

2021 FCC Unit Structure

FCC Unit: 13546 Northern Ohio

Address	City	State	Postal Zip Code
1200 Brownstone Ave	Akron	OH	44310
1210 Brownstone Ave	Akron	OH	44310
1919 Brittain Rd	Akron	OH	44310
530 S Main St	Akron	OH	443111090
790 Arlington Ridge	Akron	OH	44312
2302 Metcalf Drive	Ashtabula	OH	44004
3315 N. Ridge Rd E	Ashtabula	OH	44004
27460 Chagrin Blvd	Beachwood	OH	44122
1135 South Main St	Bowling Green	OH	43402
4135 Boardman-Canfield Road	Canfield	OH	44406
4349 Everhard Road NW	Canton	OH	44718
812 North Main St	Celina	OH	45822
2027 W 25th St	Cleveland	OH	44113
2121 St. Clair Avenue NE	Cleveland	OH	44114
3300 Lakeside Ave	Cleveland	OH	44114
3441 Steelyard Drive	Cleveland	OH	44103
7 Severence Circle	Cleveland Heights	OH	44118
442 Howe Avenue	Cuyahoga Falls	OH	44221
2010 Jefferson Ave	Defiance	OH	43512-3413
578 Ternes Ave	Elyria	OH	44035
803 Chestnut Drive	Elyria	OH	44035
205 Crystal Ave	Findlay	OH	45840
4500 Fostoria Ave	Findlay	OH	45840
1800 East State St	Fremont	OH	43420
2390 Sean Drive	Fremont	OH	43420
12556 Rockside Rd	Garfield Heights	OH	44125
15305 NEO Parkway	Garfield Heights	OH	44128
2 Summit Park Dr	Independence	OH	44131
6901 Rockside Road	Independence	OH	44131
1848 State Route 59	Kent	OH	44240
3100 Elida Road	Lima	OH	45805
105 Prospect St	Lodi	OH	44254
1801 Elyria Ave	Lorain	OH	44052
8210 Macedonia Commons Blvd	Macedonia	OH	43606
8385 Bavaria Rd	Macedonia	OH	44056
1575 Lexington Ave	Mansfield	OH	44907
14300 South Industrial	Maple Heights	OH	44137
1575 Golden Gate Plaza	Mayfield Heights	OH	44124

Address	City	State	Postal Zip Code
7820 Division Dr	Mentor	OH	44060
8000 Plaza Blvd	Mentor	OH	44060
5520 Whipple Avenue NW	North Canton	OH	44720-7719
24910 Lorain Rd	North Olmsted	OH	44070
3230 Levis Commons	Perrysburg	OH	435517144
2925 Eaton Rd.	Shaker Heights	OH	44122
4320-04 Kent Road	Stow	OH	44224
10295 Philipp Pkwy	Streetsboro	OH	44241
17818 Royalton Rd	Strongsville	OH	44136
8179 Dow Circle	Strongsville	OH	44136
102 High Street	Wadsworth	OH	44281
4352 Youngstown Rd SE	Warren	OH	44484
3157 Fern Road	Willard	OH	44890
808 Wick Ave	Youngstown	OH	44505

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

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 13546

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

CUYAHOGA, OH

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: 13546 Northern Ohio

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

Mega Midwest Career Fair

- September 15, 2020
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

Stark State Job Fair

- March 24, 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: 13546 Northern Ohio

