

## 2020 FCC Unit Address List

FCC Unit: **13545**

FCC Unit Description: **Northern New England**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
101 Mt Auburn Avenue	Auburn	ME	04210
83 Anthony Ave	Augusta	ME	04330
4 Stephen King Dr	Augusta	ME	04330
444 Perry Rd	Bangor	ME	04401
150 Scotts Hill Rd	East Machias	ME	04630
405 Christian Ridge Rd	Ellsworth	ME	04605
126 US Route 1	Frenchville	ME	04745
95 Bangor St	Houlton	ME	04730
37 Alfred A Plourde Pkwy	Lewiston	ME	04240
102 Main Street	Mexico	ME	04257
118 Johnson Rd	Portland	ME	04102
90 Johnson Rd	Portland	ME	04102
901 Washington Ave	Portland	ME	04103
67 Industrial St	Presque Isle	ME	04769
400 Old Country Rd	Rockland	ME	04841
860 Portland Road	Saco	ME	04072
22 Industrial Park Rd	Saco	ME	04072
364 Maine Mall Road	South Portland	ME	04101
19 Kimballs Ln	Wells	ME	04090
148 China Rd	Winslow	ME	04901
304 North Main St 1st Fl	Barre	VT	05641
129 Red Barn Rd	Danville	VT	05828

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

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

FCC Registration Number:

Emp. Unit ID # 13545

**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

CUMBERLAND, ME

D. Category of Respondent (check applicable box)

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

E. Pay Period Covered by this Report (inclusive dates) 07/01/2019-06/30/2020

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

**SECTION II COMMUNITY INFORMATION**

## System Communities Comprising Local Employment Unit

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

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

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

1. Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule,

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

#### SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

#### SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed		Title	GVP, LABOR & EMPLOYEE RELATIONS
Date	9/28/2020	Name of Respondent	KEVIN SMITH
Telephone No. (include area code) 2037054832			

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

#### Exhibits

# 2019-2020 Recruitment Initiatives

FCC Unit: 13545 Northern New England

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

## ***Maine Jobs Career Fair***

- September 25, 2019
- 345 Clarks Pond Pkwy, Portland, ME
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Low volume of attendees

## ***Greater Portland Career Center***

- November 6, 2019
- 151 Jetport Blvd, Portland ME
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Low volume of attendees

