

# 2020 FCC Unit Address List

FCC Unit: **13547**

FCC Unit Description: **Northwest**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
602 W. 12th Street	Alturas	CA	96101
1286 North Crest Dr	Crescent City	CA	95531
2305 West Kathleen Ave	Coeur D Alene	ID	83815
118 Main St	Anaconda	MT	59711
114 Anderson	Big Timber	MT	59011
1860 Monad Rd	Billings	MT	59102
751 S 18th St W	Billings	MT	59102
650 Carbon St.	Billings	MT	59102
2499 King Ave West	Billings	MT	59102
2727 Central Ave	Billings	MT	59102
1165 N 14th Ave - Suite 2B	Bozeman	MT	59715
201 Evergreen Drive	Bozeman	MT	59715
1500 N 19th Avenue	Bozeman	MT	59718
201 E Front St	Butte	MT	59701
219 11th Ave SE	Cut Bank	MT	59427
16 N Washington	Dillon	MT	59725
1301 11th Ave South	Great Falls	MT	59405
2100 S 21st Ave	Great Falls	MT	59405
712 Keogh Court	Great Falls	MT	59404
104 State St	Hamilton	MT	59840
1770 2nd St West	Havre	MT	59501
951 West Custer Ave	Helena	MT	59601
333 First Ave East	Kalispell	MT	59901
275 Corporate Dr	Kalispell	MT	59901
2292 US-93 Suite 102	Kalispell	MT	59901
411 Bennett St	Livingston	MT	59047
3275 N Reserve Street	Missoula	MT	59808
3819 Stephens Ave Suite 1B	Missoula	MT	59803
924 So 3rd St West	Missoula	MT	59801
300 Jb Dr	Polson	MT	59860
201 S Platt	Red Lodge	MT	59068
419 Gateway Ave	Astoria	OR	97103
85 E B St	Burns	OR	97720
1400 Newmark Ave	Coos Bay	OR	97420
1505 E Main St	Cottage Grove	OR	97424
1862 SE Godsey Rd	Dallas	OR	97338
475 Laurel Street	Florence	OR	97439
620 Rogue River Hwy	Grants Pass	OR	97526
1080 NE E Street	Grants Pass	OR	97526
300 E Main St	Klamath Falls	OR	97601
3480 Washburn Way	Klamath Falls	OR	97603
1912 4th St Ste 100	La Grande	OR	97850
100 North D Street #9	Lakeview	OR	97630
2800 SE Hwy 101	Lincoln City	OR	97367
2067 Commerce Drive	Medford	OR	97504
3581 Excel Drive	Medford	OR	97504

<b>Address</b>	<b>City</b>	<b>State</b>	<b>Postal Code</b>
765 S Riverside Ave	Medford	OR	97501
926 S Grape St	Medford	OR	97501
1341-C Center Dr	Medford	OR	97501
355 NE 1st St	Newport	OR	97365
152 SW Nye	Pendleton	OR	97801
310 NE Boston St	Roseburg	OR	97470
575 W Harrison St	Roseburg	OR	97470
409 Union St	The Dalles	OR	97058
1014 Pacific Ave	Tillamook	OR	97141
189 Buena Vista Dr	Colville	WA	99114
605 Tulip Street	Coulee Dam	WA	99116
1105 E University Way	Ellensburg	WA	98926
639 N Kellogg St	Kennewick	WA	99336
6416 W. Hood Place	Kennewick	WA	99336
7601 W Clearwater Ave Ste 301	Kennewick	WA	99336
1102 N Columbia Center Blvd	Kennewick	WA	99336
16814 Hwy 103	Longbeach	WA	98631
638 Okoma Dr	Omak	WA	98841
8681 SR 270	Pullman	WA	99163
2529 Main Street First Street Main Entrance	Union Gap	WA	98903
222 NE PARK PLAZA DRIVE	Vancouver	WA	98684
521 NE 136th Ave	Vancouver	WA	98684
1145 Abadie St	Walla Walla	WA	99362
145 Easy St	Wenatchee	WA	98801
1330 N Miller Street	Wenatchee	WA	98801
1005 N 16th Ave	Yakima	WA	98902
8935 HWY 16 W	Buffalo	WY	82834
451 S Durbin St	Casper	WY	82601
6727 Uranium Rd	Casper	WY	82601
475 Newport Road	Casper	WY	82604
440 S Beech St	Casper	WY	82601
1415 E 13th St	Cheyenne	WY	82001
611 E Carlson St - Suite 103	Cheyenne	WY	82009
603 E Carlson Street	Cheyenne	WY	82009
2432 Sheridan Ave	Cody	WY	82414
1800 Wagonhammer Ln	Gillette	WY	82718
410 W Boxelder Rd	Gillette	WY	82718
3575 South Park Dr	Jackson	WY	83001
617 Main St	Lander	WY	82520
243 Superior Ct	Laramie	WY	82072
459 West Main St	Newcastle	WY	82701
880 E Fifth St	Powell	WY	82435
409 6th St	Rawlins	WY	82301
224 E Fremont Ave	Riverton	WY	82501
140 E Loucks	Sheridan	WY	82801
714 Coburn Ave	Worland	WY	82401

Federal Communications Commission Washington, D.C. 20554  <div style="text-align: center;"><b>FCC 396-C</b></div>	OMB 3060-1033 September 2003  FOR FCC USE ONLY
<div style="text-align: center;"><b>Multi-Channel Video Program Distributor EEO Program Annual Report</b></div> <div style="text-align: center;">Read INSTRUCTIONS Before Filling Out Form</div>	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-

FCC Registration Number:

Emp. Unit ID # 13547

**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

JACKSON, WY

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: 13547 Northwest

1. #16 - Participation in any other activities reasonably calculated by the unit to further the goal of disseminating information about employment opportunities in multichannel video programming to job candidates who might otherwise be unaware of such opportunities.

## ***Daily Astorian & Chinook Observer Newspaper Ad***

- March 2, 2020; 28 days
- Description of the activity: Newspaper ad
- Charter Representatives: HR Generalists & Recruiters
- Charter EEO Statement:

“The Spectrum brands (including Spectrum Networks, Spectrum Enterprise and Spectrum Reach) are powered and innovated by Charter Communications. Charter Communications reaffirms its commitment to providing equal opportunities for employment and advancement to qualified employees and applicants. Individuals will be considered for positions for which they meet the minimum qualifications and are able to perform without regard to race, color, gender, age, religion, disability, national origin, veteran status, sexual orientation, gender identity, or any other basis protected by federal, state or local laws.”

