

2021 FCC Unit Structure

FCC Unit: 13547 Northwest

Address	City	State	Postal Zip Code
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
2499 King Ave West	Billings	MT	59102
2727 Central Ave	Billings	MT	59102
650 Carbon St.	Billings	MT	59102
751 S 18th St W	Billings	MT	59102
1165 N 14th Ave - Suite 2B	Bozeman	MT	59715
1500 N 19th Avenue	Bozeman	MT	59718
201 Evergreen Drive	Bozeman	MT	59715
511 W Mendenhall	Bozeman	MT	59715
201 E Front St	Butte	MT	59701
3201 and 3203 Harrison Avenue	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
3215 N Montana Ave	Helena	MT	59602
951 West Custer Ave	Helena	MT	59601
2292 US-93 Suite 102	Kalispell	MT	59901
275 Corporate Dr	Kalispell	MT	59901
333 First Ave East	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
1230 N Bayshore Drive	Coos Bay	OR	97420
1400 Newmark Ave	Coos Bay	OR	97420

Address	City	State	Postal Zip Code
1505 E Main St	Cottage Grove	OR	97424
1862 SE Godsey Rd	Dallas	OR	97338
475 Laurel Street	Florence	OR	97439
1080 NE E Street	Grants Pass	OR	97526
620 Rogue River Hwy	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
765 S Riverside Ave	Medford	OR	97501
926 S Grape St	Medford	OR	97501
2310 North Oregon Coast Highway	Newport	OR	97365
355 NE 1st St	Newport	OR	97365
152 SW Nye	Pendleton	OR	97801
1500 NW Mullholland Drive	Roseburg	OR	97471
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
1546 SE Ensign Lane	Warrenton	OR	97146
189 Buena Vista Dr	Colville	WA	99114
605 Tulip Street	Coulee Dam	WA	99116
1105 E University Way	Ellensburg	WA	98926
1102 N Columbia Center Blvd	Kennewick	WA	99336
639 N Kellogg St	Kennewick	WA	99336
6416 W. Hood Place	Kennewick	WA	99336
7601 W Clearwater Ave Ste 301	Kennewick	WA	99336
16814 Hwy 103	Longbeach	WA	98631
638 Okoma Dr	Omak	WA	98841
5802 North Road 68	Pasco	WA	99301
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
1330 N Miller Street	Wenatchee	WA	98801
145 Easy St	Wenatchee	WA	98801
1005 N 16th Ave	Yakima	WA	98902
8935 HWY 16 W	Buffalo	WY	82834
440 S Beech St	Casper	WY	82601

Address	City	State	Postal Zip Code
451 S Durbin St	Casper	WY	82601
475 Newport Road	Casper	WY	82604
6727 Uranium Rd	Casper	WY	82601
1415 E 13th St	Cheyenne	WY	82001
611 E Carlson St - Suite 103	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
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
300 N 4th St	Worland	WY	82401

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

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 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) 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: 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.**

Buckrail Ad

- March 24, 2021 – June 24, 2021
- Description: Online job posting with local news
- Charter Representation: Recruiters
- How the activity promotes EEO:
 - "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.**

