

2021 FCC Unit Structure

FCC Unit: 13544 Northern Texas

Address	City	State	Postal Zip Code
2421 Matlock Rd	Arlington	TX	76015
4001 Arlington Highlands Blvd	Arlington	TX	76018
770 East Road to Six Flags St.	Arlington	TX	76011
2630 N Josey Lane-Trinity Valley Shopping Center	Carrollton	TX	75007
701 Canyon Dr	Coppell	TX	75019
750 Canyon Dr	Coppell	TX	75019
11255 Garland Road	Dallas	TX	75218
1565 Chenault St	Dallas	TX	75228
3450 Bainbridge Drive	Dallas	TX	75237
8060 Park Lane	Dallas	TX	75231
1732 South Loop 288	Denton	TX	76205
205 Industrial Blvd	Denton	TX	75801
2720 State Highway 121	Eules	TX	76039
14079 Senlac Dr	Farmers Branch	TX	75234
701 Lakeside Parkway	Flower Mound	TX	75028
1456 Eastchase Parkway, Suite 115	Fort Worth	TX	76120
2217 North Tarrant Parkway	Fort Worth	TX	76148
2837 W 7th Street	Fort Worth	TX	76107
4200 South Freeway	Fort Worth	TX	76115
4310 N. Sylvania Ave	Fort Worth	TX	76137
4500 W Vickery Blvd	Fort Worth	TX	76107
5545 Sierra Springs Lane	Fort Worth	TX	76123
6323 Camp Bowie Blvd Stes 157 & 163 Village at Camp Bow	Fort Worth	TX	76116
7600 South Freeway	Fort Worth	TX	76134
3555 Legacy Drive	Frisco	TX	75034
490 Cedar Sage Drive	Garland	TX	75040
934 East Centerville	Garland	TX	75041
4520 Stonewall St	Greenville	TX	75401
235 Ne Loop 820	Hurst	TX	76053
2640 N Belt Line Rd	Irving	TX	75062
3301 West Royal Ln	Irving	TX	75063
6548 Lake Worth Blvd.	Lake Worth	TX	76135
717 Hebron Parkway	Lewisville	TX	75057
3620 W University Dr.	McKinney	TX	75071
1515 N Town East Blvd	Mesquite	TX	75150
1414 Summit Ave	Plano	TX	75074
2100 North Dallas Parkway	Plano	TX	75093
700 Alma Dr	Plano	TX	75075
1450 E Belt Line Road	Richardson	TX	75081
1776 N Greenville Ave	Richardson	TX	75081
7400 Whitehall St	Richland Hills	TX	76118
8545 Airport Freeway Suite 108	Richland Hills	TX	76180
920 Whitmore Dr	Rockwall	TX	75087
1081 E Southlake Blvd	Southlake	TX	76092

Address	City	State	Postal Zip Code
3225 Maurine St	Wichita Falls	TX	76306
3916 Kemp Blvd	Wichita Falls	TX	76308