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928
American Council of the Blind- ACB- Stark County	carolynmu@sbcglobal.net	330-484-3807	1838 Maple Street	Canton	OH	4475
American Council of the Blind-ACB- Cleveland	jill.d.noble@nasa.gov	216-905-4674	East 9th Lakeside St	Cleveland	OH	43302
Austin Community College	jpccain@austincc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	TX	78752-4390
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
Bureau of Blindness and Visual Services - Erie	dsokol@pa.gov	814-871-4401	4200 Lovell Place	Erie	PA	16503
Bureau of Workforce Services, Office of workforce development- Fremont	barry.nickerson@jfs.ohio.gov	419-552-3191	2511 Countryside Drive	Fremont	OH	43420
Columbus Association of Black Journalists	raymillerspeaks@gmail.com	(614) 571-9340	PO BOX 1924	Columbus	OH	43216
Columbus College of Art & Design	careers@ccad.edu	614-224-9101		Columbus	OH	43215
Community Resources for Independence (CRI) - Hermitage Office	vmcwhorter@crinet.org		3875 East State Street	Hermitage	PA	16148
Crisis Shelter of Lawrence County	sfruit@crisissshelter.org		1218 West State Street	New Castle	PA	16101
DeVry University	kpowersmurphy@devry.edu	(614) 253-7291	2 Easton Oval	Columbus	OH	43219
Hillsdale County Veterans Affairs	r.shircliff@co.hillsdale.mi.us	(517) 437-3630	61 Mccollum St	Hillsdale	MI	49242-1613
Lawrence County Veterans Affairs	jputnam@co.lawrence.pa.us	724-656-2180	430 Court Street	New Castle	PA	16101
Lenawee County Veterans Affairs	veterans.affairs@lenawee.mi.us	517-264-5335	1040 S Winter St	Adrian	MI	49221-3876
Morrow County Job Training Office	lisa.eichelberger@jfs.ohio.gov	740-833-2326	619 West Marion Street	Mount Gilead	OH	43338
Morrow County Ohio - Veterans Services	Vets@morrowcountyveterans.com		143 South Main Street	Mount Gilead	OH	43338
OhioMeansJobs Ottawa County	cernsberger@ocic.biz	(419) 707-8605	8043 West State Route 163	Oak Harbor	OH	43449
OhioMeansJobs Ottawa County	robert.bliss@jfs.ohio.gov	419-707-8605	8043 West State Route 163	Oak Harbor	OH	43449
OhioMeansJobs Williams County	Sunshine.faunce@jfs.ohio.gov	(419) 633-5258	1425 E High St Ste 107	Bryan	OH	43506
OhioMeansJobs Wyandot County	heidi.quirion@jfs.ohio.gov	419-294-4977	120 East Johnson Street	Upper Sandusky	OH	43351
Ottawa County Veterans Services	storis@co.ottawa.oh.us	419-898-2089	8444 W. State Rt. 163	Oak Harbor	OH	43449
Vocational Rehabilitation Services - Erie	ccowan@pa.gov	(814) 871-4551	3200 Lovell Place	Erie	PA	16503
Vocational Rehabilitation Services - Erie	cfalkenhag@pa.gov	(814) 871-4551	3200 Lovell Place	Erie	PA	16503
Vocational Rehabilitation Services - Erie	kgarnon@pa.gov	814-871-4551	3200 Lovell Place	Erie	PA	16503
Vocational Rehabilitation Services - Erie	sjares@pa.gov	(814) 871-4551	3200 Lovell Place	Erie	PA	16503
West Point Association of Graduates	scott.leishman@wpaog.org	(845) 446-1654	698 Mills Road	West Point	NY	10996
WV Division of Rehabilitation Services	david.m.valentine@wv.gov	304-238-1092	257 West Virginia 2	Paden City	WV	26159

2021 FCC Source Evaluation Report

FCC Unit: 13546 Northern Ohio

Source	Applicant Count	Interview Count	Hire Count
Ad - Print	2	2	1
Ad - TV Commercial Advertisement	1	0	1
Campaign - Indeed	5	5	2
Contractor - Conversion	2	1	1
Direct Sourcing - ATS	113	112	70
Direct Sourcing - Indeed	17	17	8
Direct Sourcing - Line Networking	1	1	1
Direct Sourcing - LinkedIn	5	5	5
Direct Sourcing - Other	5	5	4
Direct Sourcing - Recruiter Networking	1	1	1
Former Employee - Rehire	38	37	31
Internal - Internal Hire	21	18	1
Internet - Google	2	2	2
Internet - Indeed	527	472	244
Internet - LinkedIn	10	7	4
Internet - Other	5	4	3
Internet - Ziprecruiter	6	5	3
Job Fair - External	2	2	2
Organization - Diversity	1	1	1
Other	6	6	3
Referral - Employee Referral	209	171	130
Referral - Manager Referral	7	5	6
Website - External Career Site	7700	995	47
Total	8686	1874	571

