570 Jamaica Avenue	Brooklyn	NY	11208
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 - Archdiocese of New York - Guild for the Blind	nadine.donaldson@archny.org		1011 1st Avenue	New York	NY	10022
Center For Employment Opportunities HQ (CEO)	cwatler@ceoworks.org	(212) 422-4430	50 Broadway	New York	NY	10004
Centerstate CEO	CEO@centerstateceo.com	315-470-8000	572 South Salina Street	Syracuse	NY	13202
Chenango Chamber of Commerce	arobinson@chenangony.org	607-334-1400	15 South Broad Street	Norwich	NY	13815
City College of New York	rchristian@cuny.cuny.edu	212-650-5327	Convent Ave. @138th Street	New York	NY	10031
Columbia Southern University	Chasity.Douyon@columbiasouthern.edu	(877) 297-6192	21982 University Lane	Orange Beach	AL	36561
Covenant House - New York	lpittman@covenanthouse.org	(212) 613-0300	550 10th Avenue	New York	NY	10018
Creative Artists Agency	helen@aaaa.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 End Disability Associates, Inc.	services@eed-a.org	631-369-7345	107 Roanoke Avenue	Riverhead	NY	11901
East Harlem Council for Community Improvement	lcolon@promesa.org	212-410-7707	300 East 175th Street	The Bronx	NY	10457
East Harlem Employment Service (STRIVE)	tgilbert@strive.org	212-360-1100	205 East 122nd Street	New York	NY	10035
ESGR - Employer Support of the Guard and Reserve - New York	darlene.a.stanton.ctr@mail.mil	518-786-4911		New York	NY	10286
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	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
LDA of New York - Western New York	arodriguez@ldaofwny.org		2555 Elmwood Avenue	Buffalo	NY	14217
Lehman College Art Gallery	career.services@lehman.cuny.edu	718-960-8232	250 Bedford Park Boulevard West	The Bronx	NY	10468
Long Island University - C.W. Post Campus	post-careersuccess@liu.edu	(516) 299-3214	CW Post Campus	Brookville	NY	11548
Long Island University - Riverhead	jean.conroy@liu.edu	631-207-8010	121 Speonk Riverhead Road	Riverhead	NY	11901
Madison County Career Center	ellen.bowe@madisoncounty.ny.gov	(315) 363-2400	133 North Court Street	Wampsville	NY	13163
Managed Care Network	battaglia@managedcarenetwork.com	585-314-3057	1625 Buffalo Avenue	Niagara Falls	NY	14303
Managed Care Network	jkubek@managedcarenetwork.com	585-314-3057	1625 Buffalo Avenue	Niagara Falls	NY	14303
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
Marine For Life - Buffalo	kara.blome@sig.com	(716) 885-6529	3 Porter Avenue	Buffalo	NY	14202
Maurice A. Deane School of Law at Hofstra University	daphne.telfeyan@hofstra.edu	(516) 463-5871	121 Hofstra University	Hempstead	NY	11549
Mayor's Office of Veterans Affairs	inadan@veterans.nyc.gov	212-442-4171	100 Gold Street	New York	NY	10038
Middlebury College	raconnor@middlebury.edu	(802) 443-2485		Middlebury	VT	5753
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	naacpmmb@aol.com	212-749-2323	500 7th Avenue 8th Floor	New York	NY	10018
NABJ National Association of Black Journalists - New York	rwatson@buffnews.com			Buffalo	NY	14240
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 - New York	NABVETS.NewYork@gmail.com	(718) 852-6004 x264	665 Willoughby Avenue	Brooklyn	NY	11206
National Association for Black Veterans - Queens Chapter # 0082	Pbrnson1@verizon.net	(718) 805-6341	665 Willoughby Avenue	Brooklyn	NY	11206
NCSY New York	nyinfo@ncsy.org	516-569-6279	555 Willow Avenue	Cedarhurst	NY	11516
New Jersey City University	jones@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
Nontraditional Employment for Women	eantokal@new-nyc.org	646-257-5097	243 West 20th Street	New York	NY	10011
North Country Community College	jcarpenter@nccc.edu	(518) 891-2915	23 Santanoni Avenue	Saranac Lake	NY	12983
NYC Workforce1 Career Center - Bronx	maritza.ortega-candelario@labor.ny.gov	(718) 960-2458	400 East Fordham Road	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	micchelle.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 Displaced Homemaker Center - Long Island City	msampson@lagcc.cuny.edu	718-482-5166	31-10 Thomson Avenue	Queens	NY	11101
NYS Division of Veterans Affairs - New York	jose.camejo@va.gov	(212) 686-7500	423 East 23rd Street	New York	NY	10010
NYS Division of Veterans Services - Albany	dvsinfo@veterans.ny.gov	(518) 626-5680	113 Holland Avenue	Albany	NY	12208
NYSDDL Career Center - AJC	michael.antidormi@labor.ny.gov	631-687-4879	160 South Ocean Avenue	Patchogue	NY	11772
NYSDDL Career Center - AJC	steven.maieli@labor.ny.gov	631-687-4800	160 South Ocean Avenue	Patchogue	NY	11772
Passaic County Community College	mpowell@pccc.edu	(973) 684-6136	1 College Boulevard	Paterson	NJ	7505
Project Renewal	Michele.D'Amato@projectrenewal.org	(212) 620-0340	200 Varick Street	New York	NY	10014
Queens Vet Center	zhuo.chen@va.gov	(718) 296-2871	75-10B 91 Ave	Woodhaven	NY	11421
Resource Center for Independent Living	GGraziadei@rcil.com	(315) 797-4642	131 Genesee Street	Utica	NY	13501
Rochester Association of Black Journalists	rmccollo@gmail.com	(585) 442-3728	P.O. Box 60210	Rochester	NY	14603
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	
SER of Westchester, Inc.	serofwestchester@gmail.com	(914) 681-0996	76 Mamaroneck Avenue	White Plains	NY	10601
Sheltering Arms	bkimbiz@shelteringarmsny.org	212-675-1000	305 7th Avenue	New York	NY	10001
Soldier for Life Transition Assistance Program - Fort Myer	juan.c.rodriguez64.civ@mail.mil		126 Forrest Circle	Arlington	VA	22211
Soldiers for Life Transition Assistance Program - Fort Drum	santina.e.doldo.ctr@mail.mil	315-772-2048	10000 10th Mountain Division Drive	Watertown	NY	13602
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@suwn.org		159 Bleeker 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	gmorris@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@intlcenter.org	212-255-9555	50 West 23rd Street, 7th Floor	New York	NY	10010