- Targeted positions: All open positions

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

## ***Leave and Accommodation 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: **13547**

FCC Unit Description: **Northwest**

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Afton Workforce Services	Afton	WY	83110	brenda.leavitt@wyo.gov	307-886-9260
Afton Workforce Services	Afton	WY	83110	karen.schneider@wyo.gov	307-886-9260
Billings Job Service Workforce Center	Billings	MT	59102	billingsjsc@mt.gov	406-652-3080
Billings Job Service Workforce Center	Billings	MT	59102	daltmaier@mt.gov	406-652-3080
Blue Mountain Action Council	Walla Walla	WA	99362	kathyc@bmacww.org	509-529-4980
Bozeman Job Service Workforce Center	Bozeman	MT	59715	bozemanjsc@mt.gov	406-582-9200
Bright Futures Rogue Community College	Medford	OR	97501	dcaldwell@roguecc.edu	541-245-7538
Butte Job Service Workforce Center	Butte	MT	59701	buttejsc@mt.gov	406-494-0300
Butte Job Service Workforce Center	Butte	MT	59701	mgollinger@mt.gov	406-494-0300
Butte Job Service Workforce Center	Butte	MT	59701	rschalk@mt.gov	406-494-0300
CALIFORNIA DEPT OF REHABILITATION	Riverside	CA		gwen@scrs-ilc.org	9517826650
CALIFORNIA DEPT OF REHABILITATION	Compton	CA		mmcintyr@dor.ca.gov	3106371151
CARES of Washington	Seattle	WA		admin@caresofwa.org	
Casper Workforce Center	Casper	WY	82601	ken.johnson@wyo.gov	307-234-4591
Casper Workforce Center	Casper	WY	82601	vickie.pullen@wyo.gov	307-234-4591
Central City Concern- Employment Access Center	Portland	OR	97209	vivian.lackey@cccconcern.org	503-226-7387
Centro Latino Americano	Eugene	OR	97402	drew@centrolatinoamericano.org	541-687-2667
Cheyenne Workforce Center	Cheyenne	WY	82002	andrea.hixon@wyo.gov	307-777-3700
Clover Park Technical College-WorkSource Affiliate Serving Pierce County	Lakewood	WA	98499	career.center@cptc.edu	253-589-5510
Cody Workforce Center	Cody	WY	82414	christine.houze@wyo.gov	307-587-4241
Community Action Organization	Hillsboro	OR	97213	contact@caowash.org	503-648-6646
CRAFTON HILLS COLLEGE	Yucaipa	CA		fsoutherland@craftonhills.edu	909-389-3361
CYPRESS COLLEGE	Cypress	CA		rrojas@cypresscollege.edu	714-484-7000
DOR - Culver City	Culver City	CA		saguilar@dor.ca.gov	
Douglas Workforce Center	Douglas	WY	82633	dws-wyomingatwork@wyo.gov	307-358-2147
Douglas Workforce Center	Douglas	WY	82633	peggy.banks@wyo.gov	307-358-2147
El Programa Hispano Catolico	Gresham	OR	97030	emolina@elprograma.org	503-669-8350
Gillette Workforce Center	Gillette	WY	82718	constance.brewer@wyo.gov	307-682-9313
Gillette Workforce Center	Gillette	WY	82718	tammy.maxted@wyo.gov	307-682-9313
Goodwill Industries of Wyoming Inc	Cheyenne	WY	82001	aharrison@lonetree.com	307-634-9128
Great Falls Job Service Workforce Center	Great Falls	MT	59405	greatfallsjsc@mt.gov	406-791-5800
Hero 2 Hired Washington		WA		tamie.j.clark.ctr@mail.mil	
Idaho Department of Labor - Coeur d'Alene	Coeur D'Alene	ID	83814	brandia.young@labor.idaho.gov	208-769-1558
Idaho Department of Labor - Coeur d'Alene	Coeur D'Alene	ID	83814	cdamail@labor.idaho.gov	208-769-1558
Idaho Department of Labor - Coeur d'Alene	Coeur D'Alene	ID	83814	robert.shoeman@labor.idaho.gov	208-769-1558
Idaho Department of Labor - Kootenai County	Post Falls	ID	83854	cdamail@labor.idaho.gov	208-457-8789
Idaho Department of Labor - Kootenai County	Post Falls	ID	83854	kcmail@labor.idaho.gov	208-457-8789
Idaho Department of Labor - Kootenai County	Post Falls	ID	83854	robert.shoeman@labor.idaho.gov	208-457-8789
Idaho Department of Labor - Moscow	Moscow	ID	83843	dave.darrow@labor.idaho.gov	208-882-7571
Idaho Department of Labor - Moscow	Moscow	ID	83843	moscowmail@labor.idaho.gov	208-882-7571
Jackson Workforce Center	Jackson	WY	83001	erik.richardson@wyo.gov	307-733-4091
Jackson Workforce Center	Jackson	WY	83001	savannah.verde@wyo.gov	307-733-4091
Job Corps Outreach, Admission and Placement Clackamas County	Portland	OR	97205	rnannini@nwdesi.org	206-343-4148
Job Service Helena	Helena	MT	59620	helenajsc@mt.gov	406-447-3200
Job Service Kalispell	Kalispell	MT	59901	kalispelljsc@mt.gov	406-758-6200
Job Service Missoula	Missoula	MT	59806	dgass@mt.gov	406-728-7060

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Job Service Missoula	Missoula	MT	59806	missoulajsc@mt.gov	406-728-7060
Job Service Missoula	Missoula	MT	59806	snoble@mt.gov	406-728-7060
Lander Workforce Center	Lander	WY	82520	casey.barnum@wyo.gov	307-335-9224
Laramie Workforce Center	Laramie	WY	82070	ashley.laughlin@wyo.gov	307-742-2153
Laramie Workforce Center	Laramie	WY	82070	ken.johnson@wyo.gov	307-742-2153
Life And Career Options	Oregon City	OR	97045	lizzn@clackamas.edu	503-594-3184
LONG BEACH CITY COLLEGE	Long Beach	CA		rbrinker@lbcc.edu	5629384355
Moving On Rogue Community College	Grants Pass	OR	97527	pgreen@rogucecc.edu	541-956-7323
National Veterans Foundation	Los Angeles	CA	90045	rich@nvf.org	310-642-0255
New Directions	Portland	OR	97229	kristen.martin1@pcc.edu	971-722-7448
ODOT Office of Civil Rights Workforce Development	Salem	OR	97301	angela.m.ramos@odot.state.or.us	503-986-4350
Ohdc - Hood River County Regional Office	Hood River	OR	97031	jcortez@ohdc.org	541-386-0333
Ohdc - Klamath County Merrill Field Office	Merrill	OR	97633	spacheco@ohdc.org	541-798-5892
Ohdc - Multnomah County Field Office Gresham	Gresham	OR	97030	fsantos@ohdc.org	503-666-3009
Oregon Tradeswomen Inc	Portland	OR	97212	connie@tradeswomen.net	503-335-8200
PASADENA CITY COLLEGE	Pasadena	CA		yxdelapaz@pasadena.edu	6265853377
PITZER COLLEGE	Claremont	CA		careerservices@pitzer.edu	9096218519
Portland CC Skill Center	Portland	OR	97217	majones@pcc.edu	971-722-5450
Portland Urban League Workforce Development	Portland	OR	97227	MPowe@ulpdx.org	503-280-2600
Portland Youth Builders	Portland	OR	97266	erika.degens@pybpd.org	503-286-9350
Powell Workforce Center	Powell	WY	82435	brad.cline@wyo.gov	307-754-6436
Salvation Army	San Diego	CA		ajsqds@yahoo.com	619-231-6000
SALVATION ARMY	San Pedro	CA		araceli.de.leon@usw.salvationarmy.org	3108327228
SALVATION ARMY	Torrance	CA		ernesto.madrid@usw.salvationarmy.org	3103701986
SAN JOSE JOB CORPS CENTER	San Jose	CA		hipol-tan.febe@jobcorps.org	4082545627
SER-Jobs For Progress, Inc.	Ocean Side	CA	92057	felix.ramirez48@yahoo.com	951-296-2929
Sheridan Workforce Center	Sheridan	WY	82801	constance.brewer@wyo.gov	307-672-9775
Siletz - Confederate Tribes Portland Area Office	Portland	OR	97233	annar@ctsi.nsn.us	503-238-1512
SL Start Community Access	Spokane	WA	99201	pvoe@slstart.com	509-209-2693
SL Start Community Access	Spokane	WA	99201	shannonemclain@gmail.com	509-209-2693
Springfield Main Street Center	Springfield	OR	97478	lawr@lanecc.edu	541-726-3525
The Job Market	Eureka	CA	95501	slandry@co.humboldt.ca.us	707-441-5627
THOMAS AQUINAS COLLEGE	Santa Paula	CA		careers@thomasaquinas.edu	8055254417
Toppenish Affiliate-WorkSource Affiliate Serving Yakima County	Toppenish	WA	98948	marcelinoo@ncactopp.org	509-865-7630
Torrington Workforce Center	Torrington	WY	82240	mark.mckay@wyo.gov	307-532-4171
Torrington Workforce Center	Torrington	WY	82240	tina.morrell@wyo.gov	307-532-4171
Transitional Education	Coos Bay	OR	97420	jhansford@socc.edu	541-888-7116
US Department of Veterans Affairs Vocational Rehabilitation and Employment	Portland	OR	97204	abrams.eddie@dol.gov	
Veteran Employment Center - OR		OR		craig.j.snitker.ctr@mail.mil	503-584-2393
Wenatchee WorkSource Valley Serving Chelan & Douglas Counties	East Wenatchee	WA	98802	thaberlock@esd.wa.gov	509-665-6605
Wheatland Workforce Center	Wheatland	WY	82201	Mark.mckay@wyo.gov	307-322-4741
Work For Warriors (CA Military Department)	San Jose	CA	95134	jason.m.cameron.ctr@mail.mil	916-245-0582
WorkSource - Douglas County	Roseburg	OR	97470	chad.a.alcock@oregon.gov	541-440-3344
WorkSource Affiliate - Long Beach	Long Beach	WA	98631	jgeelan@esd.wa.gov	360-642-6213
WorkSource Affiliate - Long Beach	Long Beach	WA	98631	swatts@esd.wa.gov	360-642-6213
WorkSource Albany	Albany	OR	97321	james.a.munger@oregon.gov	541-967-2171
WorkSource Albany	Albany	OR	97321	steven.w.hickson@oregon.gov	541-967-2171
WorkSource Central Basin - WorkSource Center Serving Grant and Adams County	Moses Lake	WA	98837	eboylston@esd.wa.gov	509-766-2559
WorkSource Central Basin - WorkSource Center Serving Grant and Adams County	Moses Lake	WA	98837	twurl@esd.wa.gov	509-766-2559
WorkSource Columbia Basin	Kennewick	WA	99336	drhamilton@esd.wa.gov	509-734-5900