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

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 # 13544

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

TARRANT, TX

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: 13544 Northern Texas

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

Baylor Business Sales Outside - Mock Sales Calls

- February 2, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

The American Legion Career Fair

- February 9, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Over 200 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: 13544 Northern Texas						
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
100 Black Men of Greater Beaumont, Inc.	vernon.durden@att.net	409-752-2552	Po Box 6534	Beaumont	TX	77725-0534
100 Black Men of Greater Dallas, Inc.	rbtapley@gmail.com	972-898-0186	Po Box 226081	Dallas	TX	75222-6081
100 Black Men of Metro Houston, Inc.	info@100blackmenhou.org	713-838-8997	5330 Griggs Rd Ste 79	Houston	TX	77021-3788
Alamo Asian American Chamber of Commerce	elva_adams@msn.com	210-701-1889	Po Box 12082	San Antonio	TX	78212-0082
ALFPA-Association of Latino Professionals in Finance and Accounting-University of Texas	alpfa.external@gmail.com	214-662-9314	Po Box 8058	Austin	TX	78713-8058
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928
Austin College	career@austincollege.edu	903-873-2247	900 N Grand Ave	Sherman	TX	75090-4440
Austin Community College	jpccain@austinctc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	TX	78752-4390
Austin Community College	twelch2@austinctc.edu	512-223-4222	5930 Middle Fiskville Rd	Austin	TX	78752-4390
Autism Treatment Center	mpowell@atcoftexas.org	972-644-2076	10503 Metric Dr	Dallas	TX	75243-5514
Bill J. Priest Institute for Economic Development	eccjobs@dcccd.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111
Brookhaven College	bhcjobs@dcccd.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906
Brown Girls Doc Mafia	bgdmoutreach@gmail.com		570 Jamaica Avenue	Brooklyn	NY	11208
Cisco College	misty.taylor@cisco.edu		101 College Hts	Cisco	TX	76437-1900
Columbia Southern University	Chasity.Douyon@columbiasouthern.edu	(877) 297-6192	21982 University Lane	Orange Beach	AL	36561
Cornerstone Community Development Corporation	keelanpg@aol.com	214-565-0311	1402 Corinth St Ste 146	Dallas	TX	75215-2111
Creative Achievements	karen@creative-achievements.org	817-238-7802	4524 Boat Club Rd Ste 194	Fort Worth	TX	76135-7025
Dallas Baptist University	marion@dbu.edu	214-333-5556	3000 Mountain Creek Pkwy	Dallas	TX	75211-6700
Dallas Housing Authority - Resident Employment & Training	ethomas@dhadal.com	214-525-3600	3939 N Hampton Rd	Dallas	TX	75212-1630
Dallas Southwest Workforce Center	curtis.owens@tvc.texas.gov	972-709-5377	7330 S Westmoreland Rd Ste	Dallas	TX	75237-2908
Dallas Southwest Workforce Center	tee.huling@tvc.texas.gov	972-709-5377	7330 S Westmoreland Rd Ste	Dallas	TX	75237-2908
Deaf Action Center	adam.skeldon@dactexas.org	214-521-0407	3115 Crestview Dr	Dallas	TX	75235-8577
Del Mar College	placement@delmar.edu	361-698-1200	101 Baldwin Blvd	Corpus Christi	TX	78404-3805
Denton State Supported Living Center	trent.lewis@dads.state.tx.us	940-891-0342	3980 State School Rd	Denton	TX	76210-8823
Denver Speer Workforce Center	Johnathan.Tillman@denvergov.org	720-865-5612	1391 Speer Blvd Ste 450	Denver	CO	80204-2561
