

2020 FCC Unit Address List

FCC Unit: **13550**

FCC Unit Description: **South Carolina**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
4366 Bluffton Pkwy	Bluffton	SC	29910
95 Baylor Drive	Bluffton	SC	29910
1030 Harden St	Columbia	SC	29205
9810 Two Notch Rd	Columbia	SC	29223
280 Harbison Blvd	Columbia	SC	29212
1741 Highway 9 W	Dillon	SC	29536
3232 Bryson Dr	Florence	SC	29501
2417 B David H. McLeod Blvd.	Florence	SC	29501
3235 S Cashua Dr	Florence	SC	29501
2520 Highway 17 S	Garden City	SC	29576
1340 N Fraser St	Georgetown	SC	29440
1920 West Bobo Newsome	Hartsville	SC	29550
890 William Hilton Pkwy	Hilton Head	SC	29928
11546 Hwy 17 S Bypass	Murrells Inlet	SC	29576
1901 N Oak St	Myrtle Beach	SC	29577
1907 N Oak St	Myrtle Beach	SC	29577
3068 Dick Pond Road	Myrtle Beach	SC	29588
1524 Hwy 17N	North Myrtle Beach	SC	29582
2805 North Road, Suite 2	Orangeburg	SC	29118
1125 Orangeburg Mall	Orangeburg	SC	29115
110 Commercial Rd - 2nd Floor	Spartanburg	SC	29303
725 Union St	Spartanburg	SC	29306
1855 E Main Street	Spartanburg	SC	29307
410 Trolley Rd	Summerville	SC	29483
1219 North Main St.	Summerville	SC	29483
1525 Old Trolley Rd	Summerville	SC	29485
1170 N Guignard Dr	Sumter	SC	29150
1326 Broad Street	Sumter	SC	29150
3347 Platt Springs Rd	West Columbia	SC	29170

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

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

FCC Registration Number:

Emp. Unit ID # 13550

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

HORRY, SC

D. Category of Respondent (check applicable box)

☐ Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V☒ Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 07/01/2019-06/30/2020

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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Review the list of communities served on the previous year's submission and attach as Exhibit A any 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?	☒ Yes ☐ No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	☒ Yes ☐ 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?	☒ Yes ☐ No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	☒ Yes ☐ 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?	☒ Yes ☐ 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?	☒ Yes ☐ 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?	☒ Yes ☐ 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?	☒ Yes ☐ 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?	☒ Yes ☐ No

SECTION IV ADDITIONAL INFORMATION

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.

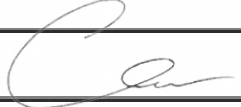
[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed		Title	GVP, LABOR & EMPLOYEE RELATIONS
Date	9/28/2020	Name of Respondent	KEVIN SMITH
Telephone No. (include area code)		2037054832	

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

Exhibits

2019-2020 Recruitment Initiatives

FCC Unit: 13550 South Carolina

1. #2 - Hosting at least one job fair.

Spectrum Military Virtual Career Fair

- June 25, 2020
- Virtual
- Charter Representatives: Recruiters & Managers
- Targeted positions: All open positions
- Large volume of attendees

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

Behavioral Interviewing: What is it?

Employees at this Charter FCC unit participated in the Behavioral Interviewing: What is it? training. This course is an overview of basic interviewing, the typical Charter interviewing process- phases and steps, as well as information about a specific type of interview question, behavioral-based. Employees explore behavioral interviewing, what it is, why we use it at Charter and how taking the time to find the right candidate helps them, Charter and the candidate be successful. This course is for all Charter supervisors, managers, and leaders as well as HR persons who interview and help select candidates.

