

## 2021 FCC Unit Structure

### FCC Unit: 13549 Southern California North

| Address                         | City          | State | Postal Zip Code |
|---------------------------------|---------------|-------|-----------------|
| 834 East Valley Boulevard       | Alhambra      | CA    | 91801           |
| 1881 West Main St               | Barstow       | CA    | 92311           |
| 512 E. Virginia Way             | Barstow       | CA    | 92311           |
| 41490 Big Bear Blvd             | Big Bear Lake | CA    | 92315           |
| 42171 Big Bear Boulevard        | Big Bear Lake | CA    | 92315           |
| 202-204 North San Fernando Blvd | Burbank       | CA    | 91502           |
| 9260 Topanga Canyon Blvd        | Chatsworth    | CA    | 91311           |
| 420 Plaza Drive                 | Covina        | CA    | 91790           |
| 17401 Ventura Blvd              | Encino        | CA    | 91316           |
| 14597 Baseline Ave              | Fontana       | CA    | 92336           |
| 16187 Arrow Blvd                | Fontana       | CA    | 92335           |
| 16973 Sierra Lakes Parkway      | Fontana       | CA    | 92336           |
| 1122 Galleria Way               | Glendale      | CA    | 91201           |
| 1041 East Route 66              | Glendora      | CA    | 91740           |
| 1395 S Grand Ave                | Glendora      | CA    | 91740           |
| 4781 Irwindale Ave              | Irwindale     | CA    | 91706           |
| 6461 Pats Ranch Rd.             | Jurupa Valley | CA    | 91752           |
| 1104 West Avenue K              | Lancaster     | CA    | 93534           |
| 100 N LA Cienega Blvd           | Los Angeles   | CA    | 90048           |
| 11766 Wilshire Blvd             | Los Angeles   | CA    | 90025           |
| 1660 Riverside Drive            | Los Angeles   | CA    | 90031           |
| 3650 Martin Luther King Blvd    | Los Angeles   | CA    | 90008           |
| 3941 Goodwin Ave                | Los Angeles   | CA    | 90039           |
| 445 S. Figueroa St              | Los Angeles   | CA    | 90071           |
| 4945A Eagle Rock Blvd           | Los Angeles   | CA    | 90041           |
| 5915 Bowcroft St                | Los Angeles   | CA    | 90016           |
| 6200 West Hollywood Blvd        | Los Angeles   | CA    | 90028           |
| 6305 Arizona Place              | Los Angeles   | CA    | 90045           |
| 6314 Arizona Pl                 | Los Angeles   | CA    | 90045           |
| 6320 Arizona Circle             | Los Angeles   | CA    | 90045           |
| 6357 Arizona Circle             | Los Angeles   | CA    | 90045           |
| 6430 Sunset Blvd                | Los Angeles   | CA    | 90028           |
| 6806 S. La Tijera Boulevard     | Los Angeles   | CA    | 90045           |
| 5060 E Montclair Plaza Lane     | Montclair     | CA    | 91763           |
| 2108 S Atlantic Blvd.           | Monterey Park | CA    | 91754           |
| 727 Monterey Pass Road          | Monterey Park | CA    | 91754           |
| 2323 Teller Rd                  | Newbury Park  | CA    | 91320           |
| 1 Mills Circle                  | Ontario       | CA    | 91764           |
| 1257 Brooks St                  | Ontario       | CA    | 91762           |

| Address                    | City             | State | Postal Zip Code |
|----------------------------|------------------|-------|-----------------|
| 1260 S Dupont Ave          | Ontario          | CA    | 91761           |
| 1950 S Vintage Ave.        | Ontario          | CA    | 91761           |
| 8000 Van Nuys Blvd         | Panorama City    | CA    | 91402           |
| 300 E Colorado Blvd        | Pasadena         | CA    | 91101           |
| 3831 E Foothill Blvd.      | Pasadena         | CA    | 91107           |
| 20201 W. Rinaldi Street    | Porter Ranch     | CA    | 91326           |
| 10730 Foothill Blvd        | Rancho Cucamonga | CA    | 91730           |
| 140 West Valley            | Rialto           | CA    | 92376           |
| 1092 E Hospitality Lane    | San Bernardino   | CA    | 92408           |
| 2090 N D Street            | San Bernardino   | CA    | 92405           |
| 5244 University Pkwy Ste F | San Bernardino   | CA    | 92407           |
| 1148 San Fernando Road     | San Fernando     | CA    | 91340           |
| 20525 Quigley Rd           | Santa Clarita    | CA    | 91321           |
| 26500 Carl Boyer Dr        | Santa Clarita    | CA    | 91350           |
| 2939 Nebraska Ave          | Santa Monica     | CA    | 90404           |
| 328 Santa Monica Blvd      | Santa Monica     | CA    | 90401           |
| 14006 Riverside Drive      | Sherman Oaks     | CA    | 91423           |
| 966 Kuffel Canyon Rd       | Skyforest        | CA    | 92385           |
| 162 W. Hillcrest Drive     | Thousand Oaks    | CA    | 91360           |
| 10000 Commerce Ave         | Tujunga          | CA    | 91042           |
| 14165 Bessemer St          | Van Nuys         | CA    | 91401           |
| 14221 Covello St           | Van Nuys         | CA    | 91405           |
| 30901 Agoura Rd            | Westlake Village | CA    | 91361           |
| 3825 Thousand Oaks Blvd    | Westlake Village | CA    | 91362           |
| 20950 Warner Center Ln     | Woodland Hills   | CA    | 91367           |
| 12189 California St        | Yucaipa          | CA    | 92399           |
| 33694 Yucaipa Blvd         | Yucaipa          | CA    | 92399           |

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

**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 # 13549

**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

LOS ANGELES, 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.

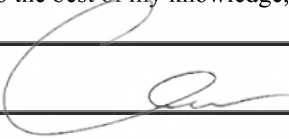
[Exhibit 3]

#### 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<br> | Title<br>GVP, LABOR & EMPLOYEE RELATIONS |
| Date<br>9/28/2021                                                                             | Name of Respondent<br>KEVIN SMITH        |
| Telephone No. (include area code)<br>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: 13549 Southern California North

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

### **Brazen Veterans Career Fair**

- June 16, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

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

### **Leading a Respectful Workplace**

Employees at this Charter FCC unit participated in the Leading a Respectful Workplace training. Leading a Respectful Workplace is a 3 day class room training that provides Charter's leaders with the skills and insights needed to achieve positive business results and engage employees in ways that inspire their best work. The course emphasizes leadership and legal responsibilities needed in addressing our most compelling and urgent priorities for creating and maintaining a professional, productive, and inclusive work environment. Key Learning Objectives: How leaders' behaviors directly impact business results. How leaders model organizational values and how they can best respond to issues when they come up. How leaders hold employees accountable and coach effectively for optimal performance. How inappropriate behavior can compromise even the most effective leadership practices. How leaders behave when they learn of an employee complaint. How social media impacts today's workplace, and understanding the most effective role for leaders.