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

## ***Leave and Accommodations Training for Leaders***

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

# 2020 FCC Unit Outreach Source List

FCC Unit: 13545

FCC Unit Description: Northern New England

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Alpha One	South Portland	ME	04106	jnunan@alphaonenow.org	207-767-2189
Augusta CareerCenter	Augusta	ME	04333	auta.m.main@maine.gov	207-624-5120
Barre Resource Center, Vermont Department of Labor	Barre	VT	05641	barbara.smith@vermont.gov	802-476-2600
Brewer Community School	Brewer	ME	04412	aricker@breweredu.org	207-404-5700
CareerCenter at Lewiston	Lewiston	ME	04240	john.w.wagner@maine.gov	207-753-9000
CareerCenter at Lewiston	Lewiston	ME	04240	mary.j.lafontaine@maine.gov	207-753-9000
CareerCenter at Machias	Machias	ME	04654	machias.careercenter@maine.gov	207-255-1900
CareerCenter at Presque Isle	Presque Isle	ME	04769	patricia.s.perry@maine.gov	207-760-6300
CareerCenter at Rockland	Rockland	ME	04841	david.m.grima@maine.gov	207-596-2600
CareerCenter at Rockland	Rockland	ME	04841	john.w.wagner@maine.gov	207-596-2600
CareerCenter at Rockland	Rockland	ME	04841	rockland.careercenter@maine.gov	207-596-2600
CareerCenter at South Paris	South Paris	ME	04281	jtrundy@wmca.org	207-743-7763
CareerCenter at Wilton	Wilton	ME	04294	leo.j.deon@maine.gov	207-645-5800
CareerCenter at Wilton	Wilton	ME	04294	val.j.graffa@maine.gov	207-645-5800
CareerCenter at Wilton	Wilton	ME	04294	wilton.careercenter@maine.gov	207-645-5800
CHOICES	Corinth	ME	04427	admin@mainechoices.com	207-285-0133
Creative Work Systems	Lewiston	ME	04240	cmoore@creativeworksystems.com	207-795-6737
Eastern Development Corp	East Millinocket	ME	04430	jsantere@emdc.org	207-746-9608
Eastern Maine Community College	Woodlake	CA	04401	nburns@emcc.edu	207-974-4604
Ellsworth Maine Development Career Center	Ellsworth	ME	04605	adulthoodinfo@rsu24.org	888-828-0568
Goodwill Workforce Solutions	Lewiston	ME	04240	thomas.merrill@goodwillne.org	207-777-7472
Houlton Career Center	Houlton	ME	04730	presqueisle.careercenter@maine.gov	
KVCAP	Waterville	ME	04901	danah@kvcap.org	207-859-1584
Lewiston Adult Education	Lewiston	ME	04240	adulthood@lewnet.avcnet.org	207-795-4141
Maine CareerCenter	Skowhegan	ME	04976	michael.b.shirley@maine.gov	207-474-4950
Maine CareerCenter	Skowhegan	ME	04976	steven.l.roy@maine.gov	207-474-4950
MMC Dept of Vocational Services	Portland	ME		braket@mmc.org	207-662-4303
Morrisville Resource Center, Vermont Department of Labor	Morrisville	VT	05661	barbara.smith@vermont.gov	802-888-4545
Newport Resource Center, Vermont Department of Labor	Newport	VT	05855	cindy.robillard@vermont.gov	802-334-6545
NH WORKS Berlin	Berlin	NH	03570	diana.s.nelson@nhes.nh.gov	603-752-6615
NH WORKS Berlin	Berlin	NH	03570	leslie.e.glover@nhes.nh.gov	603-752-6615
NH WORKS Berlin	Berlin	NH	03570	mark.j.belanger@nhes.nh.gov	603-752-6615
NH WORKS Berlin	Berlin	NH	03570	Robin.L.Lavertu@nhes.nh.gov	603-752-6615
NH WORKS Conway	Conway	NH	03818	jane.a.ryan@nhes.nh.gov	603-447-5924
NH WORKS Littleton	Littleton	NH	03561	tania.l.drummond@nhes.nh.gov	603-444-2971
NH WORKS Portsmouth	Portsmouth	NH	03801	Sarah.A.Morrissey@nhes.nh.gov	603-436-0384
Northeast Occupational Exchange	Bangor	ME	04401	sgreenleaf@noemaine.org	207-942-3816
Northern Human Services	Berlin	NH	03570	rlong@northernhs.org	603-752-5400
Portland CareerCenter	Portland	ME	04102	jade.s.graczyk@maine.gov	207-822-3300
Portland CareerCenter	Portland	ME	04102	mark.j.cafiso@maine.gov	207-822-3300
Region 9 Learning Center	Mexico	ME	04257	mbabb@region9school.org	207-364-2012
Somersworth NH Workers Center	Somersworth	NH	03878	sarah.a.morrissey@nhes.nh.gov	603-742-4290
SOUTH PORTLAND GENERAL ASST OFFC	South Portland	ME		kbabeu@southportland.org	207-767-7617
Southern Midcoast CareerCenter	Brunswick	ME	04011	john.w.wagner@maine.gov	
St. Johnsbury Resource Center, Vermont Department of Labor	St. Johnsbury	VT	05819	annmarie.mccallum@vermont.gov	802-748-3177

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
STRIVE	South Portland	ME	04106	pbrown@pslstrive.org	207-774-6278
Temple Rehabilitation Associates	Gardiner	ME	04345	cgtemple@aol.com	2075824315
The University of Maine, Disability Support Services	Orono	ME		susan.spaulding@umit.maine.edu	
Tri-County Career Center	Bangor	ME	04401	edward.d.upham@maine.gov	207-561-4050
United Technologies Center	Bangor	ME	04402	madams.utc@gmail.com	2079425591
Unity College	Unity	ME		crc@unity.edu	207-948-3131
University of Maine at Augusta	Augusta	ME		umacareer@maine.edu	207-621-3138
University of New England - Westbrook Campus	Portland	ME	04103	bccareerservices@une.edu	207-797-7261
Women Work & Community	Presque Isle	ME	04769	senechal@maine.edu	207-764-0050
York County CareerCenter at Springvale	Springvale	ME	04083	allen.blackstone@maine.gov	207-324-5460
York County CareerCenter at Springvale	Springvale	ME	04083	bernard.a.neveux@maine.gov	207-324-5460
York County CareerCenter at Springvale	Springvale	ME	04083	dawn.b.self-cooper@maine.gov	207-324-5460