2020 FCC Unit Outreach Source List

FCC Unit: 13550

FCC Unit Description: South Carolina

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
AARP	Columbia	SC	29201	scaarp@aarp.org	8663895655
Ability Beyond	Bethel	CT	06801	kate.travis@abilitybeyond.org	888-832-8247
ACCES-VR/Albany District Office	Albany	NY	12205	bbaszczu@mail.nysed.gov	518-473-8097
ALBANY BRANCH UNIT #2127	Albany	NY	12220	dybj324@yahoo.com	51846211246
ALBANY COMMUNITY ACTION PARTNERSHIP	Albany	NY	12206	abentley@albanycap.org	518-463-3175
ALTAMONT PROGRAM	Albany	NY	12202	judyc@pyhit.org	518-465-1020
American Job Center - New Haven	New Haven	CT	06519	bwilkes@workforcealliance.biz	203-624-1493
Association of Latino Professionals in Finance & Accounting	Hartford	CT		membership@national.alpfa.org	
Bamberg SCWorks Center	Denmark	SC	29042	lswiainfo@lscog.org	
Bergen One Stop Career Center	Hackensack	NJ	07601	john.bautz@dol.state.nj.us	201-329-9600
Bergen One Stop Career Center	Hackensack	NJ	07601	kattah@bergen.org	201-329-9600
Bergen One Stop Career Center	Hackensack	NJ	07601	paula.wills@dol.state.nj.us	201-329-9600
BHcare	Ansonia	CT		eliberto@bhcare.org	203-736-2601
Bladen County NCWorks Career Center	Elizabethtown	NC	28337	eric.redrick@nccommerce.com	910-862-3255
Bladen County NCWorks Career Center	Elizabethtown	NC	28337	gabrilla.garrett@nccommerce.com	910-862-3255
Bladen County NCWorks Career Center	Elizabethtown	NC	28337	stephanie.inness@nccommerce.com	910-862-3255
Brain Injury Association	Albany	NY	12206	info@bianys.org	
Bridgeport American Job Center	Bridgeport	CT	06604	lorilynn.chatlos@ct.gov	203-455-2700
Bridgeport American Job Center	Bridgeport	CT	06604	victor.fuda@ct.gov	203-455-2700
BRONX COMMUNITY COLLEGE	Bronx	NY	10453	jonathan.alejo@stu.bcc.cuny.edu	718-289-5603
Bronx Independent Living Center	Bronx	NY	10457	brett@bils.org	
Bronx Workforce1 Career Center	Bronx	NY	10458	frank.cook@labor.ny.gov	718-960-7901
Bronx Workforce1 Career Center	Bronx	NY	10458	ozias.batista@labor.ny.gov	718-960-7901
Brunswick County Workforce Career Center	Shallotte	NC	28470	chuck.spangler@nccommerce.com	910-754-6120
Brunswick County Workforce Career Center	Shallotte	NC	28470	esc.jobs.shallotte@nccommerce.com	910-754-6120
Brunswick County Workforce Career Center	Shallotte	NC	28470	lisa.ramos@nccommerce.com	910-754-6120
Capital District Women's Employment & Resource Center	Albany	NY	12206	madams@cdwerc.org	518-462-7600
Career Central	Albany	NY	12206	Albany@labor.ny.gov	
Career Central	Albany	NY	12206	cathy.bucci@labor.ny.gov	
Career Resource Management Center	Beaufort	SC	29904	juan.allen@usmc.mil	843-228-7701
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	apalevichcareers@gmail.com	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	ascorca@careersfp.org	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	careersprvr@aol.com	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	damonragin@gmail.com	914-741-8500
CAREERS for People with Disabilities Inc.	Valhalla	NY	10595	lnewman@careersfp.org	914-741-8500
CAREERS Support Solutions	Valhalla	NY	10595	careersforpeople@aol.com	914-741-8500
Central Connecticut State University Career Services Office	New Britain	CT		deloyp@mail.ccsu.edu	860-832-1615
CHILDREN & FAMILY SVC	Albany	NY	12205	johne.johnson@ocfs.state.ny.us	518-438-8044
CITIZENS ADVICE BUREAU	Bronx	NY	10457	ssmart@bronxworks.org	7187316301
College of Charleston	Charleston	SC	29424	wingertcl@cofc.edu	843-805-5507
Columbia International University	Columbia	SC	29230	careerservices@ciu.edu	803-754-4100
Commission for the Blind & Visually Handicapped	Rensselaer	NY	12144	barbara.kellerman@ocfs.ny.gov	518-473-7793
Community Support for Employment Transition (ComSET) - Larchmont Avenue Church	Larchmont	NY	10580	mrsrevmom@yahoo.com	