2021 FCC Source Report

FCC Unit: 13546 Northern Ohio

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
266157BR	Rep 1, Cust Svc Internet/Voice	Direct Sourcing - ATS	15	15	4
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	75	7	0
266482BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	293	65	5
267166BR	Rep 1, Cust Svc Internet/Voice	Campaign - Indeed	1	1	1
		Direct Sourcing - ATS	51	50	34
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	4	4	0
		Website - External Career Site	200	44	0
267832BR	Multimedia Journalist	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	81	0	0
268424BR	Rep 1, Cust Svc Internet/Voice	Direct Sourcing - ATS	11	11	8
		Website - External Career Site	95	8	0
268591BR	Sr Human Resources Generalist	Internet - Indeed	1	1	1
		Website - External Career Site	56	10	0
269278BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	2	2	0
		Internet - Indeed	15	15	0
		Internet - LinkedIn	1	1	0
		Internet - Ziprecruiter	2	2	0
		Other	1	1	0
		Referral - Employee Referral	12	12	1
		Website - External Career Site	191	31	2
269281BR	Field Technician II	Former Employee - Rehire	2	2	0
		Internet - Indeed	3	3	0
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	8	8	1
		Website - External Career Site	78	21	0
269328BR	Field Technician II	Contractor - Conversion	1	1	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	2	2	0
		Internet - Indeed	8	8	1
		Referral - Employee Referral	7	7	1
		Website - External Career Site	117	27	0
269572BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	10	5	0
269938BR	Rep 1, Cust Svc Internet/Voice	Direct Sourcing - ATS	16	16	10
		Referral - Employee Referral	2	2	1
		Website - External Career Site	142	14	0
270020BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	1	1	0
		Internet - Indeed	4	4	4
		Website - External Career Site	167	22	2