2021 FCC Outreach Sources

| FCC Unit: 13549 Southern California North                       |                                                 |                        |                                   |                  |              |            |  |
|-----------------------------------------------------------------|-------------------------------------------------|------------------------|-----------------------------------|------------------|--------------|------------|--|
| Agency                                                          | Recipient Email(s)                              | Recipient Phone Number | Agency Address                    | Agency City      | Agency State | Agency Zip |  |
| 100 Black Men of Long Beach, Inc                                | jesse.johnson100@yahoo.com                      | 323-806-0765           | 245 W Broadway Ste 100            | Long Beach       | CA           | 90802-4493 |  |
| American Indian Chamber of Commerce of California               | stateadmin@aicccl.org                           | 213-440-3232           | 555 W 5th St Fl 30                | Los Angeles      | CA           | 90013-1048 |  |
| Anaheim Workforce Center                                        | aldo.arrunategui@edd.ca.gov                     | 714-518-2315           | 2450 E Lincoln Ave                | Anaheim          | CA           | 92806-4272 |  |
| Anaheim Workforce Center                                        | Andrew.Tsai@edd.ca.gov                          | 714-518-2315           | 2450 E Lincoln Ave                | Anaheim          | CA           | 92806-4272 |  |
| Antelope Valley Vet Center                                      | bruce.flores@va.gov                             | 661-267-1026           | 38925 Trade Center Dr Ste J       | Palmdale         | CA           | 93551-3653 |  |
| 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 |  |
| Brown Girls Doc Mafia                                           | bghdmoutreach@gmail.com                         |                        | 570 Jamaica Avenue                | Brooklyn         | NY           | 11208      |  |
| Burbank WorkForce Connection                                    | burbankworkforceconnection@ci.burbank.ca.us     | 818-238-5021           | 141 N Glenoaks Blvd               | Burbank          | CA           | 91502-1204 |  |
| California Association for Bilingual Education                  | info@bilingualeducation.org                     | 626-814-4441           | 16033 E San Bernardino Rd         | Covina           | CA           | 91722-3940 |  |
| California Baptist University                                   | lsinger@calbaptist.edu                          | 951-343-4344           | 8432 Magnolia Ave                 | Riverside        | CA           | 92504-3206 |  |
| California Career Services                                      | susan@californiacareerservices.com              | 323-933-2900           | 6024 Wilshire Blvd                | Los Angeles      | CA           | 90036-3607 |  |
| 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 - Northridge                        | ccemployer.relations@csun.edu                   | 818-677-2878           | 18111 Nordhoff St                 | Northridge       | CA           | 91330-8200 |  |
| California State University-Stanislaus                          | career@csustan.edu                              | 209-667-3661           | One University Circle             | Turlock          | CA           | 95382-0299 |  |
| Career Services Center - Mojave                                 | peart@co.kern.ca.us                             | (661) 824-7800         | 2300 State Highway 58             | Mojave           | CA           | 93501-1815 |  |
| Center for Employment Training - Temecula                       | pdeans@cet2000.org                              | 951-699-8180           | 27941 Jefferson Ave               | Temecula         | CA           | 92590-6605 |  |
| 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 |  |
| Citrus College                                                  | jlopezjimenez@citruscollege.edu                 | (626) 963-0323         | 1000 W Foothill Blvd              | Glendora         | CA           | 91741-1885 |  |
| Citrus College                                                  | ndesimone@citruscollege.edu                     | (626) 963-0323         | 1000 W Foothill Blvd              | Glendora         | CA           | 91741-1885 |  |
| College of the Canyons - Veterans Office                        | veterans@canyons.edu                            | 661-362-3469           | 26455 Rockwell Canyon Rd          | Santa Clarita    | CA           | 91355-1803 |  |
| 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                                       | cjobplacement@yosemite.edu                      | 209-588-5148           | 11600 Columbia College Dr         | Sonora           | CA           | 95370-8560 |  |
| Communities Actively Living Independent and Free                | lsanchez@calif-ilc.org                          | (213) 627-0477         | 849 S Broadway                    | Los Angeles      | CA           | 90014-3206 |  |
| Community Partners                                              | eperez@CommunityPartners.org                    | (213) 346-3200         | 1000 N Alameda St Ste 240         | Los Angeles      | CA           | 90012-1804 |  |
| Corona Vet Center                                               | edward.martinez3@va.gov                         | 951-734-0525           | 800 Magnolia Ave Ste 110          | Corona           | CA           | 92879-3123 |  |
| Disabled American Veterans - Alhambra Chapter 22                | arthur.miranda@att.net                          | 626-573-8900           | 327 Baltimore Ave                 | Monterey Park    | CA           | 91754-1685 |  |
| Disabled American Veterans - Birmingham Hosp Chapter 73         | gamby777@hotmail.com                            | 818-340-1422           | 6543 Corbin Ave                   | Woodland Hills   | CA           | 91367-2801 |  |
| Disabled American Veterans - Department of California           | davcaao@aol.com                                 | 562-404-1266           | 13733 Rosecrans Ave               | Santa Fe Springs | CA           | 90670-5026 |  |
| Disabled American Veterans - Jack Fisher Chapter 23             | angelsalis@aol.com                              | 714-974-4698           | Po Box 17399                      | Anaheim          | CA           | 92817-7399 |  |
| Disabled American Veterans - Lillian Bushnell # 123             | ray.sczesniak@sbcglobal.net                     | 310-216-7281           | 4117 Overland Ave                 | Culver City      | CA           | 90230-3733 |  |
| Disabled American Veterans - San Bernardino #12                 | richarddav12@aol.com                            | 909-838-2634           | 2491 Vanda Ln                     | Highland         | CA           | 92346-2292 |  |
| Disabled American Veterans - Ventura Chapter 24                 | maxvanderwyk@hotmail.com                        | 805-644-3356           | 2126 Knoll Dr                     | Ventura          | CA           | 93003-7304 |  |
| Disabled Resources Center, Inc.                                 | samanthamam@drcinc.org                          | (562) 427-1000         | 2750 E Spring St                  | Long Beach       | CA           | 90806-2249 |  |
| East County Job and Career Center                               | john.jackson@ventura.org                        | 805-955-2282           | 980 Enchanted Way                 | Simi Valley      | CA           | 93065-0911 |  |
| Easter Seals - Southern California                              | lorena.martinez@essc.org                        | 626-281-9404           | 2721 W Valley Blvd                | Alhambra         | CA           | 91803-1824 |  |
| Eastern Los Angeles Regional Center                             | ejohns@elarc.org                                |                        | 1000 S Fremont Ave                | Alhambra         | CA           | 91803-8800 |  |