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Construction Workforce Initiative 2, Inc	New Haven	CT		njeffers@newhavenct.net	203-946-8160
Department of Veteran Affairs: Vocational Rehabilitation and Employment (VR&E) Program	Columbia	SC	29209	donna.glazer@va.gov	803-647-2397
Disabled American Veterans of South Carolina	West Columbia	SC	29171	evanshlsqm@att.net	
Dorn VAMC	Columbia	SC	29209	margaret.battle@va.gov	803.776.4000
Dorn VAMC	Columbia	SC	29209	patricia.bradford@va.gov	803.776.4000
Employment Assistance & Resource Network - Saint Patrick's Church	Yorktown Heights	NY	10598	livesintransition@gmail.com	914-967-0842
FECS - Long Island Location	Syosset	NY	11791	jkhan@fecs.org	516-496-7550
FECS - Long Island Location	Syosset	NY	11791	lrothchild@fecs.org	516-496-7550
FINE (Entrepreneurship Focus)	Westport	CT	06880	ed.fitzgerald@cbmoves.com	203-227-8424
Fort Jackson Employment Readiness Program	Columbia	SC	29207	barbara.martin@us.army.mil	803-751-5256
Fort Stewart ACAP Center	Fort Stewart	GA	31315	michelle.y.gaines.ctr@mail.mil	912-767-8810
Fort Stewart ACAP, SERCO	Fort Stewart	GA	31314	jushara.r.coples.ctr@mail.mil	912-767-6797
Fulton Montgomery Community College	Johnstown	NY	12095	andrea.scribner@fmcc.edu	518-736-3622
Fulton Montgomery Workforce Career Center in Amsterdam	Amsterdam	NY	12010	maryh@fmsworkforcesolutions.org	518-842-3676
Fulton Montgomery Workforce Career Center in Amsterdam	Amsterdam	NY	12010	ralph.grugnale@labor.ny.gov	518-842-3676
Fulton Montgomery Workforce Career Center in Gloversville	Gloversville	NY	12078	maryh@fmsworkforcesolutions.org	518-842-3676
Fulton Montgomery Workforce Career Center in Gloversville	Gloversville	NY	12078	ralph.grugnale@labor.ny.gov	518-842-3676
Goodwill Career Center - Simpsonville	Simpsonville	SC	29681	jcsimpsonville@goodwillsc.org	864-967-4217
Helen Keller National Center	Sands Point	NY	11050	debbie.fiderer@hknc.org	
HempsteadWorks Career Center	Hempstead	NY	11550	angela.duncan@labor.ny.gov	516-485-5000
HempsteadWorks Career Center	Hempstead	NY	11550	peter.paftinos@labor.ny.gov	516-485-5000
HempsteadWorks Career Center	Hempstead	NY	11550	sruhin@hempsteadworks.com	516-485-5000
Hicksville Career Center	Hicksville	NY	11801	may-whei.lin@labor.ny.gov	516-934-8532
Hicksville Career Center	Hicksville	NY	11801	pamela.bedford@labor.ny.gov	516-934-8532
HOMELESS & TRAVELERS AID SOCIETY	Albany	NY	12206	rgoman@hatas.org	518-463-2124
HUDSON MOHAWK RECOVERY CENTER INC	Troy	NY	12180	hudsonmohawk16@msn.com	5182723918
IBERO-AMERICAN ACTION LEAGUE	Rochester	NY		yolanda@iaal.org	585-256-8900
INTERFAITH PARTNERSHIP-HOMELESS	Albany	NY	12210	janiner@interfaithpartnership.com	518-434-8021
KAARD	Flushing	NY	11354	kaard@verizon.net	718-445-3929
KOREAN COMMUNITY SERVICE	Flushing	NY	11354	kisny2003@yahoo.com	718-359-5400
L.E.A.P.	Fort Edward	NY	12828	juliana.carattini@leapservices.org	518-746-2390
L.E.A.P.	Fort Edward	NY	12828	kevin.wells@labor.state.ny.us	518-746-2390
L.E.A.P.	Fort Edward	NY	12828	mary.jarvis-caro@leapservices.org	518-746-2390
L.E.A.P.	Fort Edward	NY	12828	megan.laporte@leapservices.org	518-746-2390
Latino & Puerto Rican Affairs Commission	Hartford	CT		werner.oyanadel@cga.ct.gov	860-240-8330
LEHMAN COLLEGE	Bronx	NY	10468	alan.fuentes@lehman.cuny.edu	7189608366
LEHMAN COLLEGE CONTINUING ED	Bronx	NY	10468	maryann.drago-dowling@lehman.cuny.edu	7189608077
Lexington Center for Recovery	New Rochelle	NY	10801	jmartinez7709@optonline.net	9142356633
Lexington SC Works Center - South Congaree	West Columbia	SC	29170	fsavage@dew.sc.gov	803-359-6131
Lives In Transition - Rye Presbyterian Church	Rye	NY	10580	rmorse@jcsfl.org	
MERCY HOUSE	Albany	NY	12210	seniormercy@yahoo.com	518-434-3531
Mount Vernon Employment Center	Mt. Vernon	NY	10550	jimmy.vargas@labor.ny.gov	914-813-6555
National Alliance on Mental Illness	Albany	NY	12207	info@naminys.org	518-462-2000
New Canaan Cats - St. Mark's Episcopal Church	New Canaan	CT	06840	jlisher@aol.com	203-972-3519