Disabled American Veterans - Garland #137	gallen65@sbcglobal.net	972-635-9293	600 W Avenue A	Garland	TX	75040-7012
Dress for Success - Dallas	Boutiquecoordinator@dressforsuccessdallas.org	972-392-9770	13331 Preston Rd Ste 1094	Dallas	TX	75240-1155
East Texas Baptist University	bprevost@etbu.edu	903-923-2055	1 Tiger Dr	Marshall	TX	75670-1412
Fort Worth Metropolitan Black Chamber of Commerce	bbolden@fwmbcc.org	817-871-6538	1150 South Fwy	Fort Worth	TX	76104-5159
Frank Phillips College	mcooper@fpctx.edu	806-457-4200	Po Box 5118	Borger	TX	79008-5118
Freedom House	marylou_curry@hotmail.com	817-596-7543	1149 Fort Worth Hwy	Weatherford	TX	76086-4555
Grand Prairie Workforce Center	keith.davis@tvc.texas.gov	972-264-5881	801 S State Highway 161	Grand Prairie	TX	75051-1456
Grayson County College	rossc@grayson.edu	903-465-6030	6101 State Highway 691	Denison	TX	75020-8238
Hardin-Simmons University	careerservices@hsutx.edu		2200 Hickory St	Abilene	TX	79601-2345
HVSD - Homeless Veterans Services of Dallas	rhyoung55@sbcglobal.net	469-474-6872	4504 Bronze Way	Dallas	TX	75236-2008
Irving Cares	mshelton@irvingcares.org	972-721-9181	440 S Nursery Rd Ste 101	Irving	TX	75060-3158
Jacksonville College	slacefield@jacksonville-college.edu	(903) 586-2518	105 B J Albritton Dr	Jacksonville	TX	75766-4759
Jewish Family Service of Greater Dallas	AHarding@jfsdallas.org	9724379950	5402 Arapaho Rd	Dallas	TX	75248-6905
Lamar State College-Orange	judy.choate@lscu.edu	409-882-3379	410 W Front St	Orange	TX	77630-5802
Lone Star College Kingwood	Donna.Washington@lonestar.edu	(832) 813-6500	20000 Kingwood Dr	Kingwood	TX	77339-3801
Lyon College	vicki.webb@lyon.edu	870-307-7000	2300 Highland Rd	Batesville	AR	72501-3629
Martin Luther King Jr. Community Center	sally.nelson@twc.state.tx.us	214-670-8367	2922 Martin Luther King Jr Blvd	Dallas	TX	75215-2321
Mosaic Family Services, Inc.	mirjanao@mosaiccservices.org	214-821-5393	4144 N Central Expy Ste 530	Dallas	TX	75204-2105
North Central Texas WorkForce	workforce@dfwjobs.com	817-695-9187	Po Box 5888	Arlington	TX	76005-5888
Panhandle Crisis Center	jamie.casdorph@panhandlecrisiscenter.org	806-435-5008	301 S Ash St	Perryton	TX	79070-3156
Prairie View A&M University	careers@pvamu.edu	936-261-3570	Po Box 188	Prairie View	TX	77446-0188
REACH - Rehabilitation, Education And Advocacy For Citizens With Handicaps - Fort Worth	reachftw@reachcils.org	817-870-9082	1205 Lake St	Fort Worth	TX	76102-4501
Richland College	celes@dcccd.edu	972-238-6921	12800 Abrams Rd Rm E093	Dallas	TX	75243-2104
SMU Cox School of Business	cdunkel@cox.smu.edu	214-768-1943	Po Box 750333	Dallas	TX	75275-0333
Society Of American Military Engineers - Fort Worth Post	RPillar@Huitt-Zollars.com	817-335-3000	Po Box 17300	Fort Worth	TX	76102-0300
Soldier for Life Transition Assistance Program - Fort Myer	juan.c.rodriguez64.civ@mail.mil		126 Forrest Circle	Arlington	VA	22211
Southwestern Assemblies of God University	careerservices@sagu.edu		1200 Sycamore St	Waxahachie	TX	75165-2397
Southwestern University	career.services@southwestern.edu		1001 E University Ave	Georgetown	TX	78626-6100
Tarleton State University	hefner@tarleton.edu	(254) 968-9000	1333 W Washington	Stephenville	TX	76401-4168
Tarrant County Vet Center	randall.kahan@va.gov	817-274-0981	3337 W Pioneer Pkwy	Pantego	TX	76013-4603