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: 13547 Northwest

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
Arc - Magic City Enterprises Inc.	ssparks@mcewyo.org	(307) 637-8869	1780 Westland Rd	Cheyenne	WY	82001-3322
Austin Community College	jpcairn@austinctc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	TX	78752-4390
Bellingham Division of Vocational Rehabilitation	carl.johnston@dshs.wa.gov	360-714-4136	4101 Meridian St	Bellingham	WA	98226-5514
Bill J. Priest Institute for Economic Development	eccjobs@dcccc.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111
Billings Job Service	jrife@mt.gov	406-652-3080	2121 Rosebud Dr	Billings	MT	59102-6293
Billings Job Service Workforce Center	ccecil@mt.gov	(406) 652-3080	2121 Rosebud Dr	Billings	MT	59102-6293
Brookhaven College	bhcjobs@dcccc.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906
Butte Job Service Workforce Center	Michael.Monroe@mt.gov	(406) 494-0316	2201 White Blvd	Butte	MT	59701-3829
Cascadia Community College	finald@cascadia.edu	425-352-8000	18345 Campus Way Ne	Bothell	WA	98011-8205
Casper Vet Center	rebecca.schuler@va.gov	307-261-5355	1030 N Poplar St	Casper	WY	82601-1378
Central Washington University	career@cwu.edu	509-963-1982	400 E University Way	Ellensburg	WA	98926-7502
Centrallia Division of Vocational Rehabilitation	mcmooaf@dshs.wa.gov	800-830-2791	1000 Kresky Ave	Centrallia	WA	98531-3700
Cheyenne Vet Center	Gregory.Osler@va.gov	(307) 778-7370	3219 E Pershing Blvd	Cheyenne	WY	82001-5769
Cheyenne Workforce Center	michael.davis@wyo.gov	(307) 777-3700	1510 E Pershing Blvd	Cheyenne	WY	82001-3270
Colville WorkSource Division of Vocational Rehabilitation	lesa.crane@dshs.wa.gov	509-685-6147	956 S Main St	Colville	WA	99114-2505
Disability Action Center - Lewiston	molly@dacnw.org	208-746-9033	307 19th St	Lewiston	ID	83501-2053
Disabled American Veterans - Blue Mt Chapter #46	bluemtdav@hotmail.com	509-386-7876	424 Ne 8th Ave	Milton Freewater	OR	97862-9722
Disabled American Veterans - Coos County Chapter #38	kkaowens@msn.com	541-756-2390	2249 Commercial St	North Bend	OR	97459-1330
Disabled American Veterans - Grants Pass Chapter #11	r.cole65@live.com	(541) 761-9512	3012 Lower River Rd	Grants Pass	OR	97526-9045
Disabled American Veterans - Vancouver #4	bobolink69@juno.com	360-693-7030	Po Box 65238	Vancouver	WA	98665-0008
Disabled American Veterans - Yakima Valley #8	dav_dso@yahoo.com	509-575-4748	911 N 15th Ave	Yakima	WA	98902-1301
Displaced Homemakers Center - Career Futures, Inc.	careerft@aol.com	406-723-9101	55 W Granite St	Butte	MT	59701-9213
Douglas County Veteran Services	Chad.A.Alcock@oregon.gov	541-440-3344	1036 Se Douglas Ave	Roseburg	OR	97470-3301
Everett Division of Vocational Rehabilitation	rodrim@dshs.wa.gov	800-745-5960	840 N Broadway	Everett	WA	98201-1299
Gillette Workforce Center	constance.brewer@wyo.gov	307-682-9313	551 Running W Dr Ste 100	Gillette	WY	82718-2007
Gonzaga University	vissia@gonzaga.edu		502 E Boone Ave	Spokane	WA	99258-1774
Grants Pass Vet Center	christopher.cooper4@va.gov		211 Se 10th St	Grants Pass	OR	97526-3214
Havre Job Service Workforce Center	havrejsc@mt.gov	866-288-9642	160 1st Ave	Havre	MT	59501-3542
Helena Job Service Workforce Center	Justin.Kendhammer@mt.gov	(406) 447-3200	715 Front St	Helena	MT	59601-3308
Helena Job Service Workforce Center	mlarson2@mt.gov	(406) 447-3200	715 Front St	Helena	MT	59601-3308
Idaho Commission for the Blind and Visually Impaired	dard@cbvi.idaho.gov	208-334-3220	341 W Washington St	Boise	ID	83702-5943
Idaho Department of Labor	Kenneth.Scott@labor.idaho.gov	(208) 773-5773	600 N Thornton St	Post Falls	ID	83854-7495
