

## 2021 FCC Unit Structure

### FCC Unit: 13548 San Diego, CA/Desert Cities

Address	City	State	Postal Zip Code
1110 Orange Ave	Coronado	CA	92118
11855 Palm Dr	Desert Hot Springs	CA	92240
313 North 8th St	El Centro	CA	92243
580 E Danenberg Dr.	El Centro	CA	92243
83473 Avenue 45	Indio	CA	92201
79-785 Highway 111	La Quinta	CA	92253
41-725 Cook St	Palm Desert	CA	92211
44-425 Town Center Way	Palm Desert	CA	92260
440 S El Cielo	Palm Springs	CA	92262
10450 Pacific Center Ct	San Diego	CA	92121
12853 El Camino Real	San Diego	CA	92130
13179 - 1 Black Mountain Rd	San Diego	CA	92129
4839-A Clairemont Dr	San Diego	CA	92117
8925 Ware Ct	San Diego	CA	92121
8949 Ware Court	San Diego	CA	92121
7500 Kickapoo Trail	Yucca Valley	CA	92284

Federal Communications Commission Washington, D.C. 20554  <b>FCC 396-C</b>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<b>Multi-Channel Video Program Distributor EEO Program Annual Report</b>  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 # 13548

**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

SAN DIEGO, CA

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
-----------	-------------------	------------------	------

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: 13548 San Diego, CA/Desert Cities

## **1. #2 – Hosting at least one job fair.**

### **Brazen Southern California Sales Job Fair**

- January 6, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 100 attendees

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

### **Workplace Expectations: Equal Employment Opportunity Requirements for Leaders and Human Resources**

Are you a Leader involved in hiring or promotion decisions? Or, are you a Human Resources professional responsible for addressing Equal Employment Opportunity (EEO) requirements? By welcoming and leveraging differences, we all help build a stronger Charter. Your expertise with Charter's EEO Policy and your adherence to Federal requirements ensures all qualified individuals have equal opportunities in employment at Charter. This course will help you identify federal EEO requirements. In addition, you will learn about affirmative action plans and the role you play in applying Charter's EEO Policy relative to these topics. This required course is assigned at new hire and reassigned annually for Leaders and Human Resources employees.