Texarkana College	shawna.watkins@texarkanacollege.edu	(903) 832-5565	2500 N Robison Rd	Texarkana	TX	75599-0001
Texas A&M University- Corpus Christi	sharon.herrera@tamucc.edu	3618255976	6300 Ocean Dr	Corpus Christi	TX	78412-5503
Texas Veterans Commission	mark.gentry@tvc.texas.gov	817-804-2649	140 W Mitchell St	Arlington	TX	76010-1801
Texas Veterans Commission	robin.ranz@tvc.texas.gov	817-804-2649	140 W Mitchell St	Arlington	TX	76010-1801
Texas Wesleyan University	careerservices@twwes.edu	817-531-6552	1201 Wesleyan St	Fort Worth	TX	76105-1536
The Women's Center - Richardson	asalemin@utdallas.edu	972-883-6555	800 W Campbell Rd	Richardson	TX	75080-3021
Veterans County Service Officers Association of Texas - Bowie	JHenderson@dallascounty.org	(903) 628-6807	Po Box 248	New Boston	TX	75570-0248
Veterans County Service Officers Association of Texas - Denton	spencer.kimball@dentoncounty.com	940-349-2950	1505 E McKinney St	Denton	TX	76209-4525
Veterans County Service Officers Association of Texas - Ellis	veterans.serv@co.ellis.tx.us	972-825-5099	101 W Main St	Waxahachie	TX	75165-0405
Veterans County Service Officers Association of Texas - Hill	hillcvso@co.hill.tx.us	254-582-4074	Po Box 882	Hillsboro	TX	76645-0882
Veterans County Service Officers Association of Texas - Johnson	kathryn@johnsoncountytx.org	817-556-6352	2 No. Main Street,	Cleburne	TX	76033-5404
Veterans County Service Officers Association of Texas - Tarrant	clslaughter@tarrantcounty.com	817-531-5645	1200 Circle Dr	Fort Worth	TX	76119-8112
Veterans County Service Officers Association of Texas - Wise	laura.spain@co.wise.tx.us	940-627-2470	Po Box 1567	Decatur	TX	76234-6148
Wayland Baptist University - Lubbock	hendleyr@wbu.edu	806-785-9285	801 N Quaker Ave	Lubbock	TX	79416-2408
White Rock Center of Hope	wrched@yahoo.com	214-324-8996	10021a Garland Rd	Dallas	TX	75218-2918
Women's Center - SMU	wdonahue@smu.edu	214-768-2436	3140 Dyer St	Dallas	TX	75205-1977
Women's Resource Center - UTEP	wrc@utep.edu	915-747-5291	500 W University # Ave	El Paso	TX	79968-8900
Workforce Solutions - Irving	margaret.young@tvc.texas.gov	972-573-3500	2520 W Irving Blvd Ste 100	Irving	TX	75061-4256
Workforce Solutions for North Central Texas	bobby.williams@tvc.texas.gov	940-382-6712	1701 Eldorado Pkwy Ste 250	McKinney	TX	75069-8085
Workforce Solutions for North Central Texas	danny.wyatt@tvc.texas.gov	972-937-8114	1712 W Highway 287 Business	Waxahachie	TX	75165-4707
Workforce Solutions for North Central Texas - Plano	arose@dfwjobs.com	469-229-0099 x3200	820 Jupiter Rd Ste 100	Plano	TX	75074-7464
WorkForce Solutions for Tarrant County - Northside Workforce Center	curtis.chalupa@tvc.texas.gov	817-548-5295	2315 N Main St Ste 100	Fort Worth	TX	76164-8582
Workforce Solutions Greater Dallas	tanya.huling@tvc.texas.gov	214-624-7319	500 N Akard St Ste 3030	Dallas	TX	75201-3334
Workforce Solutions Greater Dallas Town Market Center	curtis.owens@tvc.texas.gov	972-709-5377	3402 N Buckner Blvd Ste 308	Dallas	TX	75228-5656
Workforce Solutions Greater Dallas Town Market Center	tanya.huling@tvc.texas.gov	214-624-7319	3402 N Buckner Blvd Ste 308	Dallas	TX	75228-5656
Workforce Solutions Texoma	katie.baillio@tvc.texas.gov	903-463-9997 x654	2415 S Austin Ave Ste 105	Denison	TX	75020-7742
Wounded Warrior Project	mbarnes@woundedwarriorproject.org	904-755-2945	12672 Silicon Dr Ste 105	San Antonio	TX	78249-3450