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270112BR	EAE-Enterprise Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	16	1	0
270252BR	Mgr, Store	Direct Sourcing - Other	1	1	1
		Website - External Career Site	62	6	0
270450BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	56	17	0
270588BR	Residential Inbound Sales Rep	Ad - Print	2	2	1
		Internet - Indeed	48	48	19
		Referral - Employee Referral	12	12	5
		Website - External Career Site	170	30	2
270592BR	Direct Sales Rep	Internet - Indeed	6	6	2
		Website - External Career Site	13	13	0
270838BR	Direct Sales Rep	Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	3	2	0
270866BR	Sr Producer, Digital	Website - External Career Site	36	5	1
271007BR	Direct Sales Rep	Internet - Indeed	4	4	1
		Website - External Career Site	28	22	0
271043BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	11	1	0
271058BR	Strategic Account Spec - HC	Former Employee - Rehire	1	1	1
		Website - External Career Site	6	0	0
271064BR	EAE-Enterprise Account Exec	Former Employee - Rehire	1	1	1
		Website - External Career Site	20	1	0
271073BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	2	1	0
271091BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	14	12	0
271147BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	16	5	0
271153BR	Field Technician II	Internal - Internal Hire	1	1	0
		Website - External Career Site	17	6	1
271204BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	60	2	0
271281BR	Rep 1, Cust Svc Video Repair	Ad - TV Commercial Advertisement	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	14	14	7
		Internet - Other	1	1	0
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	15	15	10
		Referral - Manager Referral	1	1	1
		Website - External Career Site	314	75	7
271282BR	Field Technician II	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	29	10	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271285BR	Sup, Field Operations	Former Employee - Rehire	1	1	1
		Website - External Career Site	17	2	0
271290BR	Field Technician II	Internal - Internal Hire	2	2	0
		Internet - Indeed	7	7	2
		Referral - Employee Referral	4	4	1
		Referral - Manager Referral	1	1	0
		Website - External Career Site	60	16	0
271290BR-1	Field Technician II	Website - External Career Site	74	30	7
271296BR	Field Technician II	Internet - Indeed	3	3	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	80	21	0
271298BR	Enterprise Data MSS Spec Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	17	3	0
271338BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	19	0	0
271354BR	Direct Sales Rep	Internet - Indeed	8	8	1
		Website - External Career Site	19	18	0
271360BR	Field Technician II	Internet - Google	1	1	1
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	33	16	0
271452BR	Area Manager	Website - External Career Site	94	5	1
271487BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	25	6	0
271616BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	8	7	0
271657BR	Store Associate	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	20	0	0
271872BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	26	4	0
271895BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	24	2	0
271940BR	Direct Sales Rep	Internet - Indeed	13	13	5
		Referral - Employee Referral	2	2	1
		Website - External Career Site	37	20	0
271981BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	23	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272178BR	Residential Inbound Sales Rep	Internet - Google	1	1	1
		Internet - Indeed	13	13	4
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	4	4	3
		Website - External Career Site	105	14	0
272244BR	Mgr, Human Resources	Internet - Indeed	1	1	1
		Website - External Career Site	47	2	0
272276BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	7	7	4
		Website - External Career Site	15	14	0
272277BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Internet - Indeed	6	6	3
		Website - External Career Site	22	22	0
272279BR	Direct Sales Rep	Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	10	10	0
272525BR	Direct Sales Rep	Internet - Indeed	4	4	2
		Website - External Career Site	11	9	0
272675BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	10	4	0
272832BR	Field Technician II	Contractor - Conversion	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	5	5	3
		Referral - Employee Referral	2	2	0
		Website - External Career Site	59	24	2
272841BR	Field Technician II	Former Employee - Rehire	2	2	2
		Internal - Internal Hire	1	1	0
		Internet - Indeed	8	8	6
		Referral - Employee Referral	4	4	2
		Website - External Career Site	75	15	0
272844BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	1	1	1
		Internet - Indeed	3	3	2
		Referral - Employee Referral	3	3	1
		Website - External Career Site	158	13	0
272858BR	Direct Sales Rep	Internal - Internal Hire	1	1	0
		Internet - Indeed	4	4	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	6	2	0
272860BR	Direct Sales Rep	Internet - Indeed	5	5	1
		Website - External Career Site	26	21	0
272907BR	Store Associate	Referral - Employee Referral	2	2	1
		Website - External Career Site	18	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272951BR	Residential Inbound Sales Rep	Campaign - Indeed	4	4	1
		Direct Sourcing - Indeed	5	5	2
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	14	14	6
		Internet - LinkedIn	3	3	1
		Other	1	1	0
		Referral - Employee Referral	8	8	5
		Website - External Career Site	172	20	2
273013BR	Account Executive	Internet - LinkedIn	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	8	2	0
273166BR	Direct Sales Rep	Internet - Indeed	1	1	1
273205BR	Direct Sales Rep	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	1	1	0
273210BR	MAE - Healthcare	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	12	0	0
273358BR	Direct Sales Rep	Internet - Indeed	6	6	2
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	14	13	0
273378BR	Direct Sales Rep	Internet - Indeed	6	6	4
		Referral - Employee Referral	2	2	2
		Referral - Manager Referral	1	1	1
		Website - External Career Site	17	14	0
273592BR	Multi-Tenant Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	6	0
273632BR	Human Resources Generalist	Referral - Manager Referral	1	1	1
		Website - External Career Site	66	1	0
273686BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	10	1	0
273733BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	14	13	0
273735BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	1
		Former Employee - Rehire	1	1	0
		Internet - Indeed	8	8	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	26	24	0
273786BR	Talent Sourcing Partner 1	Internet - Ziprecruiter	1	1	1
		Website - External Career Site	24	2	0
273788BR	Direct Sales Rep	Internet - Indeed	5	5	2
		Website - External Career Site	5	5	0
273851BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	2	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274040BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	78	18	0