Idaho Department of Labor	robert.shoeman@labor.idaho.gov	208-769-1558	600 N Thornton St	Post Falls	ID	83854-7495
Idaho Department of Labor - Sandpoint	tyler.anderson@labor.idaho.gov	208-263-7544	2101 Pine St	Sandpoint	ID	83864-9327
Idaho Department of Labor - St. Maries	ray.roberston@labor.idaho.gov	208-245-2518	105 N 8th St	St Maries	ID	83861-1845
Jackson County Veteran Services	jcvs@jacksoncounty.org	541-774-8214	1000 E Main St Ste 3	Medford	OR	97504-7449
Josephine County Veteran Services	lshiple@co.josephine.or.us	541-474-5454	500 Nw 6th St Dept 15	Grants Pass	OR	97526-1975
Klamath County Veteran Services	kpierce@co.klamath.or.us	541-883-4274	123 N 4th St	Klamath Falls	OR	97601-6320
La Grande One Stop	william.b.cole@oregon.gov	541-963-7111	1901 Adams Ave	La Grande	OR	97850-2962
Lane County Veteran Services	Joseph.Reiley@co.lane.or.us	541-682-4191	151 W 7th Ave Ste 460	Eugene	OR	97401-2765
Lane Independent Living Alliance	jmueller@lilaoregon.org	541-607-7020	99 W 10th Ave	Eugene	OR	97401-3001
Larimer County Workforce Center	sharon.lindell@state.co.us	303-636-1160	200 W Oak St Ste 5000	Fort Collins	CO	80521-2713
Missoula Job Service	snoble@mt.gov	406-728-7060	539 S 3rd St W	Missoula	MT	59801-2517
Montana IL Project (MILP)	bmaffit@milp.us	406-442-5755	1820 11th Ave	Helena	MT	59601-4715
Montana Independent Living Project (Branch)	stephanie.628@hotmail.com	(406) 522-7300	1185 N 14th Ste 2	Bozeman	MT	59715-3334
Morrow County Veteran Services	mcvets@co.morrow.or.us	(541) 922-6420	500 Ne Main Ave	Irrigon	OR	97844-7286
New Saint Andrews College	hlloyd@nsa.edu	(208) 882-1566	405 S Main St	Moscow	ID	83843-2915
Northern California Indian Development Council - Crescent City	matthews@ncidc.org	707-464-3512	1607 5th St	Crescent City	CA	95531-4128
Northern California Indian Development Council - Y..	jonesee@ncidc.org	530-842-6157	501 N Main St	Yreka	CA	96097-2524
Oregon Employment Department Veteran Services - Roseburg	chad.a.alcock@state.or.us	541-440-3344	846 Se Pine St	Roseburg	OR	97470-3106
Portland Metropolitan Workforce Training Center --	farhan.osman@pcc.edu	503-943-2000	5600 Ne 42nd Ave	Portland	OR	97218-1410
Portland Vet Center	ryan.mcnaabb@va.gov	(503) 688-5361	1505 Ne 122nd Ave	Portland	OR	97230-1911
Rocky Mountain College	lisa.wallace@rocky.edu	(406) 657-1000	1511 Poly Dr	Billings	MT	59102-1739
Spokane Community College-WorkSource Affiliate Serving Spokane County	ncantu@scc.spokane.edu	509-533-7249	1810 N Greene St Bldg 6	Spokane	WA	99217-5399
Spokane Vet Center	robert.sturtevant@va.gov	509-444-8387	13109 E Mirabeau Pkwy	Spokane Valley	WA	99216-7006
Springfield Main Street Center	Tessa.Siebert@dshoha.state.or.us	(541) 726-3525	101 30th St	Springfield	OR	97478-5845
Summit ILC (Satellite)	kalisPELL@summitilc.org	406-257-0048	1203 Us Highway 2 W Ste 35	KalisPELL	MT	59901-3465
The Arc of Idaho	lcahill@thearcinc.org	(208) 343-5583	4402 W Albion St	Boise	ID	83705-1324
The Arc of Natrona County, Inc	arc_nc@tribcsp.com	307-557-4913	Po Box 393	Casper	WY	82602-0393
Trapper Creek Job Corps Center	ridder.barb@jobcorps.org	406-821-3286	5139 W Fork Rd	Darby	MT	59829-9609
Umpqua Valley Disability Network	kathy@uvudn.org	541-672-6336	736 Se Jackson St	Roseburg	OR	97470-3933
University of Washington - School of Public Health	publichealth@uw.edu	206-543-6991	Po Box 357234	Seattle	WA	98195-7234
Veteran Services - Benewah County	Dean1005@yaho.com	208-568-1039	701 W College Ave	St Maries	ID	83861-1852
Veteran Services - Bonner County	bryan.hult@bonnercountytid.gov	208-255-5291	1500 Highway 2	Sandpoint	ID	83864-1794