<b>Agency</b>	<b>City</b>	<b>State</b>	<b>Postal Code</b>	<b>Recipient Email(s)</b>	<b>Phone Number</b>
WorkSource Columbia Basin	Kennewick	WA	99336	rgoad@esd.wa.gov	509-734-5900
WorkSource Columbia Gorge-WorkSource Center Serving Klickitat and Skamania Counties	White Salmon	WA	98672	chede@esd.wa.gov	509-493-1210
WorkSource Columbia Gorge-WorkSource Center Serving Klickitat and Skamania Counties	White Salmon	WA	98672	columbiagorge@esd.wa.gov	509-493-1210
WorkSource Columbia Gorge-WorkSource Center Serving Klickitat and Skamania Counties	White Salmon	WA	98672	ksullivan@esd.wa.gov	509-493-1210
Worksource Connection	Belfair	WA		jjoudrey@esd.wa.gov	360-552-2303
WorkSource Douglas Worklinks - Umpqua Community College Workforce Training Cen.	Roseburg	OR	97470	susan.neeman@umpqua.edu	541-440-4668
WorkSource Goldendale Affiliate-WorkSource Affiliate Serving Klickitat County	Goldendale	WA	98620	chede@esd.wa.gov	509-773-5503
WorkSource Goldendale Affiliate-WorkSource Affiliate Serving Klickitat County	Goldendale	WA	98620	columbiagorge@esd.wa.gov	509-773-5503
WorkSource Klamath	Klamath Falls	OR	97601	orlando.williams@state.or.us	541-883-5630
WorkSource Klamath	Klamath Falls	OR	97601	randal.l.norris@state.or.us	541-883-5630
WorkSource Lane	Eugene	OR	97401	robert.r.ryker@state.or.us	
WorkSource Lane	Eugene	OR	97401	sue@laneworkforce.org	
WorkSource Lane -LCC Workforce Development Department	Eugene	OR	97405	lawr@lanecc.edu	541-463-5223
WorkSource Oregon	Lincoln City	OR	97367	jerry.flores@state.or.us	541-994-6992
WorkSource Oregon - Portland Metro Beaverton/Hillsboro	Beaverton	OR	97006	kurt.j.carlsen@state.or.us	503-526-2700
WorkSource Oregon - Clackamas County One Stop Resource Center	Oregon City	OR	97045	rosemarie.d.harding@oregon.gov	971-673-6400
WorkSource Oregon - Clackamas County One Stop Resource Center	Oregon City	OR	97045	tony.s.walton@state.or.us	971-673-6400
WorkSource Oregon - Columbia County One-Stop	St. Helens	OR	97051	james.a.penley@state.or.us	503-397-4995
WorkSource Oregon - Columbia County One-Stop	St. Helens	OR	97051	leonard.p.butcher@state.or.us	503-397-4995
WorkSource Oregon - Community Services Consortium	Newport	OR	97365	jerry.flores@state.or.us	541-265-8505
WorkSource Oregon - Community Services Consortium	Newport	OR	97365	saundra.k.mies-grantham@oregon.gov	541-265-8505
WorkSource Oregon - La Grande	La Grande	OR	97850	william.b.cole@oregon.gov	541-963-7111
WorkSource Oregon - Portland Metro Tualatin	Tualatin	OR	97062	estanislado.quinones@oregon.gov	503-612-4200
WorkSource Oregon - Portland Metro Tualatin	Tualatin	OR	97062	mariaremedios.p.flores@oregon.gov	503-612-4200
Worksource Oregon - The Dalles	The Dalles	OR	97058	javier.sabah@oregon.gov	541-296-5435
WorkSource Oregon - Tillamook Workforce Development Center	Tillamook	OR	97141	Patrick.C.Preston@oregon.gov	503-842-3244
Worksource Portland Metro Central	Portland	OR	97217	stefanie.siebold@pcc.edu	503-280-6046
Worksource Portland Metro SE	Portland	OR	97206	hwhittleton@seworks.org	503-772-2300
WorkSource Pullman	Pullman	WA	99163	pullmanjobs@esd.wa.gov	509-332-6549
WorkSource Salem	Salem	OR	97301	america.aranda@oregon.gov	503-378-4846
WorkSource Salem	Salem	OR	97301	james.c.freeman@oregon.gov	503-378-4846
WorkSource Vancouver -WorkSource Center Serving Clark County	Vancouver	WA	98684	dhoffman@workforcesw.org	360-735-5000
WorkSource Vancouver -WorkSource Center Serving Clark County	Vancouver	WA	98684	mbenko@esd.wa.gov	360-735-5000
WorkSource Vancouver -WorkSource Center Serving Clark County	Vancouver	WA	98684	momartin@esd.wa.gov	360-735-5000
WorkSource Vancouver -WorkSource Center Serving Clark County	Vancouver	WA	98684	nmallicoat@esd.wa.gov	360-735-5000
WorkSource Vancouver -WorkSource Center Serving Clark County	Vancouver	WA	98684	tcrawford@esd.wa.gov	360-735-5000



<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
WorkSource Walla Walla Affiliate Site At Walla Walla Community College	Walla Walla	WA	99362	meliahopkins@esd.wa.gov	509-527-4279
WorkSource Walla Walla-WorkSource Center Serving Columbia, Garfield, and Walla Walla Counties	Walla Walla	WA	99362	jfranks@esd.wa.gov	509-527-4393
WorkSource Walla Walla-WorkSource Center Serving Columbia, Garfield, and Walla Walla Counties	Walla Walla	WA	99362	jweber@esd.wa.gov	509-527-4393
WorkSource Yakima County-WorkSource Center Serving Yakima County	Yakima	WA	98903	chede@esd.wa.gov	509-574-0174
WorkSource Yakima County-WorkSource Center Serving Yakima County	Yakima	WA	98903	ksullivan@esd.wa.gov	509-574-0174
WorkSource Yakima County-WorkSource Center Serving Yakima County	Yakima	WA	98903	yakimajobs@esd.wa.gov	509-574-0174
WorkSource Yamhill	McMinnville	OR	97128	170@emp.state.or.us	503-472-5118
Wyoming Contractors Association	Casper	WY	82601	bmurphy@vcn.com	307-237-4400