2021 FCC Outreach Sources

FCC Unit: 13548 San Diego, CA/Desert Cities							
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip	
Access to Independence	jfarrington@a2isd.org	619-293-3500	8885 Rio San Diego Dr	San Diego	CA	92108-1624	
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928	
Bakersfield College	latasha.harris6706@email.bakersfieldcollege.edu	661-395-4550	1801 Panorama Dr	Bakersfield	CA	93305-1299	
Barstow Community College	nolson@barstow.edu	760-252-2411	2700 Barstow Rd	Barstow	CA	92311-6608	
Bill J. Priest Institute for Economic Development	ecjjobs@dcccd.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111	
Brookhaven College	bhcjobs@dcccd.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906	
California Employment Development Department - Murrieta CA	randy.sandusky@edd.ca.gov	951-304-5900	30135 Technology Dr	Murrieta	CA	92563-2653	
California Employment Development Department - Murrieta CA	robert.ruiz@edd.ca.gov	951-304-5385	30135 Technology Dr	Murrieta	CA	92563-2653	
California State University - Dominguez Hills	epowell@csudh.edu	310-243-3696	1000 E Victoria St	Carson	CA	90747-0001	
California State University - Los Angeles	careers@cslanet.calstatela.edu	323-343-3000	5151 State University Dr	Los Angeles	CA	90032-4226	
California State University Fresno-Engineering School	rickc@csufresno.edu	559-278-4240	5241 N Maple Ave	Fresno	CA	93740-0001	
California State University-Stanislaus	career@csustan.edu	209-667-3661	One University Circle	Turlock	CA	95382-0299	
Casa Familiar, Inc.	tiernans@casafamiliar.org	(619) 428-1115	119 W Hall Ave	San Ysidro	CA	92173-2514	
Cerritos College	tmlopez@cerritos.edu	562-860-2451	11110 Alondra Blvd	Norwalk	CA	90650-6203	
Chabot College	dpreciado@chabotcollege.edu	510-723-6914	25555 Hesperian Blvd	Hayward	CA	94545-2447	
Chaffey College	counseling@chaffey.edu	909-652-6000	5885 Haven Ave	Rancho Cucamonga	CA	91737-3002	
Chula Vista Vet Center	rashaed.smith@va.gov	877-618-6534	180 Otay Lakes Rd	Bonita	CA	91902-2443	
College of the Desert	humanresources@collegeofthedesert.edu	760-346-8041	43500 Monterey Ave	Palm Desert	CA	92260-9399	
Colton-Redlands-Yucaipa Regional Occupational Program	christopher_mcclung@cry-rop.org	909-793-3115	1214 Indiana Ct	Redlands	CA	92374-2896	
Columbia College - Sonora	ccjobplacement@yosemite.edu	209-588-5148	11600 Columbia College Dr	Sonora	CA	95370-8560	
Community Access Center	hrs@ilcac.org	951-274-0358	6848 Magnolia Ave	Riverside	CA	92506-2857	
Desert Arc	llester@desertarc.org	760-346-1611	73255 Country Club Dr	Palm Desert	CA	92260-2309	
Disabled American Veterans - Department of California	davcaao@aol.com	562-404-1266	13733 Rosecrans Ave	Santa Fe Springs	CA	90670-5026	
Disabled American Veterans - Dick Cosgriff San Diego #2	davmiramar@gmail.com	858-689-9637	1049 Elkerton Blvd	Spring Valley	CA	91977-4720	
Disabled American Veterans - Indio Chapter 78	buddy62128@aol.com	760-360-0396	37590 Copperstone Ct	Palm Desert	CA	92211-1356	
Disabled American Veterans - Morongo Basin Chapter 60	rasdurrant@verizon.net	760-228-1309	Po Box 217	Joshua Tree	CA	92252-0217	
Employment Development Department - El Centro	carleton.bradley@edd.ca.gov	442-265-7579	1550 W Main St	El Centro	CA	92243-2105	
Employment Development Department - El Centro	lenis.mccalister@edd.ca.gov	760-339-2711	1550 W Main St	El Centro	CA	92243-2105	
Fullerton College	workforce@fullcoll.edu	714-992-7136	321 E Chapman Ave	Fullerton	CA	92832-2095	
Hope International University	careerservices@hiu.edu	714-879-3901	2500 Nutwood Ave	Fullerton	CA	92831-3104	
Humphreys College - Stockton	jwalker@humphreys.edu	(209) 478-0800	6650 Inglewood Ave	Stockton	CA	95207-3861	
Imperial Valley College	vicky.figueroa@imperial.edu	(760) 352-8320	380 E Aten Rd	Imperial	CA	92251-9653	
La Sierra University	careers@lasierra.edu	951-785-2237	5 Westmoreland Pl	Riverside	CA	92505-3344	