274103BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	15	4	0
274188BR	Field Technician II	Referral - Employee Referral	2	2	2
		Website - External Career Site	13	4	0
274270BR	Store Greeter Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	19	4	0
274478BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	1	0
274504BR	HR Coordinator Nonexempt	Other	1	1	1
		Website - External Career Site	53	3	0
274538BR	Maintenance Technician I Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	3	1	0
274672BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	1	1	1
		Former Employee - Rehire	2	2	2
		Internet - Indeed	11	11	10
		Other	2	2	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	104	12	0
274689BR	Asst Mgr, Store	Referral - Employee Referral	1	1	1
		Website - External Career Site	14	2	0
274692BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	14	14	7
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	9	9	9
		Referral - Manager Referral	1	1	1
		Website - External Career Site	419	63	4
274746BR	Field Technician II	Internet - Indeed	2	2	2
		Referral - Employee Referral	2	2	2
		Website - External Career Site	21	13	0
274822BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	7	5	0
274865BR	Store Associate	Referral - Manager Referral	1	1	1
		Website - External Career Site	7	2	0
274955BR	Planning Editor Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	16	0	0
274958BR	Mgr, Managing Editor	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	8	0	0
274962BR	Producer/Editor	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	37	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275027BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	7	3	0
275063BR	Mgr, Sales Business Accounts	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	17	7	0
275263BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	8	0	0
275370BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	8	8	0
275377BR	Direct Sales Rep	Internet - Indeed	3	3	2
		Website - External Career Site	26	26	0
275382BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Referral - Employee Referral	4	4	3
		Website - External Career Site	9	8	0
275490BR	Mgr, Sales Mid Markets	Direct Sourcing - Other	1	1	1
		Website - External Career Site	24	1	0
275497BR	Field Technician II	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	75	24	0
275634BR	Field Technician II	Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	36	7	0
275744BR	Sup, Direct Sales	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	2	0
275759BR	Direct Sales Rep	Direct Sourcing - ATS	3	3	3
		Former Employee - Rehire	1	1	1
		Internet - Indeed	6	6	1
		Website - External Career Site	11	9	0
275764BR	Direct Sales Rep	Internet - Indeed	3	3	1
		Website - External Career Site	11	10	0
275886BR	Asst Mgr, Store	Former Employee - Rehire	1	1	1
		Website - External Career Site	18	3	0
275956BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	11	1	0
275970BR	Field Technician II	Referral - Employee Referral	2	2	2
		Website - External Career Site	8	3	0
275975BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	1	1	0
		Internet - Indeed	8	8	7
		Referral - Employee Referral	3	3	3
		Website - External Career Site	398	39	1
275993BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	2	0	0
276015BR	Store Greeter Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	3	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276029BR	Field Technician II	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	3	3	3
		Website - External Career Site	19	6	0
276043BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	8	5	0
276057BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	4	3	0
276261BR	Store Associate	Internet - Indeed	2	2	2
		Website - External Career Site	16	2	0
276287BR	Residential Inbound Sales Rep Nonexempt	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	25	25	11
		Referral - Employee Referral	6	6	5
		Website - External Career Site	204	28	0
276420BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	23	6	0
276458BR	Account Executive	Internet - Indeed	1	1	1
		Job Fair - External	1	1	1
		Website - External Career Site	8	2	0
276647BR	Field Technician VI Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	5	4	0
276758BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	5	5	0
276762BR	Dir, ISP Operations	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	19	2	0
276802BR	Store Associate	Internet - Indeed	3	3	1
		Website - External Career Site	9	1	0
276964BR	Sup, Direct Sales	Former Employee - Rehire	1	1	1
		Website - External Career Site	5	2	0
276997BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	3	1
277017BR	Account Executive	Internet - Indeed	1	1	0
		Job Fair - External	1	1	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	6	2	0
277025BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	6	2	0
277104BR	Residential Inbound Sales Rep Nonexempt	Direct Sourcing - Indeed	3	3	1
		Direct Sourcing - Line Networking	1	1	1
		Internet - Indeed	28	28	17
		Referral - Employee Referral	2	2	1
		Website - External Career Site	232	28	3
277108BR	Direct Sales Rep	Internet - Indeed	4	4	3
		Website - External Career Site	6	5	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277189BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	12	0
277321BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	0
		Internet - Indeed	2	2	1
		Website - External Career Site	11	11	0
277327BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Internet - Indeed	6	6	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	10	10	0
277525BR	Store Associate	Internet - Indeed	3	3	1
		Website - External Career Site	15	1	0
277544BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	18	5	0
277559BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	12	1	0
277682BR	Field Technician II	Website - External Career Site	3	1	1
277696BR	Store Associate	Internet - Indeed	3	3	2
		Website - External Career Site	11	0	0
277736BR	Store Greeter Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	10	3	0
277751BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	5	5	0
277752BR	Direct Sales Rep	Direct Sourcing - ATS	4	4	3
		Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	1
		Website - External Career Site	12	10	0
277783BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	10	10	3
		Internet - LinkedIn	2	2	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	308	42	1
277785BR	Field Technician II	Internet - Indeed	1	1	1
		Internet - LinkedIn	1	1	1
		Website - External Career Site	18	3	0
277791BR	Strategic Account Spec - G/E	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	5	1	0
277926BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	4	0	0
277980BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	28	12	0
278005BR	Residential Inbound Sales Rep Nonexempt	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	24	24	13
		Internet - Other	1	1	1
		Referral - Employee Referral	9	9	5
		Website - External Career Site	305	45	2