# 2020 FCC Source Evaluation Report

FCC Unit: 13547

FCC Unit Description: Northwest

Source	Applicant Count	Interview Count	Hire Count
Ad - Print	26	26	19
Ad - TV Commercial Advertisement	1	1	0
Campaign - Indeed	39	37	15
Contractor - Conversion	3	3	3
Direct Sourcing - Agency	1	1	1
Direct Sourcing - ATS	65	64	48
Direct Sourcing - Indeed	18	18	10
Direct Sourcing - LinkedIn	4	4	4
Direct Sourcing - Other	31	31	23
Direct Sourcing - Sourcing Specialist	8	8	6
Former Employee - Rehire	33	33	27
Idaho Department of Labor Job Fair	1	0	0
Internal - Internal Hire	22	22	21
Internet - Career Builders	1	1	1
Internet - Craigslist.com	94	94	56
Internet - Facebook.com	25	25	13
Internet - Glassdoor.com	2	2	1
Internet - Google	4	4	2
Internet - Indeed	488	482	322
Internet - LinkedIn	11	11	9
Internet - Monster	1	1	1
Internet - Other	4	4	2
Internet - Ziprecruiter	13	13	8
Job Fair - Diversity	1	1	0
Job Fair - External	3	3	3
Job Fair - Internal	15	15	9
Job Fair - Military/Veterans	1	1	1
Organization - Community Outreach	5	5	4
Other	1	1	0
Referral - Employee Referral	210	209	146
Referral - Manager Referral	7	7	4
Website - External Career Site	8808	1298	69
<b>Grand Total</b>	<b>9946</b>	<b>2425</b>	<b>828</b>

## 2020 FCC Source Report

FCC Unit: **13547**  
FCC Unit Description: **Northwest**

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
<b>241595BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>				
		Website - External Career Site	191	37	6
		Internet - Indeed	4	4	4
		Referral - Employee Referral	3	3	3
		Internet - Craigslist.com	2	2	1
		Direct Sourcing - Other	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Organization - Community Outreach	1	1	1
<b>244245BR</b>	<b>Mgr, Resi Retention Exempt</b>				
		Website - External Career Site	14	1	0
		Referral - Manager Referral	1	1	1
<b>244371BR</b>	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	12	3	1
<b>244372BR</b>	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	15	4	0
		Former Employee - Rehire	1	1	1
<b>244383BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	33	7	0
		Internet - Indeed	2	2	1
<b>244429BR</b>	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	25	2	0
		Internet - Indeed	1	1	1
<b>244487BR</b>	<b>ISP Engineer I Exempt</b>				
		Website - External Career Site	15	4	1
<b>244504BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	16	3	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internet - Indeed	1	1	1
<b>244549BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	36	7	1
		Referral - Employee Referral	3	3	3
		Internet - Indeed	3	3	0
		Internal - Internal Hire	2	2	2
<b>244565BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	82	21	0
		Internal - Internal Hire	2	2	2
		Internet - Indeed	1	1	0
		Internet - Craigslist.com	1	1	1
<b>244622BR</b>	<b>Store Associate - PT Nonexempt</b>				
		Website - External Career Site	5	0	0
		Internet - Indeed	1	1	1
<b>244635BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	28	5	0
		Campaign - Indeed	4	4	4
<b>244677BR</b>	<b>Account Executive Exempt</b>				
		Website - External Career Site	6	2	1
<b>244764BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>				
		Website - External Career Site	191	34	1
		Internet - Facebook.com	7	7	3
		Referral - Employee Referral	6	6	4
		Internet - Craigslist.com	5	5	2
		Internet - Indeed	4	4	4
		Ad - Print	3	3	3
		Former Employee - Rehire	2	2	1
		Internet - Ziprecruiter	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Job Fair - Internal	1	1	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Job Fair - External	1	1	1
<b>244766BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>				
		Website - External Career Site	118	24	0
		Internet - Craigslist.com	11	11	7
		Ad - Print	6	6	5
		Internet - Indeed	3	3	2
		Job Fair - Internal	1	1	0
		Internet - Other	1	1	1
		Internet - LinkedIn	1	1	1
<b>244987BR</b>	<b>RSC Rep I Nonexempt</b>				
		Website - External Career Site	54	5	1
<b>245016BR</b>	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	13	3	0
		Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	0
<b>245154BR</b>	<b>Asst Mgr, Store Exempt</b>				
		Website - External Career Site	7	4	2
<b>245257BR</b>	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	3	0	0
		Internet - Indeed	1	1	1
<b>245462BR</b>	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	2	1	1
		Internet - Indeed	1	1	1
<b>245473BR</b>	<b>Workforce Management Admin Exempt</b>				
		Website - External Career Site	23	3	0
		Internet - Indeed	1	1	1
<b>245695BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>				
		Website - External Career Site	120	18	2
		Referral - Employee Referral	5	5	3
		Internet - Indeed	5	5	3
		Internet - Facebook.com	4	4	4
		Former Employee - Rehire	2	2	1
		Ad - Print	2	2	2
		Internet - Craigslist.com	1	1	1
		Internet - Google	1	1	1
		Internet - Other	1	1	0
		Direct Sourcing - Other	1	1	0
<b>245764BR</b>	<b>EAE - Generalist Exempt</b>				
		Website - External Career Site	7	0	0
		Direct Sourcing - LinkedIn	1	1	1
<b>245815BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	6	0	0
		Campaign - Indeed	1	1	0
		Internet - Indeed	1	1	1
<b>245977BR</b>	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	32	4	1
		Internet - Indeed	1	1	1
<b>245979BR</b>	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	9	0	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	0
<b>245981BR</b>	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	5	1	0
		Internet - Indeed	2	2	1
<b>246016BR</b>	<b>Direct Sales Rep Exempt</b>				
		Website - External Career Site	3	0	0
		Referral - Employee Referral	1	1	1
<b>246111BR</b>	<b>Field Technician III Nonexempt</b>				
		Website - External Career Site	1	1	1
<b>246189BR</b>	<b>Residential Retention Rep Nonexempt</b>				
		Website - External Career Site	53	16	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
246194BR		Referral - Employee Referral	11	11	8
		Internet - Indeed	8	8	5
		Internet - Facebook.com	1	1	0
		Former Employee - Rehire	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Internet - Ziprecruiter	1	1	1
246210BR	RSC Rep I Nonexempt	Website - External Career Site	62	5	0
		Internet - Indeed	4	4	3
246230BR	Field Technician I Nonexempt	Website - External Career Site	37	9	0
		Internet - Indeed	4	4	3
		Idaho Department of Labor Job Fair	1	0	0
246244BR	RSC Rep I Nonexempt	Website - External Career Site	18	5	1
		Internal - Internal Hire	3	3	3
		Internet - Indeed	3	3	2
246322BR	Field Technician I Nonexempt	Website - External Career Site	22	3	0
		Internet - Indeed	1	1	1
246327BR	Field Technician I Nonexempt	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
		Internet - LinkedIn	1	1	1
246345BR	Field Technician I Nonexempt	Website - External Career Site	16	2	0
		Internet - Indeed	1	1	1
246362BR	Store Greeter Nonexempt	Website - External Career Site	54	15	0
		Internet - Indeed	1	1	1
246483BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	102	11	0
		Internet - Craigslist.com	5	5	3
		Referral - Employee Referral	2	2	2
		Job Fair - Internal	2	2	1
		Internet - Indeed	2	2	2
		Direct Sourcing - Other	1	1	0
		Job Fair - External	1	1	1
		Ad - Print	1	1	0
246598BR	Store Associate Nonexempt	Website - External Career Site	17	4	0
		Referral - Employee Referral	1	1	1
246732BR	Facilitator Exempt	Website - External Career Site	39	4	0
		Job Fair - Military/Veterans	1	1	1
246808BR	Area Manager Exempt	Website - External Career Site	19	5	1
246908BR	Field Technician I Nonexempt	Website - External Career Site	17	4	0
		Internet - Indeed	1	1	1
246912BR	Field Technician I Nonexempt	Website - External Career Site	35	13	0
		Internet - Indeed	2	2	2
247049BR	Field Technician I Nonexempt	Internet - Indeed	2	2	2
		Website - External Career Site	1	0	0
		Former Employee - Rehire	1	1	1
247141BR	Direct Sales Rep Exempt	Website - External Career Site	2	1	0
		Internet - Indeed	1	1	1
Store Associate Nonexempt					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
247199BR	Store Associate Nonexempt	Website - External Career Site	40	5	0
		Internet - Indeed	1	1	1
247322BR	Store Associate Nonexempt	Website - External Career Site	10	2	1
247434BR	Account Executive 3 Exempt	Website - External Career Site	19	5	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
247490BR	Field Technician I Nonexempt	Website - External Career Site	6	2	1
247580BR	Store Associate Nonexempt	Website - External Career Site	22	2	0
		Internet - Indeed	2	2	1
247665BR	Field Technician II Nonexempt	Website - External Career Site	7	0	0
		Referral - Employee Referral	1	1	1
247806BR	Field Technician III Nonexempt	Internet - Indeed	1	1	1
247810BR	RSC Rep I Nonexempt	Website - External Career Site	1	1	1
		Referral - Employee Referral	12	2	0
		Former Employee - Rehire	2	2	0
		Internet - Indeed	1	1	1
247811BR	RSC Rep I Nonexempt	Website - External Career Site	69	2	1
247835BR	Direct Sales Rep Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	7	2	0
247836BR	Direct Sales Rep Exempt	Job Fair - External	1	1	1
		Website - External Career Site	12	5	0
247855BR	Field Technician VI Nonexempt	Job Fair - Internal	4	4	1
		Website - External Career Site	11	2	0
247895BR	Field Technician I Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	23	2	0
248056BR	Field Technician I Nonexempt	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	14	5	1
248060BR	Direct Sales Rep Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	6	1	0
		Referral - Employee Referral	1	1	0
248107BR	Residential Retention Rep Nonexempt	Internet - Indeed	7	7	5
		Referral - Employee Referral	4	4	1
		Internet - Ziprecruiter	2	2	1
		Former Employee - Rehire	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	0
		Website - External Career Site	39	10	2
248208BR	Field Technician I Nonexempt	Internet - Indeed	5	5	2
		Direct Sourcing - ATS	3	3	3
		Website - External Career Site	21	0	0
248307BR	Store Associate - PT Nonexempt				