Veteran Services - Nez Perce County	thomasghormley@co.nezperce.id.us	208-799-3083	1225 Idaho St	Lewiston	ID	83501-1940
Vocational Rehabilitation - Beaverton	dan.franks@dshoha.state.or.us	(503) 277-2500	8880 Sw Nimbus Ave	Beaverton	OR	97008-7111
Vocational Rehabilitation - Beaverton	lynne.t.carter@dshoha.state.or.us	(503) 277-2500	8880 Sw Nimbus Ave	Beaverton	OR	97008-7111
Vocational Rehabilitation - Beaverton	rhonda.m.meidinger@state.or.us	(503) 277-2500	8880 Sw Nimbus Ave	Beaverton	OR	97008-7111
Vocational Rehabilitation - Clackamas	vr.clackamasgeneral@dshoha.state.or.us	(971) 673-6130	4382 SE International Way	Milwaukie	OR	9722
Vocational Rehabilitation - Grants Pass	Randy.Yoshida@dshoha.state.or.us	(541) 474-3130	725 Ne 7th St	Grants Pass	OR	97526-1632
Vocational Rehabilitation - Lewiston Regional Office	amy.king@vr.idaho.gov	208-799-5070	1118 F St	Lewiston	ID	83501-1930
Vocational Rehabilitation - Medford	KRISTI.L.HYMAN@dshoha.state.or.us	541-776-6035	28 W 6th St	Medford	OR	97501-2774
Vocational Rehabilitation - MILTON-FREEWATER	angellita.m.moreno@dhs.oregon.gov	541-938-4925	309 N Columbia St	Milton Freewater	OR	97862-1369
Vocational Rehabilitation - Milwaukie	Dawn.TEETER@dshoha.state.or.us	(971) 673-6130	4382 Se International Way Ste C	Milwaukie	OR	97222-4627
Vocational Rehabilitation - Salmon	douglas.swindler@vr.idaho.gov	208-756-2114	1301 Main St	Salmon	ID	83467-4451
Vocational Rehabilitation-Cody	schuyler.hinckley@wyo.gov	877-473-7207	1026 Blackburn St	Cody	WY	82414-8464
Vocational Rehabilitation-Missoula	JStone2@mt.gov	(888) 279-7528	2675 Palmer St	Missoula	MT	59808-1741
Walla Walla County Vet Center	douglas.martin2@va.gov	509-526-8387	1104 W Poplar St	Walla Walla	WA	99362-2756
Washington County Veteran Services	colette_klein@co.washington.or.us	503-846-3060	180 E Main St Ste 208	Hillsboro	OR	97123-4054
Wenatchee WorkSource Affiliate-WorkSource Affiliate Serving Chelan & Douglas Counties	hschoepp@esd.wa.gov	509-532-3102	215 Bridge St	Wenatchee	WA	98801-3002
West Point Association of Graduates	scott.leishman@wpaog.org	(845) 446-1654	698 Mills Road	West Point	NY	10996
WorkSource Oregon - Benton Workforce Development Center	steven.w.hickson@state.or.us	(541) 967-2171	545 Sw 2nd St	Corvallis	OR	97333-4466
WorkSource Oregon - Community Services Consortium	jerry.flores@oregon.gov	(541) 265-8891	120 Ne Avery St	Newport	OR	97365-3116
WorkSource Oregon - Florence	robert.r.ryker@oregon.gov	541-997-1913	3180 Highway 101	Florence	OR	97439-9508
WorkSource Oregon - Klamath Falls Veteran Services	orlando.williams@state.or.us	541-883-5630	801 Oak Ave	Klamath Falls	OR	97601-6136
WorkSource Oregon - Portland Veteran Services	leon.e.dupont@state.or.us	503-280-6061	30 N Webster St Ste E	Portland	OR	97217-2767
WorkSource Vancouver -WorkSource Center Serving Clark County	MOMartin@esd.wa.gov	360-735-5000	5411 E Mill Plain Blvd	Vancouver	WA	98661-7057
WorkSource Yakima-WorkSource Center Serving Yakima County - Veteran Services	chede@esd.wa.gov	509-493-1210	306 Division St	Yakima	WA	98902-4553
WorkSource Yamhill Center	richard.m.sanchez@oregon.gov	(503) 434-7578	370 Ne Norton Ln	McMinnville	OR	97128-8481
Wyoming Department of Workforce Services - Casper	Shana.Hodgins@wyo.gov	(307) 234-4591	851 Werner Ct Ste 120	Casper	WY	82601-1308
YWCA Clark County	cguierrez@ywcacclarkcounty.org	360-696-0167	3609 Main St	Vancouver	WA	98663-2225
YWCA Lewiston-Clarkston	ywcaidaho@lewiston.com	208-743-1535	300 Main St	Lewiston	ID	83501-1820
YWCA Walla Walla	sfairbanks@ywcaww.org	509-525-2570	213 S 1st Ave	Walla Walla	WA	99362-3012
YWCA Yakima	msaavedra@ywcayakima.org	509-248-7796	15 N Naches Ave	Yakima	WA	98901-2712