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
The Loft - Lesbian & Gay Community Services Center	info@Loftgaycenter.org	914-948-2932	252 Bryant Avenue	White Plains	NY	10605
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
Veteran Career Center- Syracuse University	jrpluta@syr.edu	(315) 443-3616	820 Comstock Avenue	Syracuse	NY	13210
VISIONS/Services for the Blind and Visually Impaired	mcush@visionsvcb.org	(212) 625-1616	500 Greenwich Street	New York	NY	10013
Westchester Jewish Community Services	balvarez@wjcs.com	914-965-9140 ext23	489 South Broadway	Yonkers	NY	10705
Western Connecticut State University	ciarleglioa@wcsu.edu	203-837-8263	181 White Street	Danbury	CT	6810
Working Solutions One Stop Center - Utica	william.shay@labor.ny.gov	518-242-8218	320 N. Prospect Street	Utica	NY	13501
Year Up - New York City	SYanes@YearUp.org		85 Broad Street	New York	NY	10004
Young Members Committee of the National Press Club	comingdistractions@gmail.com	443-722-3286	529 14th St. NW, 13th Floor	Washington	DC	20045
YWCA NYC	vpadgett@ywcanyc.org	(212) 755-4500	500 West 56th Street	New York	NY	10019

## 2021 FCC Source Evaluation Report

FCC Unit: 13543 South Manhattan, NY

Source	Applicant Count	Interview Count	Hire Count
Ad - TV Commercial Advertisement	2	2	2
Brazen	1	1	1
Campaign - Indeed	4	4	4
Contractor - Conversion	2	2	2
Direct Sourcing - ATS	2	2	2
Direct Sourcing - Indeed	9	9	8
Direct Sourcing - LinkedIn	11	11	11
Direct Sourcing - Other	2	2	2
Direct Sourcing - Recruiter Networking	1	1	1
Former Employee - Rehire	7	7	7
Intern - Conversion	3	3	3
Internal - Internal Hire	2	2	0
Internet - Facebook.com	1	1	1
Internet - Indeed	30	30	17
Internet - LinkedIn	3	3	2
Organization - Diversity	2	2	2
Referral - Employee Referral	30	30	26
Referral – Manager Referral	11	10	10
Website - External Career Site	4818	243	18
<b>Total</b>	<b>4941</b>	<b>365</b>	<b>119</b>