Laney College	pcrabtree@peralta.edu	510-834-5740	900 Fallon St	Oakland	CA	94607-4808	
Las Positas College	vhamilton@laspositascollege.edu	925-424-1000	3033 Collier Canyon Rd	Livermore	CA	94551-9797	
Monterey Peninsula College	inguyen@mpc.edu	831-646-4000	980 Fremont St	Monterey	CA	93940-4704	
Orange Coast College	rquinonez@occ.cccd.edu	714-432-5988	2701 Fairview Rd	Costa Mesa	CA	92626-5563	
Pacific Oaks College	rpape@lbcc.edu	562-938-3920	5 Westmoreland Pl	Pasadena	CA	91103-3592	
Palo Verde College	irma.dagnino@paloverde.edu	760-921-5500	One College Drive	Blythe	CA	92225-9561	
Partnership With Industry	krobinson@pwiworks.org	(619) 681-1999	7540 Metropolitan Dr	San Diego	CA	92108-4499	
Partnerships With Industry - South Bay	bgarbark@pwiworks.org	619-424-2250	1121 Bay Blvd Ste H	Chula Vista	CA	91911-2667	
Partnerships With Industry - South Bay	krobinson@pwiworks.org	(619) 424-2250	1121 Bay Blvd Ste H	Chula Vista	CA	91911-2667	
Saint Mary's College Of California	cng4@stmarys-ca.edu	928 Saint Marys Rd	1928 Saint Marys Rd	Moraga	CA	94556-2715	
San Bernardino Valley College	stillman@valleycollege.edu	(909) 384-4400	701 S Mount Vernon Ave	San Bernardino	CA	92410-2798	
San Diego Center for the Blind - San Diego	nsherman@sdcdb.org	(619) 583-1542	5922 El Cajon Blvd	San Diego	CA	92115-3826	
San Diego Center for the Blind - Vista	kscott@sdcdb.org	760-758-5956	1385 Bonair Rd	Vista	CA	92084-4164	
San Diego City College	citytran@sdcdb.edu	619-388-3722	1313 Park Blvd	San Diego	CA	92101-4712	
San Diego County Veterans Services - Chula Vista	amy.fowler@sdccounty.va.gov	760-466-7054	700 E Naples Ct	Chula Vista	CA	91911-6821	
San Diego Miramar College	jhankins@sdcdb.edu	619-388-7800	10440 Black Mountain Rd	San Diego	CA	92126-2910	
San Diego Regional Center	john.filley@sdrcc.org	(858) 576-2996	4355 Ruffin Rd Ste 200	San Diego	CA	92123-4307	
San Diego Vet Center	alfonso.carmona@va.gov	858-642-1500	2790 Truxtun Rd Ste 130	San Diego	CA	92106-6135	
Santa Rosa Junior College - Santa Rosa Campus	studentemployment@santarosa.edu	707-527-4011	1501 Mendocino Ave	Santa Rosa	CA	95401-4395	
SDSU WorkAbility IV	abayne@sdsu.edu	619-594-7719	5500 Campanile Dr	San Diego	CA	92182-0003	
Simpson University	pschalo@simpsonu.edu	530-224-5600	2211 College View Dr	Redding	CA	96003-8601	
Skyline College - San Bruno	williamse@smccd.edu	(650) 738-4100	3300 College Dr	San Bruno	CA	94066-1662	
South County Career Center	michael.hines@edd.ca.gov	(619) 628-0300	1111 Bay Blvd Ste E	Chula Vista	CA	91911-2692	
South County Career Center	ricardo.hernandez@edd.ca.gov	619-628-0300	1111 Bay Blvd Ste E	Chula Vista	CA	91911-2692	
Student Veteran Organization - California State U..	va@csuchico.edu	530-898-5911	400 W 1st St	Chico	CA	95929-0001	
The Center	aheier@thecentersd.org		3909 Centre St	San Diego	CA	92103-3410	
The Women's Center - UCSD	women@ucsd.edu	858-822-0074	9500 Gilman Dr	La Jolla	CA	92093-5004	
UCP of San Diego County	ghennessey@ucpsd.org	(858) 278-5420	8525 Gibbs Dr	San Diego	CA	92123-1755	
USC Viterbi-School of Engineering	viterbi.careers@usc.edu	213-740-9677	3650 McClintock Ave	Los Angeles	CA	90089-0111	
VA Hospital Transition Center - San Diego	michael.groninga@va.gov	8586421500	3350 La Jolla Village Dr	San Diego	CA	92161-0002	
West Point Association of Graduates	scott.leishman@wpaog.org	(845) 446-1654	698 Mills Road	West Point	NY	10996	
William Jessup University	careers@jessup.edu	916-577-2200	333 Sunset Blvd	Rocklin	CA	95765-3707	
Wounded Warrior	CLOftland@woundedwarriorproject.org	619-981-9644	8880 Rio San Diego Dr Ste 1095	San Diego	CA	92108-1645	
WTS - Orange County Chapter	goska@moffattnichol.com	562-426-9551	Po Box 10177	Santa Ana	CA	92711-0177	
WTS-Women's Transportation Seminar-Inland Empire Chapter	mchavez@epconconsultants.com	310-479-7100	Po Box 904	Riverside	CA	92502-0904	