<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
248419BR	Direct Sales Rep Exempt	Website - External Career Site	11	1	0
		Internet - Indeed	1	1	1
248499BR	Store Associate Nonexempt	Website - External Career Site	8	3	0
		Campaign - Indeed	3	3	2
248500BR	Asst Mgr, Store Exempt	Website - External Career Site	15	4	0
		Direct Sourcing - Sourcing Specialist	2	2	2
		Internet - Indeed	2	2	2
248571BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	8	1	0
		Referral - Employee Referral	1	1	1
248584BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	113	18	0
		Referral - Employee Referral	5	5	3
		Internet - Craigslist.com	4	4	3
		Internet - Indeed	1	1	1
		Internet - Ziprecruiter	1	1	1
		Internet - Monster	1	1	1
248634BR	RSC Rep I Nonexempt	Website - External Career Site	80	11	1
		Internet - Indeed	5	5	3
		Internet - Craigslist.com	3	3	2
		Job Fair - Internal	2	2	2
		Referral - Employee Referral	1	1	1
		Ad - Print	1	1	0
		Internet - Ziprecruiter	1	1	1
248650BR	Administrative Assistant Nonexempt	Website - External Career Site	23	2	0
		Referral - Employee Referral	3	3	2
		Internal - Internal Hire	3	3	3
		Former Employee - Rehire	2	2	2
		Internet - Indeed	1	1	1
248717BR	Field Technician II Nonexempt	Website - External Career Site	157	8	0
		Internet - Indeed	1	1	1
248720BR	Field Technician I Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	14	1	0
248797BR	Field Technician I Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	13	1	0
		Internet - Indeed	1	1	1
248806BR	Field Technician I Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	19	3	0
248832BR	Account Executive Exempt	Internet - Indeed	3	3	3
		Website - External Career Site	23	0	0
248837BR	Store Associate Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	12	1	0
248906BR	Field Technician I Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	23	3	0
248909BR	Field Technician I Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	13	1	0
248994BR	Warehouse Technician Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	13	1	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
249025BR	Intern Nonexempt	Website - External Career Site	50	5	0
		Internet - Indeed	1	1	1
249049BR	EAE - Generalist Exempt	Website - External Career Site	25	0	0
		Direct Sourcing - ATS	1	1	1
249096BR	Field Technician I Nonexempt	Website - External Career Site	16	0	0
		Internet - LinkedIn	1	1	1
249152BR	Account Executive Exempt	Website - External Career Site	28	1	0
		Referral - Employee Referral	1	1	1
249200BR	Field Technician III Nonexempt	Website - External Career Site	10	1	0
		Direct Sourcing - ATS	1	1	1
249234BR	Direct Sales Rep Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	5	0	0
249241BR	Direct Sales Rep Exempt	Internet - Indeed	2	1	1
		Website - External Career Site	5	0	0
249261BR	Field Technician I Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	20	6	0
249271BR	Field Technician III Nonexempt	Direct Sourcing - ATS	3	3	3
		Internet - Indeed	1	1	1
249327BR	Store Associate Nonexempt	Website - External Career Site	28	3	0
		Internet - Indeed	2	2	1
249381BR	Store Associate Nonexempt	Website - External Career Site	25	4	0
		Internet - LinkedIn	1	1	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internet - Indeed	1	1	1
249402BR	Direct Sales Rep Exempt	Website - External Career Site	8	3	0
		Internet - Indeed	2	2	0
		Former Employee - Rehire	1	1	1
249412BR	Store Associate Nonexempt	Website - External Career Site	22	5	1
		Website - External Career Site	12	4	0
249533BR	Field Technician I Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	46	6	0
249552BR	Field Technician I Nonexempt	Direct Sourcing - ATS	6	6	5
		Website - External Career Site	49	10	0
249564BR	Residential Retention Rep Nonexempt	Referral - Employee Referral	7	7	4
		Internet - Indeed	4	4	1
		Ad - TV Commercial Advertisement	1	1	0
		Former Employee - Rehire	1	1	1
		Website - External Career Site	4	0	0
249664BR	Direct Sales Rep Exempt	Organization - Community Outreach	1	1	1
		Website - External Career Site	4	0	0
249854BR	RSC Rep I Nonexempt	Website - External Career Site	75	14	1
		Internal - Internal Hire	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>
249867BR	Direct Sales Rep Exempt				
		Website - External Career Site	11	3	0
		Internet - Indeed	5	5	1
250006BR	Store Greeter Nonexempt				
		Website - External Career Site	63	4	0
		Referral - Employee Referral	2	2	1
250048BR	Account Executive Exempt				
		Website - External Career Site	11	2	0
		Internet - Indeed	1	1	1
		Referral - Manager Referral	1	1	0
250146BR	Account Executive Exempt				
		Website - External Career Site	7	0	0
		Former Employee - Rehire	1	1	1
250290BR	Field Technician I Nonexempt				
		Website - External Career Site	22	3	0
		Direct Sourcing - ATS	3	3	3
250452BR	Store Associate Nonexempt				
		Website - External Career Site	6	0	0
		Internet - Indeed	1	1	1
250626BR	Direct Sales Rep Exempt				
		Internet - Indeed	1	1	1
250628BR	Direct Sales Rep Exempt				
		Website - External Career Site	3	1	1
250639BR	Direct Sales Rep Exempt				
		Website - External Career Site	7	5	0
		Direct Sourcing - ATS	3	2	1
		Internet - Indeed	2	1	1
		Referral - Employee Referral	1	1	0
		Internet - Ziprecruiter	1	1	0
250678BR	Field Technician I Nonexempt				
		Website - External Career Site	10	0	0
		Internet - Indeed	1	1	1
250699BR	Field Technician I Nonexempt				
		Website - External Career Site	17	1	0
		Internet - Indeed	1	1	1
250911BR	Direct Sales Rep Exempt				
		Website - External Career Site	15	7	0
		Campaign - Indeed	2	2	1
		Direct Sourcing - ATS	1	1	0
250994BR	Store Associate Nonexempt				
		Website - External Career Site	13	1	0
		Internet - LinkedIn	1	1	1
251083BR	Direct Sales Rep Exempt				
		Website - External Career Site	5	1	0
		Internet - Indeed	1	1	1
251200BR	Residential Retention Rep Nonexempt				
		Website - External Career Site	51	14	0
		Referral - Employee Referral	14	14	9
		Internet - Indeed	7	7	3
		Direct Sourcing - Indeed	2	2	1
		Internet - Craigslist.com	1	1	1
		Internet - Facebook.com	1	1	0
		Internet - Ziprecruiter	1	1	1
251358BR	RSC Rep I Nonexempt				
		Website - External Career Site	44	16	7
		Referral - Employee Referral	4	4	2
		Internal - Internal Hire	2	2	2
		Internet - Indeed	2	2	1
		Former Employee - Rehire	1	1	1
251400BR	Store Associate Nonexempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
251634BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	11	1	0
		Internet - Indeed	1	1	1
251636BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	95	13	0
		Referral - Employee Referral	5	5	3
		Internet - Indeed	5	5	3
		Direct Sourcing - Other	4	4	3
		Internet - Craigslist.com	3	3	1
251704BR	Field Technician I Nonexempt	Website - External Career Site	110	24	0
		Internet - Indeed	11	11	7
		Job Fair - Internal	5	5	5
		Referral - Employee Referral	3	3	3
		Ad - Print	2	2	2
		Direct Sourcing - Other	1	1	1
		Internet - Career Builders	1	1	1
		Internet - Craigslist.com	1	1	1
		Internet - Facebook.com	1	1	0
251705BR	Direct Sales Rep Exempt	Website - External Career Site	17	4	2
		Internet - Indeed	1	1	0
251932BR	Sr Supply Chain Coordinator Nonexempt	Website - External Career Site	18	4	0
		Direct Sourcing - ATS	1	1	1
251957BR	Store Associate Nonexempt	Website - External Career Site	19	5	0
		Former Employee - Rehire	1	1	1
251979BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	7	1	0
		Internet - Indeed	1	1	1
251981BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	136	32	3
		Internet - Indeed	10	10	8
		Referral - Employee Referral	8	8	7
		Internet - Craigslist.com	6	6	6
		Direct Sourcing - Sourcing Specialist	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Facebook.com	1	1	1
251984BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	99	16	1
		Internet - Indeed	3	3	3
		Internet - Craigslist.com	2	2	1
		Referral - Employee Referral	1	1	0
		Ad - Print	1	1	1
		Internet - Google	1	1	1
252072BR	Store Associate Nonexempt	Website - External Career Site	115	20	3
		Internet - Craigslist.com	7	7	1
		Internet - Indeed	5	5	3
		Referral - Employee Referral	5	5	4
		Direct Sourcing - Indeed	1	1	0
		Internet - Ziprecruiter	1	1	0
		Direct Sourcing - Other	1	1	1
		Internet - Facebook.com	1	1	0
		Internet - Google	1	1	0
252091BR	Direct Sales Rep Exempt	Website - External Career Site	51	3	0
		Internet - Indeed	1	1	1
252156BR	Area Manager Exempt	Website - External Career Site	10	3	0
		Direct Sourcing - ATS	1	1	1
252345BR		Website - External Career Site	54	13	0
		Internet - Indeed	1	1	1