## 2021 FCC Source Report

FCC Unit: 13543 South Manhattan, NY

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
268005BR	Account Executive	Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Referral - Manager Referral	2	2	1
		Website - External Career Site	46	7	0
268808BR	Digital Journalist	Website - External Career Site	242	3	1
268940BR	Sr Mgr, Sr, Executive Producer	Referral - Manager Referral	1	1	1
		Website - External Career Site	67	8	0
269635BR	Intern	Organization - Diversity	2	2	2
		Website - External Career Site	478	1	0
269782BR	EAE-Enterprise Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	12	0	0
270063BR	Account Executive	Referral - Employee Referral	2	2	2
		Website - External Career Site	41	15	1
270097BR	Mgr, Managing Editor	Website - External Career Site	89	1	1
270444BR	Mgr, Sales Strategic Accts	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	25	1	0
270535BR	Intern	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	132	3	0
270761BR	Direct Sales Rep	Brazen	1	1	1
		Internet - Indeed	13	13	2
		Referral - Employee Referral	2	2	1
		Website - External Career Site	48	27	0
270928BR	Acct Exec, Comm Sol Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	15	0	0
270937BR	Major Account Manager	Direct Sourcing - LinkedIn	2	2	2
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	55	2	0
270942BR	MAE - Major Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Direct Sourcing - Other	1	1	1
		Website - External Career Site	64	2	0
271180BR	Intern	Intern - Conversion	1	1	1
		Website - External Career Site	43	6	0
271182BR	Intern	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	35	9	0
271789BR	Associate Producer	Website - External Career Site	404	6	1
271823BR	MAE - Healthcare	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	11	0	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271898BR	Account Executive	Referral - Employee Referral	3	3	2
		Referral - Manager Referral	2	2	2
		Website - External Career Site	30	12	0
272072BR	Prod, Digital Content - Int	Referral - Manager Referral	1	1	1
		Website - External Career Site	55	3	0
272370BR	Mgr, Sales Engineering	Former Employee - Rehire	1	1	1
		Website - External Career Site	31	2	0
272556BR	Dir, Managing Director	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	54	7	0
272588BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	6	6	5
		Referral - Employee Referral	2	2	2
		Website - External Career Site	43	32	0
272617BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	146	4	0
272663BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	29	0	0
272664BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	24	3	0
272689BR	Store Associate	Website - External Career Site	38	5	1
272718BR	Sales Engineer II - National	Internet - LinkedIn	1	1	1
		Website - External Career Site	34	6	0
272820BR	Sr Proposal Specialist	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	13	0	0
273094BR	Writer, Spectrum Networks Nonexempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	68	2	0
274227BR	Direct Sales Rep	Internet - Indeed	6	6	5
		Referral - Employee Referral	4	4	3
		Referral - Manager Referral	1	1	1
		Website - External Career Site	37	30	1
274299BR	Ops Spt I, Comm Sol Exempt	Website - External Career Site	95	3	1
274308BR	Account Executive	Direct Sourcing - LinkedIn	1	1	1
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	27	13	1
274386BR	Intern	Referral - Manager Referral	1	1	1
		Website - External Career Site	32	3	0
274628BR	Sr Proposal Specialist	Contractor - Conversion	1	1	1
		Website - External Career Site	11	1	0
274971BR	Store Greeter Nonexempt	Internet - Facebook.com	1	1	1
		Website - External Career Site	17	2	0