2021 FCC Source Evaluation Report

FCC Unit: 13547 Northwest

Source	Applicant Count	Interview Count	Hire Count
Ad - Print	1	1	1
Ad - TV Commercial Advertisement	1	1	1
Campaign - Indeed	45	45	24
Contractor - Conversion	1	1	1
Direct Sourcing - ATS	29	29	22
Direct Sourcing - Indeed	91	91	51
Direct Sourcing - Line Networking	1	1	1
Direct Sourcing - LinkedIn	1	1	1
Direct Sourcing - Other	3	3	2
Former Employee - Rehire	15	15	13
Internal - Internal Hire	13	13	2
Internet - Craigslist.com	16	16	8
Internet - Facebook.com	10	10	7
Internet - Google	4	4	1
Internet - Indeed	225	224	156
Internet - LinkedIn	6	6	5
Internet - Other	1	1	1
Internet - Ziprecruiter	6	6	3
Job Fair - External	3	3	3
Job Fair - Internal	11	11	3
Job Fair - Military/Veterans	1	1	1
Organization - Community Outreach	2	2	1
Other	30	30	18
Referral - Employee Referral	86	86	64
Referral - Manager Referral	5	5	3
TextRecruit TextApply Ad	1	1	1
Website - External Career Site	4388	553	29
Total	4996	1160	423