<b>Requisition</b>	<b>Job Title</b>	<b>Source</b>	<b>Applicant Count</b>	<b>Interview Count</b>	<b>Hire Count</b>
<b>252373BR</b>	<b>Direct Sales Rep Exempt</b>	Website - External Career Site	17	5	0
		Direct Sourcing - ATS	3	3	1
		Campaign - Indeed	1	1	0
<b>252395BR</b>	<b>Field Technician I Nonexempt</b>	Website - External Career Site	8	1	0
		Direct Sourcing - ATS	1	1	1
<b>252411BR</b>	<b>Direct Sales Rep Exempt</b>	Website - External Career Site	23	1	0
		Internet - Indeed	8	8	3
		Referral - Employee Referral	1	1	0
<b>252414BR</b>	<b>Sup, Resi Retention Exempt</b>	Website - External Career Site	11	0	0
		Internal - Internal Hire	2	2	2
		Former Employee - Rehire	1	1	1
<b>252695BR</b>	<b>Direct Sales Rep Exempt</b>	Website - External Career Site	12	2	0
		Campaign - Indeed	3	3	1
		Internet - Indeed	2	2	0
<b>252697BR</b>	<b>Field Technician I Nonexempt</b>	Website - External Career Site	32	3	0
		Direct Sourcing - ATS	4	4	3
<b>252728BR</b>	<b>Field Technician I Nonexempt</b>	Website - External Career Site	42	15	0
		Direct Sourcing - ATS	4	4	2
		Internal - Internal Hire	1	1	1
<b>252771BR</b>	<b>Direct Sales Rep Exempt</b>	Website - External Career Site	11	2	0
		Internet - Indeed	6	6	3
		Campaign - Indeed	1	1	0
<b>252824BR</b>	<b>Direct Sales Rep Exempt</b>	Website - External Career Site	9	2	0
		Internet - Indeed	3	3	1
		Campaign - Indeed	1	1	0
		Internal - Internal Hire	1	1	1
<b>252943BR</b>	<b>Field Technician I Nonexempt</b>	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
<b>253171BR</b>	<b>Store Associate Nonexempt</b>	Website - External Career Site	17	4	0
		Referral - Employee Referral	1	1	1
<b>253213BR</b>	<b>Sr Mgr, Government Affairs Exempt</b>	Website - External Career Site	52	6	1
<b>253270BR</b>	<b>Field Technician I Nonexempt</b>	Website - External Career Site	12	2	0
		Internet - Indeed	1	1	1
<b>253320BR</b>	<b>MAE - Generalist Exempt</b>	Website - External Career Site	34	3	0
		Direct Sourcing - LinkedIn	1	1	1
<b>253487BR</b>	<b>Direct Sales Rep Exempt</b>	Website - External Career Site	15	0	0
		Campaign - Indeed	3	3	2
<b>253618BR</b>	<b>Residential Retention Rep Nonexempt</b>	Website - External Career Site	74	15	0
		Referral - Employee Referral	13	13	9
		Internet - Indeed	11	11	7
		Former Employee - Rehire	1	1	0
		Referral - Manager Referral	1	1	0
<b>253618BR</b>	<b>Store Associate Nonexempt</b>	Website - External Career Site	17	0	0
		Internet - Indeed	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>
<b>253666BR</b>	<b>EAE - Generalist Exempt</b>				
		Website - External Career Site	46	0	0
		Direct Sourcing - ATS	1	1	0
		Direct Sourcing - LinkedIn	1	1	1
<b>253749BR</b>	<b>Maintenance Technician I Nonexempt</b>				
		Website - External Career Site	9	3	0
		Internet - Indeed	1	1	1
<b>253814BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>				
		Website - External Career Site	133	21	0
		Internet - Indeed	8	8	3
		Internet - Craigslist.com	3	3	0
		Ad - Print	2	2	1
		Job Fair - Diversity	1	1	0
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
		Former Employee - Rehire	1	1	0
		Internet - Facebook.com	1	1	0
		Direct Sourcing - Other	1	1	1
<b>253820BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>				
		Website - External Career Site	115	20	0
		Internet - Indeed	5	5	5
		Referral - Employee Referral	5	5	5
		Internet - Craigslist.com	3	3	1
		Ad - Print	2	2	1
		Internet - Facebook.com	2	2	2
		Internet - LinkedIn	1	1	1
		Former Employee - Rehire	1	1	0
<b>253894BR</b>	<b>Account Executive Exempt</b>				
		Website - External Career Site	36	2	0
		Referral - Employee Referral	1	1	1
<b>254068BR</b>	<b>Field Technician III Nonexempt</b>				
		Former Employee - Rehire	1	1	1
<b>254082BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>				
		Website - External Career Site	88	17	0
		Internet - Indeed	7	7	6
		Internet - Craigslist.com	4	4	3
		Ad - Print	1	1	0
		Referral - Employee Referral	1	1	1
		Internet - Facebook.com	1	1	1
		Internet - Google	1	1	0
<b>254083BR</b>	<b>Rep 1, Cust Svc Billing Nonexempt</b>				
		Website - External Career Site	91	17	0
		Internet - Indeed	7	7	5
		Direct Sourcing - Other	6	6	4
		Internet - Craigslist.com	3	3	0
		Referral - Employee Referral	1	1	1
		Organization - Community Outreach	1	1	1
<b>254146BR</b>	<b>Store Associate Nonexempt</b>				
		Website - External Career Site	28	3	0
		Internet - Indeed	2	2	1
<b>254258BR</b>	<b>RSC Rep I Nonexempt</b>				
		Website - External Career Site	29	6	0
		Internet - Indeed	5	5	3
		Referral - Employee Referral	2	2	2
<b>254310BR</b>	<b>Maintenance Technician I Nonexempt</b>				
		Website - External Career Site	3	0	0
		Former Employee - Rehire	1	1	1
<b>254379BR</b>	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	18	6	0
		Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	1
<b>254452BR</b>	<b>Field Technician I Nonexempt</b>				
		Website - External Career Site	66	8	0
		Direct Sourcing - ATS	4	4	4



Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
254530BR		Referral - Employee Referral	2	2	2
	Store Associate Nonexempt				
		Website - External Career Site	6	2	0
		Internet - Indeed	1	1	1
254637BR					
	Field Technician I Nonexempt				
		Website - External Career Site	6	0	0
		Internet - Indeed	3	1	1
254707BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	6	1	0
		Direct Sourcing - ATS	2	2	1
		Internet - Ziprecruiter	1	1	0
254802BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	10	3	0
		Direct Sourcing - ATS	2	2	2
254814BR					
	Field Technician I Nonexempt				
		Website - External Career Site	6	2	0
		Direct Sourcing - ATS	1	1	1
254880BR					
	RSC Rep I Nonexempt				
		Website - External Career Site	43	3	0
		Internet - Indeed	2	2	2
		Internal - Internal Hire	1	1	1
254940BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	32	5	0
		Internet - Indeed	5	5	2
		Internal - Internal Hire	1	1	0
254941BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	12	4	0
		Campaign - Indeed	6	6	2
		Internet - Indeed	3	3	1
254960BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	15	3	0
		Direct Sourcing - ATS	2	2	1
255018BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	18	2	0
		Direct Sourcing - ATS	3	3	1
255037BR					
	Account Executive Exempt				
		Website - External Career Site	16	1	0
		Referral - Employee Referral	1	1	1
255182BR					
	Residential Retention Rep Nonexempt				
		Website - External Career Site	62	11	0
		Referral - Employee Referral	8	8	5
		Internet - Indeed	8	8	2
		Internet - Ziprecruiter	1	1	0
255213BR					
	Store Associate Nonexempt				
		Website - External Career Site	5	1	0
		Internet - Indeed	1	1	1
255268BR					
	Department Assistant Nonexempt				
		Website - External Career Site	18	2	0
		Direct Sourcing - ATS	1	1	1
255397BR					
	Store Associate Nonexempt				
		Website - External Career Site	8	2	0
		Internet - Indeed	2	2	2
255405BR					
	Field Technician I Nonexempt				
		Website - External Career Site	12	1	0
		Direct Sourcing - ATS	1	1	1
255662BR					
	Store Associate Nonexempt				
		Website - External Career Site	11	0	0
		Referral - Employee Referral	1	1	1
255709BR					
	Asst Mgr, Store Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
255854BR	Account Executive Exempt	Website - External Career Site	37	5	0
		Internet - Indeed	1	1	1
255856BR	Account Executive Exempt	Website - External Career Site	10	0	0
		Referral - Employee Referral	1	1	1
255893BR	Field Technician I Nonexempt	Website - External Career Site	34	4	0
		Referral - Employee Referral	1	1	1
255988BR	Direct Sales Rep Exempt	Website - External Career Site	31	10	3
		Website - External Career Site	8	3	0
256229BR	Direct Sales Rep Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	1	0	0
256246BR	Residential Retention Rep Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	61	9	0
256272BR	Direct Sales Rep Exempt	Referral - Employee Referral	13	13	7
		Internet - Indeed	9	9	6
		Contractor - Conversion	1	1	1
		Internet - Facebook.com	1	1	0
256346BR	Recruiter I Exempt	Website - External Career Site	6	1	0
		Direct Sourcing - ATS	2	2	1
256409BR	Direct Sales Rep Exempt	Website - External Career Site	54	3	0
		Internet - LinkedIn	1	1	1
256570BR	Store Associate Nonexempt	Website - External Career Site	14	2	0
		Campaign - Indeed	1	1	0
		Direct Sourcing - ATS	1	1	1
256807BR	Construction Coordinator I Nonexempt	Website - External Career Site	15	2	1
		Website - External Career Site	5	0	0
256870BR	Rep 1, Cust Svc Billing Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	89	16	2
256878BR	Direct Sales Rep Exempt	Internet - Indeed	9	9	6
		Internet - Craigslist.com	7	7	4
		Direct Sourcing - Other	6	6	4
		Referral - Employee Referral	2	2	1
		Internet - LinkedIn	2	2	2
		Direct Sourcing - Agency	1	1	1
		Website - External Career Site	22	5	0
256930BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	2	2	1
		Campaign - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
257095BR	RSC Rep I Nonexempt	Website - External Career Site	12	2	0
		Direct Sourcing - ATS	1	1	1
257103BR	Field Technician I Nonexempt	Website - External Career Site	38	1	0
		Internet - Indeed	2	2	2
		Former Employee - Rehire	1	1	1
257143BR		Website - External Career Site	1	1	0
		Referral - Employee Referral	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>
257162BR	EAE - Generalist Exempt	Website - External Career Site	18	1	0
		Direct Sourcing - LinkedIn	1	1	1
257356BR	Store Associate Nonexempt	Website - External Career Site	21	2	0
		Internet - Indeed	1	1	1
257366BR	Field Technician I Nonexempt	Website - External Career Site	3	0	0
		Internet - Indeed	1	1	1
257504BR	Maintenance Technician III Nonexempt	Former Employee - Rehire	1	1	1
257511BR	Direct Sales Rep Exempt	Website - External Career Site	13	0	0
		Internet - Indeed	7	7	2
257527BR	Direct Sales Rep Exempt	Website - External Career Site	9	2	0
		Internet - Indeed	7	7	3
257553BR	Store Associate Nonexempt	Website - External Career Site	16	3	0
		Internet - Indeed	1	1	1
257590BR	Store Associate Nonexempt	Website - External Career Site	59	2	0
		Internet - Indeed	2	2	1
257637BR	Field Technician I Nonexempt	Website - External Career Site	17	2	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
257822BR	Field Technician II Nonexempt	Contractor - Conversion	1	1	1
257953BR	Store Associate Nonexempt	Website - External Career Site	20	1	0
		Internet - Indeed	1	1	1
257986BR	Residential Retention Rep Nonexempt	Website - External Career Site	76	16	1
		Referral - Employee Referral	7	7	2
		Campaign - Indeed	5	5	1
		Internet - Indeed	3	3	1
		Internet - Facebook.com	2	2	2
		Direct Sourcing - Indeed	1	1	1
		Referral - Manager Referral	1	1	1
258222BR	Asst Mgr, Store Exempt	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
258342BR	Account Executive Exempt	Website - External Career Site	2	0	0
		Referral - Employee Referral	1	1	1
258737BR	Maintenance Technician I Nonexempt	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
258755BR	Store Associate Nonexempt	Website - External Career Site	7	1	0
		Internet - Indeed	1	1	1
258756BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	222	25	0
		Internet - Indeed	16	16	13
		Internet - Craigslist.com	2	2	1
		Referral - Employee Referral	2	2	1
		Direct Sourcing - Other	1	1	1
258756BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	240	46	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
258907BR	Store Associate Nonexempt	Internet - Indeed	18	18	12
		Internet - Craigslist.com	7	7	7
		Direct Sourcing - Other	3	3	2
		Internet - Other	2	2	1
		Internet - Glassdoor.com	1	1	0
		Referral – Manager Referral	1	1	1
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	1	1	0
259046BR	Asst Mgr, Store Exempt	Website - External Career Site	57	11	0
		Internet - Indeed	7	7	2
		Direct Sourcing - Sourcing Specialist	1	1	0
		Referral - Employee Referral	1	1	0
259048BR	Store Associate Nonexempt	Website - External Career Site	24	2	1
		Internal - Internal Hire	1	1	1
259055BR	Store Associate Nonexempt	Referral – Manager Referral	1	1	0
		Website - External Career Site	36	4	0
		Internal - Internal Hire	1	1	1
259083BR	Asst Mgr, Store Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	18	4	0
259162BR	Field Technician I Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	2	1	1
259695BR	Field Technician II Nonexempt	Internet - Indeed	1	1	1
		Contractor - Conversion	1	1	1
259883BR	Store Associate Nonexempt	Website - External Career Site	11	2	0
		Internet - Indeed	1	1	1
259971BR	Field Technician I Nonexempt	Website - External Career Site	13	3	0
		Internet - Indeed	2	2	1
260016BR	Store Associate Nonexempt	Website - External Career Site	16	1	0
		Internet - Indeed	1	1	1
260050BR	Residential Retention Rep Nonexempt	Website - External Career Site	65	0	0
		Internet - Indeed	5	5	1
		Referral - Employee Referral	4	4	3
		Campaign - Indeed	3	3	0
		Direct Sourcing - Indeed	3	3	1
		Ad - Print	2	2	1
		Internet - Facebook.com	2	2	0
		Organization - Community Outreach	1	1	0
		Former Employee - Rehire	1	1	0
		Sr Mgr, Government Affairs Exempt	Website - External Career Site	28	4
260200BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	249	35	0
		Internet - Indeed	10	10	5
		Internet - Craigslist.com	4	4	3
		Referral - Employee Referral	2	2	2
260206BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	321	38	0
		Internet - Indeed	25	25	18
		Referral - Employee Referral	4	4	4
		Internet - Craigslist.com	4	4	3