| Eastern Los Angeles Regional Center                             | kgonzalez@elarc.org                             | (626) 299-4700         | 1000 S Fremont Ave                | Alhambra         | CA           | 91803-8800 |  |
| El Segundo Chamber of Commerce                                  | info@elsegundochamber.org                       | 310-322-1220           | 427 Main St                       | El Segundo       | CA           | 90245-3003 |  |
| Employer Partnership of the Armed Forces - Los Angeles          | angel.m.faggins.ctr@mail.mil                    | 404-313-2459           | 1250 Federal Ave                  | Los Angeles      | CA           | 90025-3903 |  |
| Employment Development Department - Los Angeles                 | crystal.prendiz@edd.ca.gov                      | 323-242-6727           | 12700 Avalon Blvd                 | Los Angeles      | CA           | 90061-2730 |  |
| Employment Development Department - Los Angeles                 | Olga.Duran@edd.ca.gov                           | (323) 242-6727         | 12700 Avalon Blvd                 | Los Angeles      | CA           | 90061-2730 |  |
| Employment Development Department - Irvine                      | monica.arredondo@oconestop.com                  | 949-341-8046           | 125 Technology Dr Ste 200         | Irvine           | CA           | 92618-2477 |  |
| Employment Development Department - Irvine                      | stephen.springer@edd.ca.gov                     | 949-341-8000           | 125 Technology Dr Ste 200         | Irvine           | CA           | 92618-2477 |  |
| Fullerton College                                               | workforce@fullcoll.edu                          | 714-992-7136           | 321 E Chapman Ave                 | Fullerton        | CA           | 92832-2095 |  |
| Glendale Community College                                      | rbishop@glendale.edu                            | (818) 240-1000         | 1500 N Verdugo Rd                 | Glendale         | CA           | 91208-2809 |  |
| Goodwill Job Service Center                                     | sara.rivas@canyons.edu                          | 661-799-9675           | 20655 Soledad Canyon Rd Ste 25    | Santa Clarita    | CA           | 91351-2475 |  |
| Greater Conejo Valley Chamber of Commerce                       | jlederer@conejochamber.org                      | 805-370-0035           | 600 Hampshire Rd Ste 200          | Westlake Village | CA           | 91361-2571 |  |
| Greater Tehachapi Chamber of Commerce                           | chamber@tehachapi.com                           | 661-822-4180           | 209 E Tehachapi Blvd              | Tehachapi        | CA           | 93561-1732 |  |
| High Desert Employment Resource Center                          | cwatson@wdd.sbcounty.gov                        | 760-552-6552           | 17310 Bear Valley Rd              | Victorville      | CA           | 92395-7773 |  |
| Hollywood Chamber of Commerce                                   | leron@hollywoodchamber.net                      | 323-469-8311           | 7018 Hollywood Blvd               | Hollywood        | CA           | 90028-6000 |  |
| 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 |  |
| Huntington Beach Chamber of Commerce                            | aanderson@hbcc.com                              | 714-536-8888           | 2134 Main St Ste 100              | Huntington Beach | CA           | 92648-6439 |  |
| Imperial Valley College                                         | vicky.figueroa@imperial.edu                     | (760) 352-8320         | 380 E Aten Rd                     | Imperial         | CA           | 92251-9653 |  |
| Jenesse Center, Inc.                                            | aparker@jenesse.org                             | 323-299-9496           | Po Box 8476                       | Los Angeles      | CA           | 90008-0476 |  |
| La Sierra University                                            | careers@lasierra.edu                            | 951-785-2237           | 4500 Riverwalk Pkwy               | Riverside        | CA           | 92505-3344 |  |
| LA Works One-Stop Career Center                                 | susannek@laworks.org                            |                        | 5200 Irwindale Ave Ste 210        | Irwindale        | CA           | 91706-2014 |  |
| Laney College                                                   | pcrabtree@peralta.edu                           | 510-834-5740           | 900 Fallon St                     | Oakland          | CA           | 94607-4808 |  |
| Las Positas College                                             | vhamilton@laspositascollge.edu                  | 925-424-1000           | 3033 Collier Canyon Rd            | Livermore        | CA           | 94551-9797 |  |
| Lincoln Training Center                                         | kimm@lincolntc.org                              | 626-442-0621           | 2643 Loma Ave                     | South El Monte   | CA           | 91733-1419 |  |
| Los Angeles County Department of Military and Veterans Affairs  | ststone@mva.lacounty.gov                        | 213-744-4827           | 2615 S Grand Ave                  | Los Angeles      | CA           | 90007-2608 |  |
| Los Angeles Job Corps Center                                    | hodges.angela@jobcorps.org                      | 213-748-0135           | 1106 S Broadway                   | Los Angeles      | CA           | 90015-2206 |  |
| Los Angeles Vet Center                                          | elder.natareno@va.gov                           | (310) 767-1221         | 1045 W Redondo Beach Blvd Ste 150 | Gardena          | CA           | 90247-4198 |  |
| Military Women In Need                                          | mgaleas@f4ww.org                                | (310) 441-9635         | 10801 National Blvd Ste 560       | Los Angeles      | CA           | 90064-4144 |  |
| Monterey Peninsula College                                      | lnguyen@mpc.edu                                 | 831-646-4000           | 980 Fremont St                    | Monterey         | CA           | 93940-4704 |  |
| National Arts and Disability Center                             | bstoffmacher@mednet.ucla.edu                    | 310-794-1141           | 300 UCLA Medical Plz Ste 3330     | Los Angeles      | CA           | 90095-8346 |  |
| National Council of Jewish Women                                | info@ncjwla.org                                 | 323-651-2930           | 543 N Fairfax Ave                 | Los Angeles      | CA           | 90036-1715 |  |
| Orange Coast College                                            | rquinonez@occ.cccd.edu                          | 714-432-5988           | 2701 Fairview Rd                  | Costa Mesa       | CA           | 92626-5563 |  |
| Oxnard Job & Career Center                                      | david.navarrete@edd.ca.gov                      | 805-204-5100           | 635 S Ventura Rd                  | Oxnard           | CA           | 93030-6506 |  |
| Pacific Asian Consortium in Employment (PACE)                   | drosenheck@westlake-worksource.org              | 213-353-1677           | 1055 Wilshire Blvd Ste 1436       | Los Angeles      | CA           | 90017-2474 |  |
| Pacific Oaks College                                            | rpague@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 |  |
| Pico Youth and Family Center                                    | PicoYouth@gmail.com                             | 310-396-7101           | 715 Pico Blvd                     | Santa Monica     | CA           | 90405-1226 |  |
| Project Independence                                            | ccompton@proindependence.org                    | 714-549-3464           | 3505 Cadillac Ave                 | Costa Mesa       | CA           | 92626-1429 |  |