2021 FCC Source Report

FCC Unit: 13547 Northwest

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
264236BR	Mgr, Store	Internet - LinkedIn	1	1	1
		Website - External Career Site	66	12	0
268622BR	Store Associate	Former Employee - Rehire	1	1	0
		Internet - Indeed	2	2	1
		Website - External Career Site	19	2	0
269178BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	8	0	0
270055BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	1	1	1
		Internet - Craigslist.com	8	8	2
		Internet - Facebook.com	3	3	1
		Internet - Google	2	2	0
		Internet - Indeed	20	20	12
		Internet - Ziprecruiter	1	1	0
		Organization - Community Outreach	1	1	1
		Other	10	10	2
		Referral - Employee Referral	5	5	2
		Referral - Manager Referral	2	2	0
		Website - External Career Site	341	24	1
270111BR	Account Executive	Website - External Career Site	9	3	1
270215BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	2	2	0
270249BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	18	18	0
270369BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	23	3	0
270641BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	27	4	0
270650BR	Store Associate	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	57	9	1
270948BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	1	1	0
		Internet - Craigslist.com	3	3	2
		Internet - Facebook.com	2	2	2
		Internet - Indeed	28	28	22
		Other	3	3	3
		Referral - Employee Referral	6	6	6
		Website - External Career Site	308	11	1
270957BR	Field Technician II	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	24	8	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270960BR	Field Technician II	Referral - Employee Referral	3	3	2
		Website - External Career Site	23	7	0
270970BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	2	2	2
		Website - External Career Site	17	3	0
271015BR	Residential Retention Rep Nonexempt	Campaign - Indeed	22	22	11
		Contractor - Conversion	1	1	1
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	6	6	2
		Internet - LinkedIn	1	1	0
		Internet - Ziprecruiter	3	3	2
		Organization - Community Outreach	1	1	0
		Referral - Employee Referral	4	4	4
271212BR	Fleet Specialist	Website - External Career Site	104	11	0
		Referral - Employee Referral	1	1	1
271228BR	Direct Sales Rep	Website - External Career Site	29	5	0
		Direct Sourcing - Indeed	3	3	1
271244BR	Direct Sales Rep	Website - External Career Site	14	14	0
		Direct Sourcing - Indeed	2	2	1
271357BR	Sup, Customer Service	Website - External Career Site	2	2	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
271440BR	Residential Retention Rep Nonexempt	Website - External Career Site	149	9	0
		Campaign - Indeed	12	12	6
		Internet - Facebook.com	1	1	1
		Internet - Google	1	1	0
		Internet - Indeed	11	11	5
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	9	9	5
271527BR	Store Associate	Website - External Career Site	134	24	3
		Internet - Indeed	3	3	2
271550BR	Field Technician II	Website - External Career Site	16	7	0
		Direct Sourcing - ATS	1	1	1
271552BR	Field Technician II	Website - External Career Site	23	3	0
		Internet - Indeed	1	1	1
271553BR	Field Technician II	Website - External Career Site	13	0	0
		Referral - Employee Referral	2	2	2
271554BR	Field Technician II	Website - External Career Site	7	2	0
		Internet - Indeed	1	1	1
271557BR	Field Technician II	Website - External Career Site	12	2	0
		Internet - Indeed	2	2	2
271557BR	Field Technician II	Website - External Career Site	24	6	0
		Internet - Indeed	2	2	2