# 2020 FCC Source Evaluation Report

FCC Unit: 13545

FCC Unit Description: Northern New England

Source	Applicant Count	Interview Count	Hire Count
Ad - Print	30	30	14
Ad - Radio Advertisement	1	1	1
Ad - TV Commercial Advertisement	1	1	1
Campaign - Indeed	9	9	7
Direct Sourcing - ATS	1	1	0
Direct Sourcing - Indeed	46	45	26
Direct Sourcing - LinkedIn	3	3	3
Direct Sourcing - Other	2	2	2
Direct Sourcing - Sourcing Specialist	3	3	2
Former Employee - Rehire	6	5	5
Greater Portland Career Center	1	0	0
Greater Portland CareerCenter Job Fair	1	0	0
Internal - Internal Hire	5	5	4
Internet - Craigslist.com	1	1	1
Internet - Facebook.com	2	2	1
Internet - Google	1	1	0
Internet - Indeed	143	141	81
Internet - LinkedIn	1	1	1
Internet - Other	1	1	0
Internet - Ziprecruiter	1	1	0
Job Fair - External	3	3	2
Job Fair - Internal	4	4	2
Maine Hire a Vet Campaign Job Fair	1	0	0
Organization - Diversity	1	1	1
Recruitment and Retention : New Ways to Think About Maine's	1	0	0
Referral - Employee Referral	30	28	20
Referral - Manager Referral	4	4	3
USM 2019 Fall Job & Internship	1	0	0
Website - External Career Site	1992	225	15
<b>Grand Total</b>	<b>2296</b>	<b>518</b>	<b>192</b>

## 2020 FCC Source Report

FCC Unit: **13545**  
 FCC Unit Description: **Northern New England**

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
244356BR	Store Associate Nonexempt				
		Website - External Career Site	20	1	0
		Referral - Employee Referral	1	1	1
244595BR	Direct Sales Rep Exempt				
		Website - External Career Site	10	0	0
		Direct Sourcing - Indeed	1	1	1
245031BR	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	11	0	0
		Direct Sourcing - LinkedIn	1	1	1
		Internal - Internal Hire	1	1	1
245127BR	Field Technician I Nonexempt				
		Website - External Career Site	15	3	0
		Internet - Indeed	1	1	1
245832BR	Field Technician I Nonexempt				
		Website - External Career Site	36	13	1
		Job Fair - Internal	1	1	0
		Referral - Employee Referral	1	1	0
		Internet - Indeed	1	1	1
		Ad - Radio Advertisement	1	1	1
		Internet - Ziprecruiter	1	1	0
246240BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	109	8	1
		Internet - Indeed	12	12	9
		Job Fair - Internal	2	2	1
		Ad - Print	2	2	1
		Job Fair - External	1	1	0
		Maine Hire a Vet Campaign Job Fair	1	0	0
		Greater Portland CareerCenter Job Fair	1	0	0
		Internet - Other	1	1	0
246389BR	Field Technician I Nonexempt				
		Website - External Career Site	8	2	1
246578BR	Direct Sales Rep Exempt				
		Website - External Career Site	3	0	0
		Internet - Indeed	1	1	1
246714BR	Field Technician I Nonexempt				
		Website - External Career Site	18	4	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
247030BR	Store Associate Nonexempt				
		Website - External Career Site	49	3	0
		Direct Sourcing - Indeed	4	4	1
247113BR	Store Greeter Nonexempt				
		Website - External Career Site	16	2	0
		Referral - Employee Referral	1	1	1
247493BR	Field Technician I Nonexempt				
		Website - External Career Site	31	8	0
		Internet - Indeed	3	3	2
		Campaign - Indeed	1	1	0
		Referral - Employee Referral	1	1	0
247504BR	Store Associate Nonexempt				
		Website - External Career Site	28	2	0
		Direct Sourcing - Indeed	4	4	3
247568BR	Direct Sales Rep Exempt				
		Website - External Career Site	3	0	0
		Internet - Indeed	1	1	1
247569BR	Direct Sales Rep Exempt				



Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
247654BR	Field Technician I Nonexempt	Website - External Career Site	3	1	0
		Internet - Indeed	1	1	1
247675BR	Field Technician I Nonexempt	Website - External Career Site	6	1	0
		Referral - Employee Referral	1	1	1
		Internet - Facebook.com	1	1	0
		Internet - Indeed	1	1	0
247729BR	Direct Sales Rep Exempt	Website - External Career Site	17	1	0
		Referral - Employee Referral	1	1	1
247894BR	Account Executive Exempt	Website - External Career Site	14	2	0
		Internet - Indeed	2	2	0
		Former Employee - Rehire	1	1	1
248034BR	Field Technician I Nonexempt	Website - External Career Site	37	7	1
248148BR	Recruiter I Exempt	Website - External Career Site	11	3	1
		Internet - Indeed	1	1	1
248679BR	Direct Sales Rep Exempt	Website - External Career Site	34	2	0
		Internet - Indeed	1	1	1
248779BR	Account Executive Exempt	Website - External Career Site	2	0	0
		Direct Sourcing - Indeed	2	2	1
249389BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	17	3	2
		Direct Sourcing - ATS	1	1	0
249598BR	Direct Sales Rep Exempt	Website - External Career Site	73	3	0
		Internet - Indeed	6	6	5
		Ad - Print	2	2	1
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	0
		Recruitment and Retention : New Ways to Thin	1	0	0
		Job Fair - Internal	1	1	1
249726BR	Field Technician I Nonexempt	Website - External Career Site	4	1	1
		Referral - Employee Referral	1	1	0
249918BR	Asst Mgr, Store Exempt	Website - External Career Site	9	3	0
		Referral - Manager Referral	1	1	1
		Direct Sourcing - LinkedIn	1	1	1
250388BR	Store Associate Nonexempt	Website - External Career Site	19	5	0
		Direct Sourcing - Sourcing Specialist	1	1	0
250801BR	Account Executive Exempt	Website - External Career Site	1	1	0
		Referral - Manager Referral	1	1	1
250931BR	Store Associate Nonexempt	Website - External Career Site	15	1	0
		Referral - Employee Referral	1	1	1
		Direct Sourcing - Indeed	1	1	0
		Internal - Internal Hire	1	1	1
251107BR	Store Greeter Nonexempt	Website - External Career Site	33	1	0
		Direct Sourcing - Indeed	1	1	0
251141BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	2	0	0
		Direct Sourcing - Indeed	2	2	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
251521BR		Website - External Career Site	67	8	0
		Internet - Indeed	7	7	2
		Ad - Print	3	3	2
		Greater Portland Career Center	1	0	0
		USM 2019 Fall Job & Internship	1	0	0
251523BR	Field Technician I Nonexempt	Website - External Career Site	28	5	0
		Internet - Indeed	2	1	1
		Referral - Employee Referral	1	1	0
251650BR	Direct Sales Rep Exempt	Website - External Career Site	4	1	0
		Internet - Indeed	1	1	1
251939BR	Direct Sales Rep Exempt	Website - External Career Site	4	2	0
		Referral - Employee Referral	1	1	1
252004BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	6	0	0
		Referral - Employee Referral	1	1	1
252268BR	Store Associate Nonexempt	Website - External Career Site	55	3	1
		Internet - Indeed	5	5	3
		Ad - Print	3	3	0
		Referral - Employee Referral	1	1	0
252576BR	MAE - Major Account Exec Exempt	Website - External Career Site	34	6	0
		Direct Sourcing - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
252738BR	Store Associate Nonexempt	Website - External Career Site	10	0	0
		Direct Sourcing - LinkedIn	1	1	1
253078BR	Field Technician I Nonexempt	Website - External Career Site	12	0	0
		Direct Sourcing - Indeed	1	1	1
253106BR	Store Associate Nonexempt	Website - External Career Site	29	9	0
		Campaign - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
253715BR	Direct Sales Rep Exempt	Website - External Career Site	25	0	0
		Direct Sourcing - Other	1	1	1
		Referral - Employee Referral	1	1	0
253734BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
253752BR	Direct Sales Rep Exempt	Website - External Career Site	70	4	2
		Internet - Indeed	7	7	5
		Ad - Print	5	5	4
		Internet - Google	1	1	0
254103BR	Store Associate Nonexempt	Website - External Career Site	10	2	0
		Internet - Indeed	3	3	2
254115BR	Field Technician I Nonexempt	Website - External Career Site	32	4	0
		Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	0
254296BR	Human Resources Generalist Exempt	Website - External Career Site	8	1	0
		Campaign - Indeed	1	1	1
		Website - External Career Site	26	2	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
254716BR		Internet - Indeed	1	1	1
	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	35	14	0