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
NEW COVENANT WOMEN MINISTRIES	Columbia	SC	29224	goodsfa@aol.com	
New Jersey Dept of Rehabilitation - Hudson	Hudson	NJ	07036	luis.rojas@dol.nj.gov	201-217-7180
NEW YORK CIVIL LIBERTIES UNION	Albany	NY	12207	mtrimble@nyclu.org	518-436-8594
New York Indian Council	Bronx	NY	10461	tpowell@newyorkindiancouncil.org	718-684-3993
New York Urban League	Bronx	NY	10469	dcoleman@nyul.org	718-944-3734
New York Urban League	Bronx	NY	10469	employmentservices@nyul.org	718-944-3734
NORTHEAST CAREER PLANNING	Albany	NY	12204	nrider@northeastcareer.org	5184655201
NY CITY COLLEGE OF TECHNOLOGY/CUNY	Brooklyn	NY		dguerrero@citytech.cuny.edu	7182605290
NY State Broadcasters Assn (NAB)	Albany	NY	12203	dnovik@nysbroadcasters.org	518-456-8888
NYC Dept of Parks & Rec/Parks Opportunity Pgm	Bronx	NY	10462	vera.jacobs@parks.nyc.gov	7184304608
PARKCHESTER (BRONX) NAACP BRANCH #2225	Bronx	NY	10462	bevroberts@optonline.net	718-597-0364
Protection & Advocacy Systems	Albany	NY	12207	info@ndrn.org	51843212207
Queens Workforce1 Career Center	Jamaica	NY	11432	gjacobs@grantassociatesinc.com	718-557-6755
Queens Workforce1 Career Center	Jamaica	NY	11432	jvargas@grantassociatesinc.com	718-557-6755
Queens Workforce1 Career Center	Jamaica	NY	11432	workforce1Queens@grantassociatesinc.com	718-557-6755
Queensborough Community College	Bayside	NY	11364	satkins@qcc.cuny.edu	718-281-5484
Rehabilitation Initiatives, LLC	Albany	NY	12205	rky4919@gmail.com	518-588-4445
Rehabilitation Services Division	Augusta	GA	30909	Alana.Amaro@ablegeorgia.ga.gov	706-650-5600
Rehabilitation Services Division	Augusta	GA	30909	Walker.Merritt@ablegeorgia.ga.gov	706-650-5600
Rensselaer County One Stop Employment Center	Troy	NY	12180	brian@capreg.org	518-270-2860
Rensselaer County One Stop Employment Center	Troy	NY	12180	cori.beck@labor.state.ny.us	518-270-2860
Rensselaer County One Stop Employment Center	Troy	NY	12180	ghulam.razai@labor.ny.gov	518-270-2860
Rensselaer County One Stop Employment Center	Troy	NY	12180	marcd@capreg.org	518-270-2860
RENSELAER COUNTY SOCIAL SVC	Troy	NY		Theresa.Beaudoin@dfa.state.ny.us	5188336005
RENSELAER POLYTECHNIC	Troy	NY	12180	perrys2@rpi.edu	5182766234
SAGE COLLEGES	Albany	NY	12208	roberp@sage.edu	518-292-1793
Saratoga County One Stop Center	Ballston Spa	NY	12020	daniel.perkins@labor.ny.gov	518-884-4170
Saratoga County One Stop Center	Ballston Spa	NY	12020	kevin.wells@labor.state.ny.us	518-884-4170
Saratoga County One Stop Center	Ballston Spa	NY	12020	kimberly.haviland@labor.ny.gov	518-884-4170
Savannah Career Center, Georgia Department of Labor	Savannah	GA	31403	juanita.simmons@gdol.ga.gov	912-356-2773
Savannah State University	Savannah	GA	31404	rileys@savannahstate.edu	912-358-4778
SC DEW Trident	Charleston	SC	29406	rcasper@dew.sc.gov	843-574-1800
SC DEW Trident	Charleston	SC	29406	rjackson@dew.sc.gov	843-574-1800
SC Works Beaufort Workforce Center	Beaufort	SC	29906	madams@dew.sc.gov	843-524-3351
SC Works Bennettsville	Bennettsville	SC	29512	dlaney@eckerd.org	843-479-4081
SC Works Berkeley	Moncks Corner	SC	29461	dkpotter@dew.sc.gov	843-761-4400
SC Works Berkeley	Moncks Corner	SC	29461	pmoretti@dew.sc.gov	843-761-4400
SC Works Berkeley	Moncks Corner	SC	29461	theyward@dew.sc.gov	843-761-4400
SC Works Center Columbia	Columbia	SC	29202	bjackson@dew.sc.gov	803-737-5627
SC Works Center Columbia	Columbia	SC	29202	ddevarie@dew.sc.gov	803-737-5627
SC Works Center Columbia	Columbia	SC	29202	Lenore.brown@rescare.com	803-737-5627
SC Works Center Columbia	Columbia	SC	29202	suzukee800@aol.com	803-737-5627
SC Works Charleston	North Charleston	SC	29406	rjackson@dew.sc.gov	843-574-1800
SC Works Conway	Conway	SC	29526	ethompson@scscs.org	843-234-9675
SC Works Conway	Conway	SC	29526	joxendine@dew.sc.gov	843-234-9675
SC Works Conway	Conway	SC	29526	rgaskins@wrcog.org	843-234-9675
SC Works Dillon	Dillon	SC	29536	m-legette@peedeecog.org	843-774-1420
SC Works Dillon	Dillon	SC	29536	sglenn@dew.sc.gov	843-774-1420