| Riverside County Workforce Development Center                   | lance.sayavong@edd.ca.gov                       | 951-955-3100           | 1325 Spruce St                    | Riverside        | CA           | 92507-0502 |  |
| Saint Mary's College Of California                              | cng4@stmarys-ca.edu                             |                        | 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 |  |
| Santa Ana WORK Center                                           | elenz@santa-ana.org                             | (714) 565-2600         | 1000 E Santa Ana Blvd Ste 200     | Santa Ana        | CA           | 92701-3900 |  |
| Santa Ana WORK Center                                           | frank.fletcher@edd.ca.gov                       | 714-565-2600           | 1000 E Santa Ana Blvd Ste 200     | Santa Ana        | CA           | 92701-3900 |  |
| Santa Ana WORK Center                                           | kendall.tidwell@edd.ca.gov                      | 714-565-2661           | 1000 E Santa Ana Blvd Ste 200     | Santa Ana        | CA           | 92701-3900 |  |
| Santa Ana WORK Center                                           | Kim.Sykes@edd.ca.gov                            | 714-241-4900           | 1000 E Santa Ana Blvd Ste 200     | Santa Ana        | CA           | 92701-3900 |  |
| Santa Rosa Junior College - Santa Rosa Campus                   | studentemployment@santarosa.edu                 | 707-527-4011           | 1501 Mendocino Ave                | Santa Rosa       | CA           | 95401-4395 |  |
| SASSFA Worksource Center                                        | jcapp@sassfa.org                                | 562-946-2237           | 10400 Pioneer Blvd Ste 9          | Santa Fe Springs | CA           | 90670-3728 |  |
| Scripps College                                                 | avaldez@scrippscollege.edu                      | 909-621-8180           | 1030 Columbia Ave                 | Claremont        | CA           | 91711-3905 |  |
| Sepulveda Vet Center                                            | byron.rodriguez@va.gov                          | 818-892-9227           | 9737 Haskell Ave                  | Sepulveda        | CA           | 91343-2016 |  |
| Simpson University                                              | pschalo@simpsonu.edu                            | 530-224-5600           | 2211 College View Dr              | Redding          | CA           | 96003-8601 |  |
| Soka University of America                                      | ahoughton@soka.edu                              |                        | 1 University Dr                   | Aliso Viejo      | CA           | 92656-8081 |  |
| South Bay Workforce Investment Board                            | rchavez@sbbwb.org                               | 310-680-3700           | 11539 Hawthorne Blvd              | Hawthorne        | CA           | 90250-2381 |  |
| Southeast LA - Watts Worksource Center                          | mcolumbus@wlcac.org                             | 323-563-4706           | 10950 S Central Ave               | Los Angeles      | CA           | 90059-1024 |  |
| Southern California Rehabilitation Services                     | scrsnicolas@aol.com                             | 562-862-6531           | 7830 Quill Dr                     | Downey           | CA           | 90242-3440 |  |
| Step Up on Second, Inc.                                         | amy@stepuponsecond.org                          | 310-394-6889           | 1328 2nd St                       | Santa Monica     | CA           | 90401-1122 |  |
| Step Up Women's Network                                         | national@suwn.org                               | 213-382-9161           | 510 S Hewitt St                   | Los Angeles      | CA           | 90013-2298 |  |
| Student Veteran Organization - California State U..             | va@csuchico.edu                                 | 530-898-5911           | 400 W 1st St                      | Chico            | CA           | 95929-0001 |  |
| The Arc of Imperial Valley                                      | weaver@arciv.org                                | 760-352-0180           | Po Box 1828                       | El Centro        | CA           | 92244-1828 |  |
| The ARC of Riverside County                                     | barbaraarccr@aol.com                            | 951-688-5141           | 8138 Mar Vista Ct                 | Riverside        | CA           | 92504-4324 |  |
| The Women's Center - UCSD                                       | women@ucsd.edu                                  | 858-822-0074           | 9500 Gilman Dr                    | La Jolla         | CA           | 92093-5004 |  |
| Trades Women, Inc.                                              | meg@tradeswomen.org                             | 510-891-8773           | 1433 Webster St                   | Oakland          | CA           | 94612-3203 |  |
| University of the Pacific, Stockton Campus                      | wscrc@pacific.edu                               |                        | 3601 Pacific Ave                  | Stockton         | CA           | 95211-0110 |  |
| US Department of Veterans Affairs - Los Angeles Regional Office | Ronald.Osborne@va.gov                           | (310) 235-7722         | 11000 Wilshire Blvd               | Los Angeles      | CA           | 90024-7066 |  |
| Ventura Vet Center                                              | isaac.avendano@va.gov                           | 805-585-1860           | 790 E Santa Clara St Ste 100      | Ventura          | CA           | 93001-2965 |  |
| Verdugo Jobs Center                                             | gwashton@ci.glendale.ca.us                      | 818-409-0476           | 1255 S Central Ave                | Glendale         | CA           | 91204-2529 |  |
| Verdugo Jobs Center                                             | leonard.johnson@edd.ca.gov                      | 818-409-0474           |                                   | Glendale         | CA           | 91204-2529 |  |
| Verdugo Jobs Center                                             | njimenez@glendaleca.gov                         | 818-409-0476           |                                   | Glendale         | CA           | 91204-2529 |  |
| Vocational Rehabilitation - Canoga Park                         | lpowe@dor.ca.gov                                | 818-702-2895           | 6800 Owensmouth Ave               | Canoga Park      | CA           | 91303-3159 |  |
| Vocational Rehabilitation - City of Commerce Branch             | adrian.lazaro@dor.ca.gov                        | 323-720-4073           | 5400 E Olympic Blvd               | Commerce         | CA           | 90022-5147 |  |
| Vocational Rehabilitation - Glendale Branch                     | nosipope@dor.ca.gov                             | (818) 551-2141         | 425 W Broadway                    | Glendale         | CA           | 91204-4118 |  |
| Vocational Rehabilitation - Greater Los Angeles District        | alia.kuraishi@dor.ca.gov                        | 619-971-0268           | 3333 Wilshire Blvd                | Los Angeles      | CA           | 90010-4101 |  |
| Vocational Rehabilitation - Norwalk Branch                      | saguiar@dor.ca.gov                              | 562-864-8521           | 12501 Imperial Hwy                | Norwalk          | CA           | 90650-3179 |  |
| Vocational Rehabilitation - Ontario Branch                      | michael.locklear@dor.ca.gov                     | (909) 948-6050         | 3595 Inland Empire Blvd           | Ontario          | CA           | 91764-5920 |  |
| Vocational Rehabilitation - Ontario Branch                      | pauline.A.pina@dor.ca.gov                       | 909-948-6050           | 3595 Inland Empire Blvd           | Ontario          | CA           | 91764-5920 |  |
| Vocational Rehabilitation - Orange / San Gabriel District       | jfincken@dor.ca.gov                             | 714-991-0800           | 222 S Harbor Blvd                 |                  |              |            |  |