2021 FCC Source Evaluation Report

FCC Unit: 13544 Northern Texas

Source	Applicant Count	Interview Count	Hire Count
Ad - TV Commercial Advertisement	1	1	0
Campaign - Indeed	263	261	129
Direct Sourcing - ATS	12	12	4
Direct Sourcing - Indeed	2	2	2
Direct Sourcing - Line Networking	1	1	1
Direct Sourcing - LinkedIn	9	9	8
Direct Sourcing - Other	5	5	4
Former Employee - Rehire	45	45	34
Internal - Internal Hire	71	71	1
Internet - Career Builders	2	2	2
Internet - Facebook.com	2	2	2
Internet - Glassdoor.com	2	2	1
Internet - Google	3	3	1
Internet - Indeed	279	279	167
Internet - LinkedIn	17	17	12
Internet - Other	4	4	2
Internet - Ziprecruiter	4	4	2
Job Fair - External	14	14	6
Other	26	26	16
Referral - Employee Referral	141	141	92
Referral - Manager Referral	10	10	10
Website - External Career Site	12317	1346	92
Total	13230	2257	588

2021 FCC Source Report

FCC Unit: 13544 Northern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
263117BR	Multimedia Journ/Meteorologist	Direct Sourcing - Line Networking	1	1	1
		Website - External Career Site	376	0	0
267569BR	EAR2-Enterprise Account Rep 2	Website - External Career Site	99	7	1
		Direct Sourcing - ATS	2	2	0
		Former Employee - Rehire	2	2	0
		Internal - Internal Hire	4	4	0
		Internet - Google	1	1	0
267847BR	Rep 1, Cust Svc Billing	Internet - Indeed	45	45	1
		Internet - LinkedIn	1	1	0
		Internet - Other	1	1	0
		Internet - Ziprecruiter	1	1	0
		Other	6	6	0
		Referral - Employee Referral	9	9	0
		Website - External Career Site	971	71	0
		Internet - LinkedIn	1	1	1
		Website - External Career Site	78	6	0
269437BR	Account Executive	Direct Sourcing - ATS	1	1	0
		Internal - Internal Hire	3	3	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	48	22	0
269866BR	Asst Mgr, Store	Referral - Employee Referral	1	1	1
		Website - External Career Site	21	2	0
269992BR	EAR3-Enterprise Account Rep 3	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	50	2	0
270325BR	Rep 1, Cust Svc Billing	Internet - Facebook.com	1	1	1
		Internet - Google	1	1	0
		Internet - Indeed	35	35	24
		Internet - Other	1	1	0
		Internet - Ziprecruiter	1	1	1
		Other	2	2	2
		Referral - Employee Referral	10	10	6
		Website - External Career Site	748	40	3
		Campaign - Indeed	2	2	1
270362BR	Multi-Tenant Sales Rep	Internal - Internal Hire	1	1	0
		Website - External Career Site	23	4	0
		Referral - Manager Referral	1	1	1
270431BR	Area Manager	Website - External Career Site	114	9	0
		Internet - Indeed	1	1	1
270439BR	Store Associate	Website - External Career Site	31	2	0
		Referral - Employee Referral	1	1	1
270768BR	Asst Mgr, Store	Website - External Career Site	40	2	0
		Referral - Employee Referral	1	1	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270846BR	Account Executive	Direct Sourcing - Other	1	1	1
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	36	14	0
270909BR	Dir, MSS Commercial Exempt	Internet - LinkedIn	1	1	1
		Website - External Career Site	30	0	0
270936BR	Direct Sales Rep	Campaign - Indeed	24	24	7
		Former Employee - Rehire	1	1	1
		Website - External Career Site	191	185	0
271095BR	Direct Sales Rep	Website - External Career Site	32	5	3
271128BR	Field Technician II	Internet - Indeed	5	5	3
		Referral - Employee Referral	2	2	1
		Website - External Career Site	58	16	1
271130BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	0
		Internet - LinkedIn	1	1	0
		Website - External Career Site	50	12	2
271132BR	Field Technician II	Former Employee - Rehire	1	1	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	90	12	3
271133BR	Field Technician II	Internet - Indeed	3	3	2
		Website - External Career Site	125	21	2
271266BR	Direct Sales Rep	Campaign - Indeed	14	14	10
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	0
		Website - External Career Site	37	37	0
271306BR	Enterprise Data MSS Spec Exempt	Internet - LinkedIn	1	1	1
		Website - External Career Site	44	1	0
271316BR	Direct Sales Rep	Campaign - Indeed	3	3	2
		Internet - Ziprecruiter	1	1	1
		Website - External Career Site	44	44	0
271326BR	Account Executive	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Other	2	2	2
		Internal - Internal Hire	3	3	0
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	53	26	0
271373BR	Direct Sales Rep	Campaign - Indeed	10	10	6
		Website - External Career Site	21	2	0
271374BR-1	Direct Sales Rep	Website - External Career Site	53	14	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271467BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Career Builders	1	1	1
		Internet - Google	1	1	1
		Internet - Indeed	24	24	16
		Other	2	2	2
		Referral - Employee Referral	7	7	3
		Website - External Career Site	837	62	2
271675BR	Asst Mgr, Store	Referral - Employee Referral	1	1	1
		Website - External Career Site	18	1	0
271708BR	Store Associate	Referral - Employee Referral	3	3	2
		Website - External Career Site	61	6	0
271737BR	Commercial Voice MSS Spec Exempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	16	0	0
271744BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	22	1	1
271750BR	Commercial Data MSS Spec Exempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	13	0	0
271753BR	Major Account Manager	Referral - Manager Referral	1	1	1
		Website - External Career Site	28	1	0
271761BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	49	1	0