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
SC Works Dorchester	Summerville	SC	29484	dkpotter@dew.sc.gov	843-821-0695
SC Works Dorchester	Summerville	SC	29484	wwilliams@dew.sc.gov	843-821-0695
SC Works Florence Center	Florence	SC	29501	d-herrington@peedeecog.org	843-669-4271
SC Works Florence Center	Florence	SC	29501	sglenn@dew.sc.gov	843-669-4271
SC Works Florence Center	Florence	SC	29501	snbrown@dew.sc.gov	843-669-4271
SC Works Georgetown	Georgetown	SC	29440	joxendine@dew.sc.gov	
SC Works Georgetown	Georgetown	SC	29440	kwheeler@wrcog.org	
SC Works Hartsville	Hartsville	SC	29550	shampton@dew.sc.gov	843-332-1554
SC Works Marion	Marion	SC	29571	njones@eckerd.org	843-765-3123
SC Works McAlister Square	Greenville	SC	29607	dejones@greenvillecounty.org	864-467-8080
SC Works McAlister Square	Greenville	SC	29607	kstanton@dew.sc.gov	864-467-8080
SC Works McAlister Square	Greenville	SC	29607	wiainfo@greenvillecounty.org	864-467-8080
SC Works Orangeburg Center	Orangeburg	SC	29116	shhampton@eckerd.org	803-534-3336
SC Works Orangeburg Center	Orangeburg	SC	29116	tjamison@eckerd.org	803-534-3336
SC Works Upstate	Spartanburg	SC	29302	dsmith@scs.org	864-764-1966
SC Works Upstate	Spartanburg	SC	29302	elmcabee@dew.sc.gov	864-764-1966
SC Works Upstate	Spartanburg	SC	29302	jcrosby@scworksupstate.com	864-764-1966
SC Works Upstate	Spartanburg	SC	29302	jlee@dew.sc.gov	864-764-1966
SC Works Upstate Union	Union	SC	29379	elmcabee@dew.sc.gov	864-427-4119
SC Works Upstate Union	Union	SC	29379	igoodwin@dew.sc.gov	864-427-4119
Scotland County NcWorks Career Center	Laurinburg	NC	28352	Adrian.Lowery@lumberrivercog.org	910-276-4260
Scotland County NcWorks Career Center	Laurinburg	NC	28352	benjamin.thomas@ncommerce.com	910-276-4260
Scotland County NcWorks Career Center	Laurinburg	NC	28352	betty.galloway@ncommerce.com	910-276-4260
Scotland County NcWorks Career Center	Laurinburg	NC	28352	james.parker@ncommerce.com	910-276-4260
Scotland County NcWorks Career Center	Laurinburg	NC	28352	regina.smalls@ncommerce.com	910-276-4260
Scotland County NcWorks Career Center	Laurinburg	NC	28352	Robert.Johnson@ncommerce.com	910-276-4260
Scotland County NcWorks Career Center	Laurinburg	NC	28352	tony.murphy@ncommerce.com	910-276-4260
SC-South Carolina Association of Community Action Partnerships	Columbia	SC	29204	jmsccapa@bellsouth.net	8037719404
SOUTH BRONX JOB CORPS CENTER	Bronx	NY	10453	caraballo.sonia@jobcorps.org	7187317700
SOUTH BRONX JOB CORPS CENTER	Bronx	NY	10453	marquez.jennifer@jobcorps.org	7187317700
SOUTHERN WESLEYAN UNIVERSITY	Cayce	SC	29033	yduckett@swu.edu	8646445150
STATE UNIVERSITY OF NY	Bronx	NY	10467	epteachny@yahoo.com	7185471001
Strayer University - Columbia Campus	Columbia	SC	29210	mary.rhue@strayer.edu	8037502531
Suffolk County One-Stop Employment Center	Patchogue	NY	11772	michael.antidormi@labor.state.ny.us	631-687-4800
Suffolk County One-Stop Employment Center	Patchogue	NY	11772	michael.cohen@labor.ny.gov	631-687-4800
Suffolk County One-Stop Employment Center	Patchogue	NY	11772	steven.maieli@labor.ny.gov	631-687-4800
The Employment Center at Suffolk County Labor Department of Labor	Hauppauge	NY	11788	Diane.LaChapelle@suffolkcountyny.gov	631-853-6600
The Employment Center at Suffolk County Labor Department of Labor	Hauppauge	NY	11788	marc.bossert@suffolkcountyny.gov	631-853-6600
The Employment Center at Suffolk County Labor Department of Labor	Hauppauge	NY	11788	richard.krebs@suffolkcountyny.gov	631-853-6600
The Bridge to Independence & Career Opportunity	Danbury	CT	06810	tbico1@aol.com	203-743-6695
The Kennedy Center, Inc.	Trumbull	CT		vreyher@kennedyctr.org	203-365-8522
UCP-Suffolk The Employment Connection	Hauppauge	NY	11788	pcaso@ucp-suffolk.org	
University Of South Carolina	Columbia	SC	29201	byrdac@mailbox.sc.edu	803-777-5113
University Of South Carolina	Columbia	SC	29201	hogueam@mailbox.sc.edu	803-777-5113
Upstate Career Source	Spartanburg	SC	29306	dsmith@scs.org	864-562-4168
Urban League of Southern Connecticut	Stamford	CT	06905	vtspell@ulsc.org	203-327-5810
Urban League of Southwestern Connecticut	Stamford	CT	06910	vswilson@ulsc.org	203-327-5810
VILLAGE OF COLONIE	Albany	NY	12205	sueb@colonievillage.org	518-218-1030