## 2021 FCC Source Evaluation Report

FCC Unit: 13548 San Diego, CA/Desert Cities

Source	Applicant Count	Interview Count	Hire Count
Brazen	2	2	1
Campaign - Indeed	98	96	52
Contractor - Conversion	2	2	2
Direct Sourcing - ATS	7	7	4
Direct Sourcing - Indeed	1	1	1
Direct Sourcing - Other	14	14	7
Former Employee - Rehire	8	8	4
Internal - Internal Hire	8	8	0
Internet - Craigslist.com	6	5	5
Internet - Glassdoor.com	1	1	1
Internet - Google	21	21	14
Internet - Indeed	102	97	67
Internet - LinkedIn	4	4	2
Internet - Other	1	1	1
Internet - Ziprecruiter	2	2	2
Job Fair - External	3	3	1
Other	5	5	3
Referral - Employee Referral	34	33	21
Referral – Manager Referral	2	2	2
Website - External Career Site	4020	370	5
<b>Total</b>	<b>4341</b>	<b>682</b>	<b>195</b>



## 2021 FCC Source Report

FCC Unit: 13548 San Diego, CA/Desert Cities

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
266552BR	Rep 1, Community Solutions Nonexempt	Website - External Career Site	237	49	1
		Internet - Glassdoor.com	1	1	1
		Internet - Indeed	2	2	2
267494BR	Rep 1, Community Solutions Nonexempt	Other	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	257	66	0
		Campaign - Indeed	2	2	1
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
268107BR	Rep 1, Community Solutions Nonexempt	Internet - Craigslist.com	1	1	0
		Internet - Google	1	1	1
		Internet - Indeed	13	11	8
		Internet - LinkedIn	2	2	1
		Website - External Career Site	291	42	0
268125BR	Dir, State Government Affairs	Referral - Manager Referral	1	1	1
		Website - External Career Site	145	9	0
269389BR	Account Executive	Direct Sourcing - ATS	2	2	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	58	17	0
		Campaign - Indeed	19	19	8
		Former Employee - Rehire	1	1	0
		Internet - Google	2	2	0
269429BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	6	6	0
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	3	3	2
		Website - External Career Site	282	81	0
		Campaign - Indeed	22	22	19
		Internet - Google	7	7	4
269489BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	3	3	2
		Referral - Employee Referral	3	3	2
		Website - External Career Site	363	65	0
269802BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	14	14	0
269865BR	Store Associate	Internet - Indeed	4	4	2
		Website - External Career Site	68	16	0
270152BR	Direct Sales Rep	Campaign - Indeed	6	6	1
		Website - External Career Site	7	6	0
270547BR	Intern	Direct Sourcing - ATS	3	3	1
		Website - External Career Site	72	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270898BR	Store Associate	Internet - Indeed	3	3	3
		Website - External Career Site	15	5	0
271209BR	Rep 1, Cust Svc Video Repair	Internet - Google	9	9	8
		Internet - Indeed	9	9	4
		Other	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	304	33	0
271367BR	Rep 1, Community Solutions Nonexempt	Campaign - Indeed	2	1	2
		Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	1
		Internet - Ziprecruiter	1	1	1
		Other	1	1	0
		Referral - Employee Referral	4	3	4
		Website - External Career Site	171	2	0
271625BR	Direct Sales Rep	Campaign - Indeed	5	5	2
		Direct Sourcing - ATS	1	1	1
		Website - External Career Site	15	12	0
271746BR	Recruiter I	Former Employee - Rehire	1	1	1
		Website - External Career Site	69	5	0
271959BR	Direct Sales Rep	Brazen	2	2	1
		Direct Sourcing - Other	4	4	2
		Referral - Employee Referral	1	1	0
		Website - External Career Site	25	18	0
272532BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	4	4	2
		Website - External Career Site	138	6	0
272615BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	15	3	0
272787BR	Sup, Direct Sales	Campaign - Indeed	2	2	2
		Website - External Career Site	18	2	0
273170BR	Direct Sales Rep	Campaign - Indeed	5	5	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	6	6	0
273470BR	Direct Sales Rep	Direct Sourcing - Other	4	4	2
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	8	6	0
273544BR	Rep 1, SCS Billing & Accounts	Internet - Craigslist.com	1	1	1
		Internet - Indeed	2	2	2
		Other	1	1	1
		Website - External Career Site	228	33	0