271778BR	Store Associate	Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	50	2	1
271794BR	Store Associate	Other	1	1	1
		Website - External Career Site	31	2	0
271806BR	Direct Sales Rep	Campaign - Indeed	11	11	2
		Website - External Career Site	60	12	0
271909BR	Mgr, Regional Human Resources	Former Employee - Rehire	1	1	1
		Website - External Career Site	37	1	0
271946BR	Direct Sales Rep	Campaign - Indeed	1	1	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	22	21	0
271952BR	Multi-Tenant Sales Rep	Website - External Career Site	8	2	2
272015BR	EAE-Enterprise Account Exec	Referral - Employee Referral	1	1	1
		Website - External Career Site	16	2	0
272087BR	Project Manager	Website - External Career Site	248	17	1
272138BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	21	2	0
272194BR	Field Technician III	Former Employee - Rehire	1	1	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272328BR	Mgr, Store	Referral - Manager Referral	1	1	1
		Website - External Career Site	90	10	0
272356BR	Reg Channel Sales Mgr Ent	Former Employee - Rehire	1	1	1
		Internet - LinkedIn	1	1	0
		Website - External Career Site	64	0	0
272367BR	Dir, Bus Dev Strategic Markets Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	94	0	0
272520BR	Sup, Direct Sales	Campaign - Indeed	3	3	3
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	22	6	0
272531BR	Field Technician II	Internet - Indeed	6	6	3
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	3	3	1
		Website - External Career Site	70	16	0
272533BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	51	8	1
272537BR	Field Technician II	Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	0
		Website - External Career Site	36	4	0
272548BR	EAE-Enterprise Account Exec	Referral - Employee Referral	1	1	1
		Website - External Career Site	27	1	0
272566BR	Direct Sales Rep	Campaign - Indeed	13	13	7
		Website - External Career Site	105	104	0
272580BR	Sr Dir, Regional Construction	Referral - Manager Referral	1	1	1
		Website - External Career Site	16	2	0
272598BR	Store Associate	Internal - Internal Hire	1	1	0
		Website - External Career Site	60	5	1
272613BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	1	1	1
		Internet - Indeed	30	30	21
		Internet - Ziprecruiter	1	1	0
		Other	2	2	2
		Referral - Employee Referral	4	4	3
		Website - External Career Site	914	36	6
272702BR	Direct Sales Rep	Campaign - Indeed	3	3	3
		Website - External Career Site	23	23	0
272745BR	Direct Sales Rep	Campaign - Indeed	8	8	5
		Website - External Career Site	44	44	0
272825BR	Store Associate	Former Employee - Rehire	2	2	2
		Website - External Career Site	68	6	0
272826BR	EAR2-Enterprise Account Rep 2	Referral - Employee Referral	1	1	1
		Website - External Career Site	27	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272921BR	Sup, Direct Sales	Campaign - Indeed	1	1	1
		Website - External Career Site	19	1	0
272995BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Former Employee - Rehire	1	1	1
		Website - External Career Site	14	3	0
273026BR	Direct Sales Rep	Campaign - Indeed	18	18	6
		Website - External Career Site	80	12	0
273069BR	Field Technician II	Former Employee - Rehire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	19	5	0
273070BR	Field Technician II	Referral - Employee Referral	2	2	2
		Website - External Career Site	58	21	1
273097BR	Multi-Tenant Sales Rep	Former Employee - Rehire	1	1	1
		Website - External Career Site	14	2	0
273113BR	Multi-Tenant Sales Rep	Campaign - Indeed	7	7	5
		Former Employee - Rehire	1	1	0
		Website - External Career Site	20	9	0
273188BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Website - External Career Site	11	11	0
273312BR	Direct Sales Rep	Website - External Career Site	13	2	1
273324BR	Field Technician II	Internet - Facebook.com	1	1	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	6	6	4
		Website - External Career Site	141	25	3
273352BR	Direct Sales Rep	Website - External Career Site	40	14	2
273431BR	Architecture Design Engineer	Internal - Internal Hire	5	5	0
		Internet - LinkedIn	1	1	1
		Website - External Career Site	25	13	0
273435BR	Technical Design Analyst I	Internal - Internal Hire	5	5	0
		Website - External Career Site	60	21	1
273441BR	Project Manager	Internet - Glassdoor.com	2	2	1
		Website - External Career Site	108	3	0
273443BR	Mgr, HFC Design	Internal - Internal Hire	1	1	0
		Internet - LinkedIn	1	1	1
		Website - External Career Site	18	6	0
273449BR	Dir, Design	Internet - LinkedIn	1	1	1
		Website - External Career Site	17	8	0
273450BR	Dir, Design	Referral - Manager Referral	1	1	1
		Website - External Career Site	36	6	0
273573BR	Direct Sales Rep	Campaign - Indeed	2	2	2
		Website - External Career Site	17	15	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273614BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Website - External Career Site	7	7	0
273695BR	Rep 1, Cust Svc Billing	Internet - Indeed	14	14	9
		Referral - Employee Referral	5	5	3
		Website - External Career Site	372	27	1
273875BR	Store Associate - PT	Internet - Indeed	1	1	1
		Website - External Career Site	45	2	0
273878BR	Store Associate	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	44	4	1
273881BR	Store Associate	Internet - Indeed	2	2	2
		Website - External Career Site	42	0	0
273883BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	45	4	0