| Agency                   | Recipient Email(s)          | Recipient Phone Number | Agency Address               | Agency City | Agency State | Agency Zip |
|--------------------------|-----------------------------|------------------------|------------------------------|-------------|--------------|------------|
| YWCA Gardena Valley      | ywcagardenavalley@live.com  | 310-327-5356           | 1341 W Gardena Blvd          | Gardena     | CA           | 90247-4827 |
| YWCA North Orange County | dmasseth-jones@ywcancoc.org | 714-871-4488           | 215 E Commonwealth Ave Ste F | Fullerton   | CA           | 92832-1957 |

## 2021 FCC Source Evaluation Report

FCC Unit: 13549 Southern California North

| Source                           | Applicant Count | Interview Count | Hire Count |
|----------------------------------|-----------------|-----------------|------------|
| Ad - Broadcasting and Cable      | 2               | 2               | 2          |
| Ad - TV Commercial Advertisement | 8               | 8               | 7          |
| Brazen                           | 3               | 3               | 0          |
| Campaign - Indeed                | 42              | 42              | 18         |
| Direct Sourcing - ATS            | 11              | 11              | 8          |
| Direct Sourcing - Indeed         | 4               | 4               | 3          |
| Direct Sourcing - LinkedIn       | 3               | 3               | 3          |
| Direct Sourcing - Other          | 2               | 2               | 0          |
| Former Employee - Rehire         | 21              | 21              | 19         |
| Internal - Internal Hire         | 12              | 12              | 0          |
| Internet - Google                | 5               | 5               | 5          |
| Internet - Indeed                | 236             | 235             | 163        |
| Internet - LinkedIn              | 6               | 6               | 6          |
| Internet - Other                 | 5               | 5               | 4          |
| Internet - Ziprecruiter          | 1               | 1               | 0          |
| Job Fair - External              | 4               | 4               | 2          |
| Other                            | 6               | 6               | 5          |
| Referral - Employee Referral     | 109             | 109             | 86         |
| Referral - Manager Referral      | 6               | 6               | 6          |
| Website - External Career Site   | 5348            | 759             | 98         |
| <b>Total</b>                     | <b>5834</b>     | <b>1244</b>     | <b>435</b> |



## 2021 FCC Source Report

### FCC Unit: 13549 Southern California North

| Requisition ID | Job Title                      | Source                         | Applicant Count | Interview Count | Hire Count |
|----------------|--------------------------------|--------------------------------|-----------------|-----------------|------------|
| 268193BR       | Dir, ISP Operations            | Direct Sourcing - LinkedIn     | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 82              | 5               | 0          |
| 269075BR       | Rep 1, Cust Svc Internet/Voice | Former Employee - Rehire       | 1               | 1               | 0          |
|                |                                | Internet - Indeed              | 3               | 3               | 1          |
|                |                                | Referral - Employee Referral   | 7               | 7               | 2          |
|                |                                | Website - External Career Site | 274             | 20              | 0          |
| 269076BR       | Rep 1, Cust Svc Internet/Voice | Former Employee - Rehire       | 2               | 2               | 2          |
|                |                                | Internet - Indeed              | 12              | 12              | 8          |
|                |                                | Referral - Employee Referral   | 10              | 10              | 8          |
|                |                                | Website - External Career Site | 190             | 40              | 6          |
| 269934BR       | Account Executive              | Referral - Employee Referral   | 2               | 2               | 1          |
|                |                                | Website - External Career Site | 22              | 3               | 0          |
| 270044BR       | Store Associate - PT           | Website - External Career Site | 31              | 4               | 1          |
| 270048BR       | Store Associate - PT           | Internet - LinkedIn            | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 3               | 0               | 0          |
| 270101BR       | Store Associate                | Direct Sourcing - ATS          | 1               | 1               | 0          |
|                |                                | Former Employee - Rehire       | 1               | 1               | 0          |
|                |                                | Internet - Indeed              | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 75              | 7               | 0          |
| 270271BR       | Direct Sales Rep               | Campaign - Indeed              | 5               | 5               | 1          |
|                |                                | Website - External Career Site | 6               | 3               | 0          |
| 270441BR       | Mgr, Store                     | Website - External Career Site | 65              | 21              | 1          |
| 270458BR       | Store Associate                | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 42              | 4               | 0          |
| 270490BR       | Account Executive              | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 24              | 5               | 0          |
| 270722BR       | Field Technician V Nonexempt   | Former Employee - Rehire       | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 12              | 5               | 0          |
| 270860BR       | Sales Engineer I               | Direct Sourcing - ATS          | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 15              | 1               | 0          |
| 270867BR       | Direct Sales Rep               | Campaign - Indeed              | 1               | 1               | 1          |
|                |                                | Internet - Indeed              | 20              | 20              | 7          |
|                |                                | Internet - Ziprecruiter        | 1               | 1               | 0          |
|                |                                | Referral - Employee Referral   | 2               | 2               | 1          |
|                |                                | Website - External Career Site | 149             | 25              | 5          |