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271558BR	Field Technician II	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	30	3	0
271562BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	9	3	0
271577BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	19	6	0
271601BR	Store Associate	Direct Sourcing - Indeed	2	2	1
		Internet - Indeed	2	2	1
		Website - External Career Site	14	1	0
271602BR	Store Associate	Referral - Employee Referral	2	2	1
		Website - External Career Site	24	5	0
271702BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	10	2	0
271710BR	Account Executive	Internet - Indeed	1	1	1
		Internet - LinkedIn	1	1	1
		Website - External Career Site	13	6	0
271745BR	Human Resources Generalist	Internet - LinkedIn	1	1	1
		Website - External Career Site	94	5	0
271772BR	Facilitator	Internet - Indeed	1	1	1
		Website - External Career Site	73	8	0
271803BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	71	8	1
271813BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	20	1	0
272024BR	Account Executive	Website - External Career Site	9	2	1
272062BR	Store Associate	Website - External Career Site	10	2	1
272132BR	Field Technician III	Former Employee - Rehire	2	2	2
272229BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	25	1	0
272242BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	13	6	0
272359BR	Rep 1, Cust Svc Billing	Direct Sourcing - Other	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Craigslist.com	3	3	3
		Internet - Facebook.com	1	1	1
		Internet - Indeed	31	31	21
		Other	5	5	4
		Referral - Employee Referral	3	3	3
		Referral - Manager Referral	2	2	2
		Website - External Career Site	373	94	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272410BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	1	0	0
272577BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	13	5	0
272595BR	Asst Mgr, Store	Former Employee - Rehire	1	1	1
		Website - External Career Site	8	0	0
272600BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	14	14	0
272601BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	16	16	0
272604BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	1
		Website - External Career Site	16	16	0
272616BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	1	1	0
272621BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	14	14	0
272626BR	Account Executive	Internet - LinkedIn	1	1	1
		Website - External Career Site	12	3	0
272790BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	6	2	0
272846BR	Store Associate - PT	Referral - Employee Referral	1	1	1
		Website - External Career Site	3	0	0
273019BR	Store Associate	Direct Sourcing - Indeed	3	3	3
		Referral - Employee Referral	1	1	0
		Website - External Career Site	11	2	0
273112BR	Field Technician III	Direct Sourcing - ATS	1	1	1
273150BR	Field Technician II	Website - External Career Site	20	3	1
273299BR	Store Associate	Internet - Indeed	2	2	1
		Website - External Career Site	3	1	0
273326BR	Account Executive	Internet - LinkedIn	1	1	1
		Website - External Career Site	11	2	0
273383BR	Residential Retention Rep Nonexempt	Campaign - Indeed	2	2	1
		Direct Sourcing - Indeed	3	3	3
		Direct Sourcing - Line Networking	1	1	1
		Internet - Indeed	14	14	7
		Referral - Employee Referral	4	4	1
		Website - External Career Site	99	10	2
273622BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	7	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273697BR	Rep 1, Cust Svc Billing	Ad - Print	1	1	1
		Internet - Indeed	21	21	15
		Internet - Other	1	1	1
		Internet - Ziprecruiter	1	1	1
		Other	5	5	5
		Referral - Employee Referral	3	3	2
		Website - External Career Site	259	105	0
273706BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	39	4	0
274061BR	Field Technician II	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	30	5	0
274095BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	0	0
274110BR	Field Technician IV	Former Employee - Rehire	1	1	1
274156BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	1
		Job Fair - Internal	1	1	1
		Website - External Career Site	14	0	0
274158BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	5	5	4
		Website - External Career Site	10	3	0
274160BR	Direct Sales Rep	Direct Sourcing - Indeed	4	4	2
		Website - External Career Site	9	6	0
274205BR	Field Technician III	Former Employee - Rehire	1	1	1
274411BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	5	2	0
274426BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	2	0	0
274429BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	7	2	0
274468BR	Facilitator	Referral - Employee Referral	1	1	1
		Website - External Career Site	60	6	0
274709BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	3	0	0
274807BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Job Fair - Internal	1	1	0
		Website - External Career Site	5	5	0
274808BR	Direct Sales Rep	Direct Sourcing - Indeed	5	5	3
		Job Fair - Internal	3	3	0
		Website - External Career Site	9	9	0
274815BR	Direct Sales Rep	Job Fair - Internal	2	2	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	8	7	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274825BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	9	9	0
274926BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	29	4	0
275211BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Job Fair - Internal	3	3	0
		Website - External Career Site	13	13	0
275215BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	1	1	0
275444BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	12	0	0
275449BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	3	2	0
275458BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	15	3	0
275774BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	6	0	0
275779BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	4	0	0
275780BR	Field Technician II	Job Fair - Military/Veterans	1	1	1
		Website - External Career Site	11	6	0
275786BR	Rep 1, Cust Svc Billing	Internal - Internal Hire	2	2	0
		Internet - Facebook.com	2	2	2
		Internet - Google	1	1	1
		Internet - Indeed	22	22	14
		Other	4	4	3
		Referral - Employee Referral	4	4	3
		Website - External Career Site	302	61	0
275895BR	Field Technician III	Direct Sourcing - ATS	1	1	1
275982BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	1	0	0
276021BR	Direct Sales Rep	Job Fair - Internal	1	1	1
		Website - External Career Site	4	4	0
276313BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	3	1	0