273884BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	17	1	0
273895BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	10	0	0
273919BR	Direct Sales Rep	Website - External Career Site	15	5	1
274082BR	Sup, Direct Sales	Campaign - Indeed	1	1	1
		Website - External Career Site	17	2	0
274177BR	Field Technician II	Internet - Indeed	5	5	3
		Referral - Employee Referral	3	3	2
		Website - External Career Site	58	24	6
274179BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	5	5	3
		Referral - Employee Referral	4	4	3
		Website - External Career Site	92	27	1
274264BR	HFC Designer I Nonexempt	Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	13	13	0
		Internet - Indeed	5	5	5
		Website - External Career Site	121	8	0
274276BR	Mgr, Local Sales	Former Employee - Rehire	1	1	1
		Website - External Career Site	28	4	0
274284BR	Direct Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	24	21	0
274310BR	Direct Sales Rep	Campaign - Indeed	10	10	3
		Job Fair - External	1	1	0
		Website - External Career Site	83	82	0
274316BR	MAE - Government & Education	Other	1	1	1
		Website - External Career Site	24	3	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274384BR	Direct Sales Rep	Campaign - Indeed	6	6	2
		Website - External Career Site	21	21	0
274449BR	Direct Sales Rep	Campaign - Indeed	1	1	0
		Former Employee - Rehire	3	3	3
		Website - External Career Site	8	7	0
274759BR	EAE-Enterprise Account Exec	Referral - Manager Referral	1	1	1
		Website - External Career Site	29	10	0
274802BR	Account Executive	Direct Sourcing - ATS	2	2	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	30	8	0
274892BR	Direct Sales Rep	Campaign - Indeed	2	2	1
		Website - External Career Site	10	10	0
274993BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	24	5	0
275001BR	Store Associate	Website - External Career Site	53	5	1
275034BR	Field Technician II	Former Employee - Rehire	2	2	2
		Internet - Indeed	1	1	1
		Website - External Career Site	65	7	1
275104BR	Multi-Tenant Sales Rep	Campaign - Indeed	5	5	3
		Website - External Career Site	22	13	0
275247BR	Account Executive	Direct Sourcing - ATS	1	1	0
		Internal - Internal Hire	2	2	0
		Internet - Indeed	1	1	1
		Website - External Career Site	41	19	0
275363BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	3	3	2
		Internet - Other	1	1	1
		Referral - Employee Referral	4	4	4
		Website - External Career Site	134	51	5
275456BR	Direct Sales Rep	Campaign - Indeed	2	2	1
		Website - External Career Site	12	11	0
275460BR	Multi-Tenant Sales Rep	Campaign - Indeed	2	2	2
		Direct Sourcing - Other	1	1	1
		Website - External Career Site	3	1	0
275697BR	Direct Sales Rep	Campaign - Indeed	3	3	0
		Direct Sourcing - ATS	2	2	0
		Internet - Indeed	2	2	2
		Website - External Career Site	34	3	0
275775BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	24	5	0
275854BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	31	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275897BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	2	2	0
		Internal - Internal Hire	2	2	0
		Internet - Career Builders	1	1	1
		Internet - Indeed	17	17	11
		Internet - Other	1	1	1
		Other	5	5	4
		Referral - Employee Referral	7	7	4
		Website - External Career Site	628	43	1
275907BR	Sup, Direct Sales	Campaign - Indeed	2	2	2
		Internal - Internal Hire	2	2	0
		Website - External Career Site	22	9	0
276051BR	Direct Sales Rep	Campaign - Indeed	10	10	6
		Website - External Career Site	44	42	0
276064BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Website - External Career Site	12	11	0
276075BR	EAR3-Enterprise Account Rep 3	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	11	0	0
276077BR	EAE-Enterprise Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	13	6	0
276144BR	Mgr, Ent Business Development Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	26	1	0
276154BR	Store Associate	Referral - Employee Referral	2	2	2
		Website - External Career Site	12	3	0
276155BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	5	0	0
276160BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	29	0	0
276240BR	Multi-Tenant Sales Rep	Former Employee - Rehire	1	1	1
		Website - External Career Site	16	5	0
276360BR	Sr Business Analyst	Internet - LinkedIn	1	1	1
		Website - External Career Site	60	2	0
276372BR	Capital Coordinator Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	14	4	0
276386BR	Mgr, National Account Sales	Internet - LinkedIn	1	1	1
		Website - External Career Site	16	2	0
276433BR	Dir, Sales, Spec Comm Sol	Former Employee - Rehire	1	1	1
		Website - External Career Site	14	1	0
276442BR	Field Technician II	Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	57	30	3
276563BR	Direct Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	4	3	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276567BR	EAE-Enterprise Account Exec	Website - External Career Site	12	3	1
276649BR	Store Associate	Website - External Career Site	15	3	2
276862BR	Sup, Direct Sales	Campaign - Indeed	1	1	0
		Direct Sourcing - Other	1	1	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	14	2	0
276995BR	Sup, Customer Service	Internet - Indeed	1	1	1
		Website - External Career Site	154	11	0
277050BR	Sr Dir, Field Engineering	Referral - Manager Referral	1	1	1