| Requisition ID | Job Title                      | Source                         | Applicant Count | Interview Count | Hire Count |
|----------------|--------------------------------|--------------------------------|-----------------|-----------------|------------|
| 271511BR       | Store Associate                | Internet - Indeed              | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 41              | 4               | 0          |
| 271576BR       | Store Associate                | Direct Sourcing - ATS          | 1               | 1               | 1          |
|                |                                | Direct Sourcing - Indeed       | 1               | 1               | 0          |
|                |                                | Internet - Indeed              | 2               | 2               | 2          |
|                |                                | Website - External Career Site | 85              | 13              | 0          |
| 271594BR       | Store Associate                | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 64              | 6               | 1          |
| 271611BR       | Store Associate                | Website - External Career Site | 24              | 5               | 1          |
| 271679BR       | Rep 1, Cust Svc Internet/Voice | Former Employee - Rehire       | 3               | 3               | 3          |
|                |                                | Internet - Indeed              | 3               | 3               | 3          |
|                |                                | Referral - Employee Referral   | 10              | 10              | 7          |
|                |                                | Website - External Career Site | 158             | 35              | 8          |
| 271723BR       | Account Executive              | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 51              | 10              | 0          |
| 271755BR       | EAE-Enterprise Account Exec    | Direct Sourcing - LinkedIn     | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 7               | 0               | 0          |
| 271863BR       | Rep 1, Cust Svc Internet/Voice | Ad - Broadcasting and Cable    | 1               | 1               | 1          |
|                |                                | Former Employee - Rehire       | 1               | 1               | 1          |
|                |                                | Internet - Indeed              | 5               | 5               | 4          |
|                |                                | Referral - Employee Referral   | 7               | 7               | 6          |
|                |                                | Website - External Career Site | 171             | 50              | 7          |
| 271957BR       | Direct Sales Rep               | Brazen                         | 3               | 3               | 0          |
|                |                                | Campaign - Indeed              | 4               | 4               | 2          |
|                |                                | Website - External Career Site | 10              | 10              | 0          |
| 271975BR       | Area Manager                   | Internet - LinkedIn            | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 56              | 1               | 0          |
| 271987BR       | Store Associate - PT           | Website - External Career Site | 36              | 3               | 1          |
| 272135BR       | Store Associate                | Website - External Career Site | 8               | 1               | 1          |
| 272239BR       | Asst Mgr, Store                | Direct Sourcing - Indeed       | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 48              | 4               | 0          |
| 272317BR       | Sr Human Resources Generalist  | Other                          | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 86              | 3               | 0          |
| 272325BR       | Sup, Direct Sales              | Former Employee - Rehire       | 1               | 1               | 1          |
|                |                                | Website - External Career Site | 48              | 3               | 0          |
| 272407BR       | Field Technician II            | Internet - Indeed              | 19              | 19              | 16         |
|                |                                | Website - External Career Site | 194             | 11              | 0          |

| Requisition ID | Job Title                   | Source                         | Applicant Count | Interview Count | Hire Count |
|----------------|-----------------------------|--------------------------------|-----------------|-----------------|------------|
| 272409BR       | Field Technician II         | Internal - Internal Hire       | 2               | 2               | 0          |
|                |                             | Internet - Indeed              | 17              | 17              | 13         |
|                |                             | Referral - Employee Referral   | 4               | 4               | 4          |
|                |                             | Website - External Career Site | 146             | 44              | 0          |
| 272684BR       | Store Associate             | Website - External Career Site | 25              | 4               | 1          |
| 272686BR       | Asst Mgr, Store             | Internet - Indeed              | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 46              | 3               | 0          |
| 272695BR       | Store Associate             | Internet - Indeed              | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 32              | 4               | 0          |
| 272892BR       | Store Associate             | Internet - Indeed              | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 53              | 4               | 0          |
| 272965BR       | Account Executive           | Former Employee - Rehire       | 1               | 1               | 1          |
|                |                             | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 35              | 9               | 0          |
| 273096BR       | Store Greeter Nonexempt     | Direct Sourcing - ATS          | 1               | 1               | 1          |
|                |                             | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 27              | 5               | 1          |
| 273221BR       | Direct Sales Rep            | Internet - Indeed              | 15              | 14              | 8          |
|                |                             | Referral - Employee Referral   | 3               | 3               | 2          |
|                |                             | Website - External Career Site | 117             | 69              | 6          |
| 273236BR       | Store Associate - PT        | Website - External Career Site | 34              | 6               | 1          |
| 273321BR       | Account Executive           | Internet - Indeed              | 1               | 1               | 1          |
|                |                             | Internet - LinkedIn            | 1               | 1               | 1          |
|                |                             | Referral - Employee Referral   | 1               | 1               | 0          |
|                |                             | Website - External Career Site | 11              | 5               | 1          |
| 273468BR       | Direct Sales Rep            | Campaign - Indeed              | 11              | 11              | 6          |
|                |                             | Internal - Internal Hire       | 1               | 1               | 0          |
|                |                             | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 10              | 9               | 0          |
| 273578BR       | Asst Mgr, Store             | Direct Sourcing - ATS          | 1               | 1               | 0          |
|                |                             | Internet - Indeed              | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 24              | 3               | 0          |
| 273595BR       | Store Associate             | Direct Sourcing - ATS          | 3               | 3               | 3          |
|                |                             | Website - External Career Site | 70              | 12              | 0          |
| 273610BR       | EAE-Enterprise Account Exec | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 19              | 0               | 0          |
| 273624BR       | Store Greeter Nonexempt     | Direct Sourcing - Indeed       | 1               | 1               | 1          |
|                |                             | Internet - Google              | 1               | 1               | 1          |
|                |                             | Internet - Indeed              | 1               | 1               | 0          |
|                |                             | Website - External Career Site | 43              | 1               | 0          |