275162BR	MAE - Major Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	20	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275206BR	Producer	Referral - Employee Referral	1	1	1
		Website - External Career Site	17	0	0
275556BR	Business Planning Analyst Exempt	Internet - LinkedIn	1	1	1
		Website - External Career Site	208	10	0
275661BR	Intern	Referral - Employee Referral	1	1	1
		Website - External Career Site	308	54	0
275666BR	Intern	Referral - Employee Referral	1	1	1
		Website - External Career Site	220	43	0
275687BR	Store Associate	Campaign - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	16	3	0
275799BR	Sales Engineer I	Referral - Employee Referral	1	1	1
		Website - External Career Site	29	6	0
275884BR	Asst Mgr, Store	Former Employee - Rehire	1	1	1
		Website - External Career Site	55	10	0
276123BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	41	35	0
276186BR	Store Associate	Website - External Career Site	64	4	1
276306BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	71	5	0
276575BR	Store Associate	Campaign - Indeed	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	28	5	0
276970BR	Asst Mgr, Store	Former Employee - Rehire	1	1	1
		Website - External Career Site	45	7	0
277297BR	Intern	Intern - Conversion	1	1	1
		Website - External Career Site	29	4	0
277518BR	Producer	Website - External Career Site	25	3	1
277520BR	Account Executive	Internet - Indeed	1	1	0
		Internet - LinkedIn	1	1	0
		Website - External Career Site	31	21	1
277528BR	Associate Producer	Former Employee - Rehire	1	1	1
		Website - External Career Site	43	0	0
277688BR	SAM - Strategic AM Healthcare	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	4	1	0
277864BR	Store Associate	Campaign - Indeed	1	1	1
		Website - External Career Site	4	1	1
278157BR	National Account Manager G2 Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	4	0	0
278169BR	Planning Editor Nonexempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	8	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278343BR	Store Associate	Campaign - Indeed	1	1	1
		Website - External Career Site	13	1	0
278610BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	20	5	1
278797BR	Major Account Manager	Referral - Employee Referral	1	1	1
		Website - External Career Site	16	0	0
278974BR	Intern	Former Employee - Rehire	1	1	1
		Website - External Career Site	80	0	0
279159BR	Video Editor Spectrum Networks Nonexempt	Contractor - Conversion	1	1	1
		Website - External Career Site	58	0	0
279181BR	Intern	Website - External Career Site	243	25	1
279201BR	Intern	Referral - Manager Referral	1	1	1
		Website - External Career Site	130	0	0
279373BR	Reg Channel Sales Mgr Ent	Direct Sourcing - LinkedIn	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	57	6	0
280058BR	Store Associate	Website - External Career Site	19	6	1
280110BR	Intern	Intern - Conversion	1	1	1
		Website - External Career Site	87	1	0
280125BR	Multi-Tenant Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	30	28	0
280279BR	Ops Spct I, Comm Sol Exempt	Website - External Career Site	14	1	1
280367BR	Associate Producer	Referral - Employee Referral	1	1	1
		Website - External Career Site	38	0	0
280664BR	Store Associate	Ad - TV Commercial Advertisement	2	2	2
		Website - External Career Site	57	4	1
281017BR	Photographer-Editor Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	32	1	0
281254BR	Multi-Tenant Sales Rep	Internet - Indeed	4	4	4
		Website - External Career Site	16	16	0
281778BR	MAE - Major Account Exec	Direct Sourcing - Other	1	1	1
		Website - External Career Site	19	1	0
281860BR	Store Associate	Website - External Career Site	21	3	1
283201BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	7	0	0