		Website - External Career Site	12	4	0
277198BR	Multi-Tenant Sales Rep	Campaign - Indeed	4	4	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	6	6	0
277295BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	12	1	0
277693BR	Account Executive	Direct Sourcing - ATS	2	2	2
		Direct Sourcing - LinkedIn	1	1	0
		Internal - Internal Hire	2	2	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	6	6	4
		Website - External Career Site	30	19	0
277757BR	Field Technician II	Internet - Indeed	1	1	0
		Referral - Employee Referral	2	2	0
		Referral - Manager Referral	1	1	1
		Website - External Career Site	135	29	6
277882BR	Rep 1, Cust Svc Billing	Ad - TV Commercial Advertisement	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	35	35	28
		Job Fair - External	2	2	1
		Other	4	4	2
		Referral - Employee Referral	12	12	10
		Website - External Career Site	633	55	1
277965BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	6	0	0
278016BR	Direct Sales Rep	Campaign - Indeed	7	7	1
		Job Fair - External	9	9	4
		Website - External Career Site	31	29	0
278045BR	Program Manager	Website - External Career Site	73	10	1
278372BR	Store Associate	Website - External Career Site	6	1	1
278416BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278449BR	Multi-Tenant Sales Rep	Campaign - Indeed	4	4	1
		Former Employee - Rehire	1	1	1
		Website - External Career Site	13	10	0
278468BR	EAE-Enterprise Account Exec	Website - External Career Site	9	5	1
278582BR	Enterprise Voice MSS Spec Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	7	0	0
278587BR	Direct Sales Rep	Campaign - Indeed	4	4	4
		Referral - Employee Referral	1	1	0
		Website - External Career Site	33	29	0
278592BR	Direct Sales Rep	Campaign - Indeed	2	2	1
		Internet - Indeed	4	4	2
		Website - External Career Site	15	14	0
278680BR	Direct Sales Rep	Campaign - Indeed	3	3	2
		Former Employee - Rehire	1	1	1
		Website - External Career Site	4	1	0
278862BR	Direct Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	4	3	0
278867BR	Multi-Tenant Sales Rep	Campaign - Indeed	3	3	3
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	6	3	0
279009BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	22	1	0
279031BR	Ent Business Development Rep Nonexempt	Direct Sourcing - LinkedIn	1	1	1
		Internal - Internal Hire	3	3	0
		Other	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	10	5	3
279168BR	Project Manager	Internet - LinkedIn	1	1	1
		Website - External Career Site	143	2	0
279208BR	Mgr, Direct Sales	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	24	12	0
279240BR	Direct Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	4	4	0
279282BR	Multi-Tenant Sales Rep	Campaign - Indeed	2	2	2
		Direct Sourcing - ATS	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	9	7	0
279326BR	Asst Mgr, Store	Internet - LinkedIn	1	1	1
		Website - External Career Site	13	3	0
279474BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	11	1
279793BR	Field Technician II	Website - External Career Site	88	13	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
279932BR	Store Associate	Website - External Career Site	14	2	1
279989BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	15	0	0
279999BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	22	0	0
280044BR	Store Associate	Website - External Career Site	3	1	1
280275BR	Direct Sales Rep	Campaign - Indeed	13	13	9
		Website - External Career Site	38	38	0
280646BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	0
		Internet - LinkedIn	2	2	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	118	22	1
280694BR	RSC Rep I	Former Employee - Rehire	6	6	5
		Internal - Internal Hire	12	12	1
		Internet - Indeed	7	7	6
		Referral - Employee Referral	14	14	11
		Website - External Career Site	181	43	6
280912BR	Multi-Tenant Sales Rep	Campaign - Indeed	5	5	3
		Website - External Career Site	21	14	0
280912BR-1	Multi-Tenant Sales Rep	Website - External Career Site	26	19	1
281299BR	Sr Project Manager	Former Employee - Rehire	1	1	1
		Website - External Career Site	53	0	0
281352BR	MAE - Major Account Exec	Former Employee - Rehire	1	1	1
		Website - External Career Site	15	3	0
281512BR	Direct Sales Rep	Campaign - Indeed	13	13	6
		Job Fair - Internal	1	1	1
		Other	1	1	1
		Website - External Career Site	71	70	0
281552BR	Direct Sales Rep	Campaign - Indeed	8	8	1
		Website - External Career Site	20	20	0
281555BR	Direct Sales Rep	Campaign - Indeed	2	2	1
		Website - External Career Site	24	24	0
281562BR	Direct Sales Rep	Campaign - Indeed	7	7	2
		Job Fair - Internal	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	12	11	0
281742BR	Sr Proposal Specialist	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	10	3	0
281818BR	Field Technician IV	Former Employee - Rehire	1	1	1
282076BR	Store Associate	Internet - Indeed	2	2	1
		Website - External Career Site	16	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
282174BR	Sup, Direct Sales	Campaign - Indeed	1	1	1
		Website - External Career Site	14	2	0
282191BR	Strategice Account Spec-Hosp	Website - External Career Site	4	1	1
282197BR	Direct Sales Rep	Campaign - Indeed	5	5	1
		Website - External Career Site	41	40	0
282233BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	44	18	3
282459BR	Multi-Tenant Sales Rep	Campaign - Indeed	2	2	2
		Website - External Career Site	4	0	0