| Requisition ID | Job Title                      | Source                           | Applicant Count | Interview Count | Hire Count |
|----------------|--------------------------------|----------------------------------|-----------------|-----------------|------------|
| 273646BR       | Store Associate                | Direct Sourcing - ATS            | 3               | 3               | 2          |
|                |                                | Internet - Google                | 1               | 1               | 1          |
|                |                                | Internet - Indeed                | 1               | 1               | 1          |
|                |                                | Referral - Manager Referral      | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 34              | 4               | 0          |
| 273676BR       | Field Technician III           | Internet - Indeed                | 2               | 2               | 2          |
| 273682BR       | Rep 1, Cust Svc Internet/Voice | Ad - TV Commercial Advertisement | 2               | 2               | 2          |
|                |                                | Internet - Indeed                | 8               | 8               | 3          |
|                |                                | Other                            | 1               | 1               | 1          |
|                |                                | Referral - Employee Referral     | 10              | 10              | 6          |
|                |                                | Website - External Career Site   | 155             | 37              | 5          |
| 273983BR       | Store Greeter Nonexempt        | Internet - Indeed                | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 12              | 1               | 0          |
| 274043BR       | Store Associate                | Referral - Employee Referral     | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 9               | 1               | 0          |
| 274044BR       | Store Greeter Nonexempt        | Internet - Indeed                | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 13              | 1               | 0          |
| 274046BR       | Store Greeter Nonexempt        | Internet - Indeed                | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 17              | 1               | 0          |
| 274331BR       | Account Executive              | Internal - Internal Hire         | 3               | 3               | 0          |
|                |                                | Referral - Employee Referral     | 4               | 4               | 4          |
|                |                                | Website - External Career Site   | 48              | 18              | 1          |
| 274342BR       | Store Greeter Nonexempt        | Former Employee - Rehire         | 1               | 1               | 1          |
|                |                                | Internet - Indeed                | 1               | 1               | 0          |
|                |                                | Website - External Career Site   | 20              | 6               | 0          |
| 274380BR       | Mgr, Construction              | Internet - LinkedIn              | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 4               | 0               | 0          |
| 274381BR       | Account Executive              | Internal - Internal Hire         | 1               | 1               | 0          |
|                |                                | Internet - Indeed                | 1               | 1               | 0          |
|                |                                | Referral - Employee Referral     | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 41              | 18              | 1          |
| 274383BR       | Field Technician II            | Internet - Indeed                | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 18              | 4               | 0          |
| 274456BR       | Asst Mgr, Store                | Referral - Employee Referral     | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 15              | 0               | 0          |
| 274543BR       | Store Greeter Nonexempt        | Direct Sourcing - Indeed         | 1               | 1               | 1          |
|                |                                | Internet - Indeed                | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 43              | 4               | 0          |
| 274683BR       | Store Associate                | Internet - Indeed                | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 18              | 1               | 0          |

| Requisition ID | Job Title                      | Source                           | Applicant Count | Interview Count | Hire Count |
|----------------|--------------------------------|----------------------------------|-----------------|-----------------|------------|
| 274729BR       | Rep 1, Cust Svc Internet/Voice | Ad - TV Commercial Advertisement | 2               | 2               | 2          |
|                |                                | Internal - Internal Hire         | 1               | 1               | 0          |
|                |                                | Internet - Google                | 2               | 2               | 2          |
|                |                                | Internet - Indeed                | 5               | 5               | 5          |
|                |                                | Internet - Other                 | 3               | 3               | 2          |
|                |                                | Other                            | 4               | 4               | 3          |
|                |                                | Referral - Employee Referral     | 8               | 8               | 8          |
|                |                                | Website - External Career Site   | 201             | 39              | 8          |
| 275173BR       | Field Technician II            | Internet - Indeed                | 9               | 9               | 9          |
|                |                                | Website - External Career Site   | 121             | 10              | 0          |
| 275421BR       | Account Executive              | Former Employee - Rehire         | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 13              | 8               | 1          |
| 275450BR       | Direct Sales Rep               | Campaign - Indeed                | 11              | 11              | 2          |
|                |                                | Former Employee - Rehire         | 1               | 1               | 1          |
|                |                                | Internal - Internal Hire         | 1               | 1               | 0          |
|                |                                | Job Fair - External              | 4               | 4               | 2          |
|                |                                | Referral - Employee Referral     | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 11              | 6               | 0          |
| 275453BR       | Store Associate                | Website - External Career Site   | 20              | 5               | 1          |
| 275723BR       | Account Executive              | Referral - Employee Referral     | 2               | 2               | 2          |
|                |                                | Website - External Career Site   | 12              | 4               | 0          |
| 275796BR       | Store Greeter Nonexempt        | Internet - Indeed                | 1               | 1               | 1          |
|                |                                | Referral - Employee Referral     | 1               | 1               | 0          |
|                |                                | Website - External Career Site   | 18              | 1               | 0          |
| 275972BR       | Direct Sales Rep               | Internet - Indeed                | 6               | 6               | 0          |
|                |                                | Referral - Employee Referral     | 2               | 2               | 1          |
|                |                                | Website - External Career Site   | 58              | 30              | 9          |
| 276117BR       | Store Greeter Nonexempt        | Internet - Indeed                | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 27              | 1               | 0          |
| 276298BR       | Field Technician II            | Internet - Indeed                | 9               | 9               | 9          |
|                |                                | Website - External Career Site   | 81              | 20              | 0          |
| 276344BR       | Asst Mgr, Store                | Referral - Employee Referral     | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 16              | 0               | 0          |
| 276457BR       | Field Technician II            | Internet - Indeed                | 7               | 7               | 3          |
|                |                                | Website - External Career Site   | 41              | 2               | 0          |
| 276557BR       | Multi-Tenant Sales Rep         | Referral - Employee Referral     | 1               | 1               | 1          |
| 276612BR       | Asst Mgr, Store                | Referral - Employee Referral     | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 11              | 1               | 0          |
| 276659BR       | Store Associate                | Website - External Career Site   | 6               | 1               | 1          |



| Requisition ID | Job Title                      | Source                           | Applicant Count | Interview Count | Hire Count |
|----------------|--------------------------------|----------------------------------|-----------------|-----------------|------------|
| 276781BR       | Rep 1, Cust Svc Internet/Voice | Ad - Broadcasting and Cable      | 1               | 1               | 1          |
|                |                                | Ad - TV Commercial Advertisement | 2               | 2               | 2          |
|                |                                | Former Employee - Rehire         | 2               | 2               | 2          |
|                |                                | Internal - Internal Hire         | 1               | 1               | 0          |
|                |                                | Internet - Google                | 1               | 1               | 1          |
|                |                                | Internet - Indeed                | 14              | 14              | 8          |
|                |                                | Referral - Employee Referral     | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 156             | 35              | 3          |
| 276880BR       | Multimedia Journalist          | Direct Sourcing - LinkedIn       | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 75              | 0               | 0          |
| 276896BR       | Direct Sales Rep               | Campaign - Indeed                | 2               | 2               | 1          |
|                |                                | Direct Sourcing - Other          | 2               | 2               | 0          |
|                |                                | Internal - Internal Hire         | 1               | 1               | 0          |
|                |                                | Referral - Employee Referral     | 4               | 4               | 3          |
|                |                                | Website - External Career Site   | 11              | 5               | 0          |
| 276980BR       | Store Associate                | Internet - Indeed                | 3               | 3               | 1          |
|                |                                | Website - External Career Site   | 35              | 3               | 0          |
| 277033BR       | Field Technician II            | Internet - Indeed                | 6               | 6               | 3          |
|                |                                | Website - External Career Site   | 63              | 4               | 0          |
| 277084BR       | Rep 1, Cust Svc Internet/Voice | Ad - TV Commercial Advertisement | 2               | 2               | 1          |
|                |                                | Former Employee - Rehire         | 1               | 1               | 1          |
|                |                                | Internet - Indeed                | 9               | 9               | 6          |
|                |                                | Referral - Employee Referral     | 6               | 6               | 5          |
|                |                                | Website - External Career Site   | 144             | 36              | 7          |
| 277123BR       | Mgr, Field Operations          | Internet - LinkedIn              | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 8               | 1               | 0          |
| 277133BR       | Store Associate                | Website - External Career Site   | 19              | 4               | 1          |
| 277233BR       | EAE-Enterprise Account Exec    | Referral - Employee Referral     | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 8               | 4               | 0          |
| 277586BR       | Store Associate - PT           | Website - External Career Site   | 14              | 2               | 1          |
| 277611BR       | Field Technician II            | Internet - Indeed                | 7               | 7               | 7          |
|                |                                | Website - External Career Site   | 68              | 15              | 0          |
| 277614BR       | Field Technician II            | Internet - Indeed                | 9               | 9               | 6          |
|                |                                | Referral - Employee Referral     | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 124             | 12              | 1          |
| 277633BR       | Direct Sales Rep               | Campaign - Indeed                | 2               | 2               | 2          |
|                |                                | Former Employee - Rehire         | 2               | 2               | 2          |
|                |                                | Website - External Career Site   | 6               | 5               | 0          |
| 277784BR       | Store Associate                | Internet - Indeed                | 1               | 1               | 1          |
|                |                                | Website - External Career Site   | 9               | 1               | 0          |