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
260210BR	Rep 1, Cust Svc Billing Nonexempt	Direct Sourcing - Other	3	3	3
		Ad - Print	1	1	1
		Organization - Community Outreach	1	1	1
260367BR	Field Technician I Nonexempt	Website - External Career Site	290	28	0
		Internet - Indeed	13	13	7
		Referral - Employee Referral	4	4	2
		Internet - Craigslist.com	1	1	0
		Direct Sourcing - Other	1	1	1
260388BR	Store Associate Nonexempt	Website - External Career Site	11	1	0
		Internet - Indeed	1	1	1
260471BR	Store Associate Nonexempt	Website - External Career Site	22	6	0
		Internet - Indeed	1	1	1
260593BR	Account Executive Exempt	Website - External Career Site	12	0	0
		Referral - Manager Referral	1	1	1
260974BR	Sup, Customer Service Exempt	Website - External Career Site	98	7	0
		Internet - Indeed	1	1	1
261210BR	ISP Engineer I Exempt	Website - External Career Site	17	4	0
		Former Employee - Rehire	1	1	1
261479BR	Field Technician III Nonexempt	Website - External Career Site	1	1	1
261487BR	Residential Retention Rep Nonexempt	Website - External Career Site	62	0	0
		Referral - Employee Referral	5	4	5
		Internet - Indeed	4	3	1
		Direct Sourcing - Indeed	4	4	2
		Campaign - Indeed	3	1	1
		Ad - Print	1	1	1
261530BR	Asst Mgr, Store Exempt	Website - External Career Site	16	1	0
		Internet - Indeed	1	1	1
261623BR	Store Associate Nonexempt	Website - External Career Site	22	6	0
		Internet - Indeed	1	1	1
261637BR	Store Associate Nonexempt	Website - External Career Site	5	0	0
		Internet - Indeed	1	1	1
261809BR	Store Associate Nonexempt	Website - External Career Site	17	6	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Referral - Employee Referral	1	1	0
261981BR	Asst Mgr, Store Exempt	Website - External Career Site	12	4	1
262192BR	Store Associate Nonexempt	Website - External Career Site	10	1	0
		Internet - Indeed	1	1	1
262343BR	Residential Retention Rep Nonexempt	Website - External Career Site	74	1	1
		Internet - Indeed	6	6	1
		Direct Sourcing - Other	1	1	1
		Internet - LinkedIn	1	1	1
262395BR	Store Associate Nonexempt				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
262435BR	Store Associate Nonexempt	Website - External Career Site	21	5	0
		Referral - Employee Referral	1	1	1
262481BR	Sup, Customer Service Exempt	Website - External Career Site	47	7	0
		Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	1
262678BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	201	6	0
		Internet - Indeed	2	2	2
262889BR	Store Associate - PT Nonexempt	Website - External Career Site	477	59	2
		Internet - Indeed	34	34	28
		Referral - Employee Referral	9	9	8
		Internet - Craigslist.com	4	4	3
		Internet - Glassdoor.com	1	1	1
		Other	1	1	0
		Internet - Ziprecruiter	1	1	1
263013BR	Store Associate Nonexempt	Website - External Career Site	5	0	0
		Internet - Indeed	1	1	1
263119BR	Residential Retention Rep Nonexempt	Website - External Career Site	56	12	0
		Internet - Indeed	3	3	3
263296BR	Direct Sales Rep Exempt	Website - External Career Site	71	6	2
		Direct Sourcing - Indeed	4	4	2
		Internet - Indeed	3	3	1
		Referral - Employee Referral	2	2	0
		Campaign - Indeed	1	1	1
		Ad - Print	1	1	1
		Internet - LinkedIn	1	1	0
263475BR	Direct Sales Rep Exempt	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
263626BR	Direct Sales Rep Exempt	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
263664BR	Direct Sales Rep Exempt	Website - External Career Site	3	3	1
Grand Total		Website - External Career Site	1	1	1
			9946	2425	828