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
WEBSTER UNIVERSITY	Columbia	SC	29203	jonesa@webster.edu	8036990900
Westchester Career & Educational Counseling Se	Tarrytown	NY	10591	ory1@westchestergov.com	914-995-3910
Westchester Employment Center - White Plains	White Plains	NY	10605	ory1@westchestergov.com	914-995-3910
Westchester Networking Organization (WNO) - f	Chappaqua	NY	10514	wno1635@gmail.com	914-238-4411
WILLIAMSBRIDGE (BRONX) NAACP BRANCH #22	Bronx	NY	10467	shirleyfearon@aol.com	718-882-7100
Workforce1 Career Center - Hunts Point	Bronx	NY	10459	workforce1huntspoint@rws-nyc.com	718-542-6777
YMCA	Albany	NY		oabrahams@cdymca.org	518-449-7196
Yonkers Employment Center	Yonkers	NY	10701	john.oshaughnessy@labor.state.ny.us	914-964-0105
Yonkers Employment Center	Yonkers	NY	10701	patrick.brown@labor.ny.gov	914-964-0105
Yonkers Employment Center	Yonkers	NY	10701	Wilson.Terrero@yonkersny.gov	914-964-0105

2020 FCC Source Evaluation Report

FCC Unit: 13550

FCC Unit Description: South Carolina

Source	Applicant Count	Interview Count	Hire Count
Ad - TV Commercial Advertisement	1	1	1
Campaign - Indeed	1	1	1
College - Campus Recruiting	1	1	0
Contractor - Conversion	2	1	2
Direct Sourcing - ATS	27	27	9
Direct Sourcing - Indeed	16	15	6
Direct Sourcing - LinkedIn	3	3	3
Direct Sourcing - Sourcing Specialist	7	7	5
Former Employee - Rehire	13	10	8
Internal - Internal Hire	19	19	17
Internet - Career Builders	1	1	0
Internet - Facebook.com	6	6	1
Internet - Glassdoor.com	2	2	0
Internet - Indeed	316	303	171
Internet - LinkedIn	2	2	1
Internet - Other	3	3	2
Internet - Ziprecruiter	6	6	5
Job Fair - External	12	12	2
Referral - Employee Referral	187	179	113
Referral - Manager Referral	1	1	1
Website - External Career Site	9314	687	104
Grand Total	9940	1287	452