| Requisition ID | Job Title                   | Source                         | Applicant Count | Interview Count | Hire Count |
|----------------|-----------------------------|--------------------------------|-----------------|-----------------|------------|
| 277920BR       | Store Associate             | Internet - Indeed              | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 1               | 1               | 0          |
| 278114BR       | Account Executive           | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 8               | 3               | 0          |
| 278130BR       | Account Executive           | Website - External Career Site | 35              | 6               | 1          |
| 278185BR       | Store Associate             | Internet - Other               | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 3               | 0               | 0          |
| 278247BR       | Asst Mgr, Store             | Internet - Indeed              | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 17              | 9               | 0          |
| 278252BR       | Area Manager                | Referral - Manager Referral    | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 82              | 5               | 0          |
| 278287BR       | Asst Mgr, Store             | Referral - Manager Referral    | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 4               | 0               | 0          |
| 278339BR       | Store Greeter Nonexempt     | Internet - Indeed              | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 8               | 1               | 0          |
| 278415BR       | Store Greeter Nonexempt     | Internet - Indeed              | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 10              | 5               | 0          |
| 278467BR       | Area Manager                | Referral - Manager Referral    | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 36              | 0               | 0          |
| 278694BR       | Store Associate             | Internet - Indeed              | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 26              | 1               | 0          |
| 278951BR       | Direct Sales Rep            | Internet - Indeed              | 3               | 3               | 2          |
|                |                             | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 86              | 81              | 8          |
| 279249BR       | Store Associate             | Internet - Other               | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 5               | 2               | 0          |
| 279316BR       | EAE-Enterprise Account Exec | Referral - Manager Referral    | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 12              | 3               | 0          |
| 279673BR       | Direct Sales Rep            | Campaign - Indeed              | 4               | 4               | 2          |
|                |                             | Referral - Employee Referral   | 2               | 2               | 2          |
|                |                             | Website - External Career Site | 2               | 2               | 0          |
| 279735BR       | Account Executive           | Referral - Manager Referral    | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 33              | 2               | 0          |
| 280035BR       | Field Technician II         | Internet - Indeed              | 2               | 2               | 1          |
|                |                             | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 99              | 17              | 0          |
| 280101BR       | Mgr, Store                  | Internet - LinkedIn            | 1               | 1               | 1          |
|                |                             | Website - External Career Site | 44              | 4               | 0          |

| Requisition ID | Job Title              | Source                         | Applicant Count | Interview Count | Hire Count |
|----------------|------------------------|--------------------------------|-----------------|-----------------|------------|
| 280132BR       | Store Associate        | Internet - Indeed              | 1               | 1               | 1          |
|                |                        | Website - External Career Site | 9               | 0               | 0          |
| 280142BR       | Field Technician II    | Internet - Indeed              | 9               | 9               | 7          |
|                |                        | Referral - Employee Referral   | 2               | 2               | 2          |
|                |                        | Website - External Career Site | 53              | 6               | 1          |
| 280252BR       | Store Associate - PT   | Internet - Indeed              | 1               | 1               | 1          |
|                |                        | Website - External Career Site | 9               | 2               | 0          |
| 280499BR       | Multi-Tenant Sales Rep | Campaign - Indeed              | 2               | 2               | 1          |
|                |                        | Website - External Career Site | 7               | 0               | 0          |
| 280570BR       | Asst Mgr, Store        | Website - External Career Site | 10              | 3               | 1          |
| 280579BR       | Store Associate        | Internal - Internal Hire       | 1               | 1               | 0          |
|                |                        | Internet - Indeed              | 1               | 1               | 1          |
|                |                        | Website - External Career Site | 16              | 0               | 0          |
| 280602BR       | Asst Mgr, Store        | Website - External Career Site | 10              | 3               | 1          |
| 280723BR       | Store Associate - PT   | Website - External Career Site | 11              | 2               | 1          |
| 280810BR       | Store Associate        | Website - External Career Site | 12              | 4               | 1          |
| 280875BR       | Store Associate - PT   | Internet - Indeed              | 1               | 1               | 1          |
|                |                        | Website - External Career Site | 2               | 1               | 0          |
| 281000BR       | Store Associate - PT   | Internet - Indeed              | 1               | 1               | 1          |
|                |                        | Website - External Career Site | 2               | 0               | 0          |
| 281110BR       | Account Executive      | Former Employee - Rehire       | 1               | 1               | 1          |
|                |                        | Website - External Career Site | 11              | 6               | 0          |
| 281739BR       | Store Associate        | Website - External Career Site | 15              | 3               | 1          |
| 281793BR       | Store Associate - PT   | Referral - Employee Referral   | 1               | 1               | 1          |
|                |                        | Website - External Career Site | 42              | 5               | 0          |
| 282357BR       | Sup, Field Operations  | Former Employee - Rehire       | 1               | 1               | 1          |
|                |                        | Website - External Career Site | 18              | 12              | 0          |
| 282474BR       | Field Technician III   | Internet - Indeed              | 1               | 1               | 1          |
| 282515BR       | Direct Sales Rep       | Internet - Indeed              | 1               | 1               | 1          |
|                |                        | Website - External Career Site | 18              | 8               | 1          |