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278348BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	3	0	0
278469BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	17	5	0
278471BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	13	4	0
278484BR	Field Technician II	Internet - Indeed	2	2	2
		Referral - Employee Referral	2	2	1
		Website - External Career Site	27	3	0
278498BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	3	3	0
278924BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	1	1	0
278976BR	Multi-Tenant Sales Rep	Former Employee - Rehire	1	1	1
		Website - External Career Site	3	2	0
279003BR	Sup, Resi Inbound Sales	Internal - Internal Hire	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	22	6	0
279047BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	5	5	0
279228BR	Residential Inbound Sales Rep Nonexempt	Direct Sourcing - Indeed	2	2	1
		Internet - Indeed	26	26	10
		Internet - Other	1	1	0
		Referral - Employee Referral	5	5	2
		Website - External Career Site	282	35	1
279307BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	21	2	0
279327BR	Field Technician II	Website - External Career Site	21	5	1
279590BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Former Employee - Rehire	1	1	0
		Internet - Indeed	2	2	0
		Website - External Career Site	8	8	0
279811BR	Field Technician II	Internet - Indeed	3	3	0
		Other	1	1	1
		Website - External Career Site	34	10	0
279815BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	15	3	0
280064BR	Store Associate	Internet - Indeed	2	2	2
		Website - External Career Site	18	6	0
280065BR	Facilitator	Referral - Employee Referral	1	1	1
		Website - External Career Site	9	0	0
280198BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
280201BR	Direct Sales Rep	Direct Sourcing - Other	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	3	3	0
		Website - External Career Site	5	5	0
280247BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	10	9	0
280319BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	0
		Website - External Career Site	28	5	0
280552BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	12	4	0
280637BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	13	3	0
280702BR	Field Technician II	Internet - Other	1	1	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	9	0	0
280865BR	EAE-Enterprise Account Exec	Direct Sourcing - Other	1	1	1
		Website - External Career Site	3	2	0
280916BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	21	9	0
280922BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	6	0
280951BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	9	1	0
280972BR	Store Associate	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	4	1	0
281148BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	0	0
281156BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	2	0	0
281357BR	Field Technician II	Internet - Indeed	2	2	1
		Internet - Other	1	1	1
		Organization - Diversity	1	1	1
		Referral - Employee Referral	4	4	3
		Referral - Manager Referral	1	1	1
		Website - External Career Site	19	5	0
281524BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	5	0
281547BR	Strategic Account Spec - HC	Direct Sourcing - Other	1	1	1
		Website - External Career Site	2	0	0
281780BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	11	4	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
281870BR	Store Associate	Internet - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	10	0	0
281909BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	5	0	0
281947BR	Direct Sales Rep	Internet - Indeed	4	4	2
		Website - External Career Site	13	13	0
282023BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	10	2	0
282240BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	0
		Website - External Career Site	4	4	0
282340BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	19	3	0
282398BR	Direct Sales Rep	Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	3	3	0
282457BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	8	6	0
282523BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	2	0	0
283807BR	Store Specialist Nonexempt	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	20	0	0