2020 FCC Source Report

FCC Unit: 13550
FCC Unit Description: South Carolina

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
244420BR	Store Associate Nonexempt				
		Website - External Career Site	61	9	0
		Internet - Indeed	2	2	1
244619BR	Direct Sales Rep Exempt				
		Website - External Career Site	52	3	2
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	0	0
244651BR	Direct Sales Rep Exempt				
		Website - External Career Site	92	8	2
		Referral - Employee Referral	6	3	2
		Internet - Indeed	6	2	0
		Former Employee - Rehire	2	2	2
244725BR	Sup, Field Operations Exempt				
		Website - External Career Site	25	4	0
		Internet - LinkedIn	1	1	1
244840BR	Store Associate Nonexempt				
		Website - External Career Site	62	11	1
		Internal - Internal Hire	1	1	1
244977BR	Direct Sales Rep Exempt				
		Website - External Career Site	28	4	1
		Internet - Indeed	5	4	1
244998BR	Field Technician II Nonexempt				
		Website - External Career Site	1	1	1
245030BR	Direct Sales Rep Exempt				
		Website - External Career Site	93	2	0
		Direct Sourcing - Indeed	5	4	2
		Internet - Indeed	4	3	2
		Referral - Employee Referral	1	1	0
245142BR	Field Technician IV Nonexempt				
		Website - External Career Site	1	1	1
245396BR	Field Technician I Nonexempt				
		Website - External Career Site	28	1	0
		Internet - Indeed	1	1	1
245397BR	Field Technician I Nonexempt				
		Website - External Career Site	126	24	6
		Internet - Indeed	4	4	4
245820BR	Direct Sales Rep Exempt				
		Website - External Career Site	41	4	0
		Internet - Indeed	3	2	1
		Internal - Internal Hire	1	1	1
		Internet - Ziprecruiter	1	1	1
245892BR	Dir, Retention Exempt				
		Website - External Career Site	32	1	0
		Former Employee - Rehire	1	1	1
246008BR	Field Technician I Nonexempt				
		Website - External Career Site	47	10	1
		Referral - Employee Referral	7	7	5
		Internet - Indeed	4	4	4
246120BR	Field Technician I Nonexempt				
		Website - External Career Site	53	2	1
246121BR	Field Technician I Nonexempt				
		Website - External Career Site	35	7	0
		Internet - Indeed	8	8	7
		Referral - Employee Referral	1	1	1
246136BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
246202BR	Department Assistant Nonexempt	Website - External Career Site	178	5	0
		Internet - Ziprecruiter	1	1	1
246757BR	Sup, Field Operations Exempt	Website - External Career Site	34	6	0
		Direct Sourcing - LinkedIn	1	1	1
247008BR	Direct Sales Rep Exempt	Website - External Career Site	7	0	0
		Internet - Indeed	1	1	1
247072BR	Store Associate Nonexempt	Website - External Career Site	58	4	0
		Campaign - Indeed	1	1	1
		Internet - Indeed	1	1	0
247096BR	Field Technician I Nonexempt	Website - External Career Site	65	9	4
		Internet - Indeed	3	3	2
		Referral - Employee Referral	1	1	1
247161BR	Warehouse Technician Nonexempt	Website - External Career Site	50	5	0
		Contractor - Conversion	1	1	1
247168BR	Sr Mgr, Workforce Management Exempt	Website - External Career Site	52	6	0
		Internet - Indeed	1	1	1
247208BR	Human Resources Generalist Exempt	Website - External Career Site	121	6	0
		Direct Sourcing - Indeed	1	1	1
247320BR	Resi IB DSC Sales Voice Rep Nonexempt	Website - External Career Site	235	5	0
		Internet - Indeed	10	9	3
		Referral - Employee Referral	2	2	2
		Job Fair - External	2	2	0
		Internal - Internal Hire	1	1	1
		College - Campus Recruiting	1	1	0
247403BR	Field Technician II Nonexempt	Website - External Career Site	3	3	1
		Internet - Indeed	2	2	2
247424BR	Resi IB DSC Sales Chat Rep Nonexempt	Website - External Career Site	435	40	0
		Internet - Indeed	26	26	15
		Referral - Employee Referral	25	25	16
		Internal - Internal Hire	1	1	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internet - Facebook.com	1	1	0
247534BR	Field Technician I Nonexempt	Website - External Career Site	119	26	1
		Internet - Indeed	12	12	8
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	0
		Ad - TV Commercial Advertisement	1	1	1
		Internet - Other	1	1	1
247619BR	Field Technician II Nonexempt	Website - External Career Site	1	1	1
247651BR	Direct Sales Rep Exempt	Website - External Career Site	15	2	1
		Internet - Indeed	2	2	0
247686BR	Store Associate Nonexempt	Website - External Career Site	123	6	1
		Internal - Internal Hire	1	1	1
247686BR	Direct Sales Rep Exempt	Website - External Career Site	66	4	1
		Internet - Indeed	4	4	1
		Referral - Employee Referral	3	2	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
247931BR	Asst Mgr, Store Exempt				
		Website - External Career Site	41	2	0
		Internet - Indeed	1	1	1
248026BR	Field Technician I Nonexempt				
		Website - External Career Site	60	3	2
248327BR	Field Technician I Nonexempt				
		Website - External Career Site	75	28	1
		Internet - Indeed	4	4	3
		Internet - Glassdoor.com	1	1	0
		Referral - Employee Referral	1	1	1
248359BR	Field Technician I Nonexempt				
		Website - External Career Site	142	1	0
		Internet - Indeed	6	6	5
		Referral - Manager Referral	1	1	1
		Referral - Employee Referral	1	1	0
248540BR	Direct Sales Rep Exempt				
		Website - External Career Site	24	1	1
		Referral - Employee Referral	1	1	0
248880BR	Account Executive Exempt				
		Website - External Career Site	95	9	2
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	0
248905BR	Direct Sales Rep Exempt				
		Website - External Career Site	22	1	0
		Referral - Employee Referral	5	3	1
		Internet - Indeed	4	2	0
		Internal - Internal Hire	1	1	1
249005BR	Asst Mgr, Store Exempt				
		Website - External Career Site	21	1	1
249017BR	Direct Sales Rep Exempt				
		Website - External Career Site	29	2	1
		Referral - Employee Referral	2	2	0
249067BR	Store Associate Nonexempt				
		Website - External Career Site	54	8	3
249142BR	Traffic Workforce Analyst Exempt				
		Website - External Career Site	44	2	0
		Internet - Indeed	1	1	1
249231BR	Field Technician II Nonexempt				
		Website - External Career Site	2	2	2
		Internet - Indeed	1	1	0
249247BR	Field Technician II Nonexempt				
		Website - External Career Site	1	1	1
249264BR	Field Technician II Nonexempt				
		Referral - Employee Referral	1	0	1
249358BR	Store Associate Nonexempt				
		Website - External Career Site	98	7	1
249408BR	Field Technician II Nonexempt				
		Referral - Employee Referral	1	1	1
249461BR	Field Technician I Nonexempt				
		Website - External Career Site	85	6	3
		Internet - Indeed	5	5	5
		Referral - Employee Referral	1	1	1
249462BR	Field Technician I Nonexempt				
		Website - External Career Site	52	1	0
		Internet - Indeed	2	2	2
249927BR	Store Associate Nonexempt				
		Website - External Career Site	36	1	1
249982BR					