273611BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	17	1	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273927BR	Principal Wireless Eng II	Contractor - Conversion	1	1	1
		Website - External Career Site	5	0	0
273928BR	Principal Wireless Eng II	Contractor - Conversion	1	1	1
		Website - External Career Site	6	0	0
274144BR	EAE-Enterprise Account Exec	Referral - Employee Referral	1	1	1
		Website - External Career Site	10	0	0
274181BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	23	3	0
274315BR	EAE-Enterprise Account Exec	Referral - Manager Referral	1	1	1
		Website - External Career Site	19	1	0
274343BR	Rep 1, Cust Svc Video Repair	Internet - Google	2	2	1
		Internet - Indeed	3	3	3
		Website - External Career Site	100	16	0
274404BR	Rep, Comm Sol Inbound Sales Nonexempt	Internal - Internal Hire	1	1	0
		Internet - Craigslist.com	4	4	4
		Internet - Indeed	5	5	4
		Website - External Career Site	54	4	0
274781BR	Rep 1, Community Solutions Nonexempt	Internal - Internal Hire	1	1	0
		Internet - Indeed	7	7	5
		Website - External Career Site	171	30	0
274876BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Website - External Career Site	3	3	0
275325BR	Human Resources Generalist	Internet - LinkedIn	1	1	1
		Website - External Career Site	75	4	0
275459BR	Direct Sales Rep	Campaign - Indeed	3	3	2
		Direct Sourcing - Other	3	3	2
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	11	5	0
276081BR	Rep, Comm Sol Inbound Sales Nonexempt	Former Employee - Rehire	1	1	1
		Internet - Indeed	10	10	7
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	63	12	0
276114BR	Store Associate	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	36	4	0
276256BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	8	1	0
276698BR	Direct Sales Rep	Campaign - Indeed	5	5	2
		Website - External Career Site	23	23	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276951BR	Warehouse Technician Nonexempt	Website - External Career Site	18	6	1
277385BR	Sup, Direct Sales	Campaign - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	14	5	0
277630BR	Direct Sales Rep	Campaign - Indeed	1	1	1
		Direct Sourcing - Other	1	1	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	4	4	0
277632BR	Rep, Comm Sol Inbound Sales Nonexempt	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	8	8	4
		Internet - Other	1	1	1
		Website - External Career Site	23	2	0
277637BR	Rep 1, SCS Billing & Accounts	Internet - Indeed	3	3	3
		Other	1	1	1
		Website - External Career Site	88	6	0
277837BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	13	2	0
277896BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	11	2	0
278107BR	Multi-Tenant Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	0	0
278134BR	Field Technician II	Internet - Indeed	5	5	5
		Website - External Career Site	104	11	0
278137BR	Field Technician II	Internet - Indeed	7	7	6
		Website - External Career Site	93	23	0
278139BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	23	5	0
278614BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	2	0
278686BR	Direct Sales Rep	Campaign - Indeed	7	7	1
		Website - External Career Site	7	4	0
278955BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	0	0
279106BR	Store Associate	Former Employee - Rehire	1	1	0
		Internet - Indeed	2	2	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	41	8	1
279413BR	Desktop Support Specialist Nonexempt	Website - External Career Site	32	7	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
279659BR	Direct Sales Rep	Campaign - Indeed	1	1	1
		Direct Sourcing - Other	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	5	4	0
281212BR	Direct Sales Rep	Campaign - Indeed	9	9	5
		Website - External Career Site	11	10	0
281836BR	Multi-Tenant Sales Rep	Website - External Career Site	20	1	1
281839BR	Direct Sales Rep	Campaign - Indeed	3	3	0
		Direct Sourcing - Other	1	1	0
		Internal - Internal Hire	1	1	0
		Job Fair - External	3	3	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	9	8	0
282884BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	10	1	0