276487BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	1
		Website - External Career Site	10	1	0
276488BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	5	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276496BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	15	2	0
276646BR		Internet - Indeed	1	1	1
		Website - External Career Site	1	0	0
276675BR	Account Executive	Referral - Employee Referral	2	2	2
		Website - External Career Site	5	0	0
276700BR	Field Technician II	Internal - Internal Hire	1	1	1
		Website - External Career Site	1	0	0
276701BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	19	8	0
276711BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	3	2	1
276732BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	2	0	0
276886BR	Asst Mgr, Store	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	8	0	0
276953BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	11	0	0
277141BR	Direct Sales Rep	Direct Sourcing - Indeed	7	7	2
		Website - External Career Site	2	1	0
277146BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	1	1	0
277242BR	Field Technician II	Direct Sourcing - ATS	3	3	2
		Website - External Career Site	11	6	0
277364BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	0	0
277395BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	1	0	0
277496BR	Client Success Planner Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	10	4	0
277519BR	Field Technician IV	Direct Sourcing - ATS	1	1	1
		Former Employee - Rehire	2	2	2
277661BR	Rep 1, Cust Svc Billing	Internet - Craigslist.com	2	2	1
		Internet - Indeed	6	6	4
		Other	3	3	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	166	94	0
		Direct Sourcing - Other	1	1	1
277690BR	Sup, Customer Service	Internal - Internal Hire	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	78	6	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277767BR	Store Associate	Direct Sourcing - Indeed	3	3	1
		Direct Sourcing - Other	1	1	0
		Website - External Career Site	13	1	0
277793BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	26	5	1
277860BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	2	0	0
277949BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
277961BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	6	6	0
277968BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	1	1	0
277970BR	Field Technician II	Website - External Career Site	11	3	1
278027BR	Store Associate	Referral - Manager Referral	1	1	1
		Website - External Career Site	9	1	0
278242BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	3	2	0
278250BR	Residential Retention Rep	Campaign - Indeed	1	1	1
		Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	0
		TextRecruit TextApply Ad	1	1	1
		Website - External Career Site	48	2	0
278334BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	5	0	0
278583BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	6	2	0
278636BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	3	1	0
278639BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	32	5	0
278993BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	6	0	0
279012BR	Workforce Management Admin Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	19	1	0
279042BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	22	3	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
279354BR	RSC Rep I	Internal - Internal Hire	2	2	0
		Website - External Career Site	25	9	5
279380BR	Field Technician IV	Internet - Indeed	1	1	0
		Website - External Career Site	1	1	1
279431BR	Residential Retention Rep Nonexempt	Ad - TV Commercial Advertisement	1	1	1
		Campaign - Indeed	5	5	3
		Direct Sourcing - Indeed	1	1	0
		Internet - Facebook.com	1	1	0
		Internet - Indeed	1	1	1
		Job Fair - External	3	3	3
		Referral - Employee Referral	1	1	0
		Website - External Career Site	55	3	0
279530BR	Account Executive	Website - External Career Site	8	3	1
279560BR	Field Technician II	Referral - Employee Referral	2	2	1
		Website - External Career Site	6	0	0
279638BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	22	2	0
279761BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	5	1	0
279916BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	2
		Website - External Career Site	2	2	0
279979BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	1	0
279986BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	12	1	0
280251BR	Field Technician II	Direct Sourcing - ATS	3	3	1
		Website - External Career Site	24	3	0
280256BR	Field Technician II	Direct Sourcing - ATS	3	3	3
		Internal - Internal Hire	2	2	0
		Website - External Career Site	15	4	0
280262BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
		Website - External Career Site	18	1	0
280264BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	26	8	1
280280BR	Mgr, Construction	Website - External Career Site	14	4	1
280341BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	19	4	0
280344BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
280500BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	3	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
280561BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	2	0	0
280581BR	Residential Retention Rep Nonexempt	Campaign - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	59	4	1
280803BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	2
		Website - External Career Site	1	0	0
281268BR	Account Executive	Website - External Career Site	6	3	1
281411BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	8	0	0
281414BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	14	3	0
281416BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	21	4	0
281443BR	Store Associate	Internet - Indeed	3	3	2
		Website - External Career Site	3	0	0
281543BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	1
281694BR	Store Associate	Referral - Employee Referral	1	1	1
281791BR	Account Executive	Referral - Employee Referral	2	2	2
		Website - External Career Site	1	1	0
281846BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	1	1	0
281984BR	Direct Sales Rep	Direct Sourcing - Indeed	4	4	1
		Website - External Career Site	5	0	0
281985BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	2	0	0
282526BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	8	0	0
282916BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	3	0	0
283187BR	Field Technician III	Direct Sourcing - ATS	2	2	1
283486BR	Field Technician II	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	14	0	0