		Direct Sourcing - Indeed	9	9	7
		Referral - Employee Referral	2	2	1
		Direct Sourcing - Sourcing Specialist	1	1	1
254839BR					
	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	21	8	0
		Campaign - Indeed	2	2	1
254881BR					
	<b>Rep 1, Cust Svc Billing Nonexempt</b>				
		Website - External Career Site	71	4	1
		Internet - Indeed	6	6	3
		Ad - Print	3	3	1
		Referral - Employee Referral	1	1	1
		Job Fair - External	1	1	1
254952BR					
	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	35	10	1
		Campaign - Indeed	3	3	3
254997BR					
	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	4	2	0
		Internet - Indeed	1	1	1
255793BR					
	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	5	0	0
		Internet - Indeed	4	4	1
256064BR					
	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	44	11	0
		Direct Sourcing - Indeed	5	5	0
		Direct Sourcing - Sourcing Specialist	1	1	1
256394BR					
	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	4	1	0
		Campaign - Indeed	1	1	1
256425BR					
	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	25	7	0
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
256849BR					
	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	10	1	0
		Internet - Indeed	1	1	1
256990BR					
	<b>Rep 1, Cust Svc Billing Nonexempt</b>				
		Website - External Career Site	101	4	0
		Internet - Indeed	15	15	6
		Ad - Print	3	3	1
		Referral - Employee Referral	1	1	1
		Job Fair - External	1	1	1
		Internet - Craigslist.com	1	1	1
		Internet - Facebook.com	1	1	1
		Internet - LinkedIn	1	1	1
257004BR					
	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	17	1	0
		Direct Sourcing - Indeed	2	2	2
257709BR					
	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	6	1	0
		Internet - Indeed	2	2	1
257779BR					
	<b>Asst Mgr, Store Exempt</b>				
		Website - External Career Site	15	4	0
		Former Employee - Rehire	1	0	1
257803BR					
	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	17	1	0
		Direct Sourcing - Indeed	2	2	0
		Former Employee - Rehire	1	1	1
257955BR					
	<b>Warehouse Technician Nonexempt</b>				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
257998BR	Field Technician I Nonexempt	Website - External Career Site	1	0	0
		Internet - Indeed	1	1	1
258196BR	Direct Sales Rep Exempt	Website - External Career Site	14	1	1
		Referral - Employee Referral	1	1	0
258483BR	Field Technician I Nonexempt	Website - External Career Site	9	4	0
		Internet - Indeed	3	3	1
		Former Employee - Rehire	1	1	0
258613BR	Mgr, Store Exempt	Website - External Career Site	27	3	0
		Internet - Indeed	1	0	1
259128BR	Store Lead Nonexempt	Website - External Career Site	4	1	0
		Direct Sourcing - Indeed	1	1	1
259301BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	3	1	0
		Referral - Employee Referral	1	1	1
259646BR	Direct Sales Rep Exempt	Website - External Career Site	111	2	0
		Internet - Indeed	12	12	5
		Ad - Print	2	2	2
259762BR	Direct Sales Rep Exempt	Website - External Career Site	1	0	0
		Former Employee - Rehire	1	1	1
259819BR	Store Associate Nonexempt	Internet - Indeed	1	1	1
260252BR	Store Greeter Nonexempt	Website - External Career Site	15	1	0
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
261336BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	7	0	0
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
261597BR	Store Associate Nonexempt	Website - External Career Site	97	1	1
		Internet - Indeed	20	20	12
		Ad - Print	3	3	1
		Ad - TV Commercial Advertisement	1	1	1
		Referral - Manager Referral	1	1	0
261598BR	Mgr, Store Exempt	Website - External Career Site	3	0	0
		Referral - Employee Referral	1	0	1
262040BR	Store Associate Nonexempt	Website - External Career Site	2	0	0
		Direct Sourcing - Indeed	1	1	1
262118BR	Account Executive Exempt	Website - External Career Site	30	7	0
		Direct Sourcing - Indeed	6	5	4
		Referral - Employee Referral	1	0	1
		Internal - Internal Hire	1	1	1
262308BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	14	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	143	5	0
		Internet - Indeed	17	17	8
		Ad - Print	4	4	1
		Referral - Employee Referral	3	3	3
		Organization - Diversity	1	1	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
262529BR					
	Asst Mgr, Store Exempt				
		Website - External Career Site	6	0	0
		Referral – Manager Referral	1	1	1
Grand Total			2296	518	192