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
250492BR	Store Associate Nonexempt	Website - External Career Site	117	10	1
	Sup, Field Operations Exempt	Website - External Career Site	26	3	1
250694BR	Direct Sales Rep Exempt	Website - External Career Site	93	7	1
		Referral - Employee Referral	4	4	3
		Internet - Indeed	1	1	0
		Direct Sourcing - Sourcing Specialist	1	1	0
		Direct Sourcing - Indeed	1	1	0
		Internal - Internal Hire	1	1	1
250749BR	Direct Sales Rep Exempt	Website - External Career Site	21	3	1
		Internet - Indeed	3	3	0
250954BR	Account Executive Exempt	Website - External Career Site	17	3	0
		Referral - Employee Referral	1	1	1
251120BR	Field Technician IV Nonexempt	Website - External Career Site	1	1	1
		Website - External Career Site	1	1	1
251273BR	Resi IB DSC Sales Chat Rep Nonexempt	Website - External Career Site	221	5	0
		Internet - Indeed	4	4	2
		Referral - Employee Referral	1	1	1
		Internet - Ziprecruiter	1	1	1
251485BR	Field Technician II Nonexempt	Website - External Career Site	1	1	1
		Website - External Career Site	1	1	1
251567BR	Store Associate - PT Nonexempt	Website - External Career Site	53	5	1
		Website - External Career Site	93	11	1
251573BR	Store Associate Nonexempt	Website - External Career Site	93	11	1
		Website - External Career Site	93	11	1
251980BR	Direct Sales Rep Exempt	Website - External Career Site	75	11	2
		Direct Sourcing - Indeed	2	2	0
		Referral - Employee Referral	2	2	1
252162BR	Area Manager Exempt	Website - External Career Site	42	0	0
		Internet - Indeed	1	0	1
252897BR	Resi IB DSC Sales Chat Rep Nonexempt	Website - External Career Site	343	15	2
		Internet - Indeed	13	13	7
		Referral - Employee Referral	12	12	8
		Internal - Internal Hire	2	2	2
		Direct Sourcing - Sourcing Specialist	1	1	0
252925BR	Assoc Desktop Supp Specialist Nonexempt	Website - External Career Site	93	4	1
		Website - External Career Site	101	1	0
253023BR	Field Technician I Nonexempt	Website - External Career Site	101	1	0
		Internet - Indeed	11	11	4
253025BR	Field Technician I Nonexempt	Website - External Career Site	29	1	0
		Internet - Indeed	1	1	1
253030BR	Field Technician I Nonexempt	Website - External Career Site	63	2	0
		Internet - Indeed	5	5	2
253375BR	Direct Sales Rep Exempt	Website - External Career Site	49	4	0
		Referral - Employee Referral	1	1	1
253379BR	Direct Sales Rep Exempt	Website - External Career Site	26	5	1
		Website - External Career Site	26	5	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
253380BR	Direct Sales Rep Exempt	Direct Sourcing - Indeed	3	3	1
		Internet - Indeed	1	1	0
253382BR	Direct Sales Rep Exempt	Website - External Career Site	49	5	0
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
253389BR	Direct Sales Rep Exempt	Website - External Career Site	32	3	1
		Internet - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
253553BR	Facilitator Exempt	Website - External Career Site	26	4	1
		Referral - Employee Referral	2	2	0
253676BR	Asst Mgr, Store Exempt	Website - External Career Site	47	8	1
		Internet - Indeed	1	1	1
253729BR	Store Associate Nonexempt	Website - External Career Site	48	5	1
253768BR	Field Technician II Nonexempt	Website - External Career Site	24	1	1
		Internal - Internal Hire	1	1	1
253806BR	Field Technician I Nonexempt	Website - External Career Site	2	2	2
253923BR	Serviceability Specialist I Nonexempt	Website - External Career Site	12	2	0
		Internet - Indeed	3	3	1
253960BR	Account Executive Exempt	Website - External Career Site	149	11	4
		Internal - Internal Hire	1	1	1
254133BR	Store Associate Nonexempt	Website - External Career Site	31	1	1
		Internal - Internal Hire	2	2	2
254376BR	Strategic Account Spec - HC Exempt	Website - External Career Site	55	10	2
254747BR	Field Technician I Nonexempt	Website - External Career Site	44	0	0
		Direct Sourcing - LinkedIn	1	1	1
254748BR	Field Technician I Nonexempt	Website - External Career Site	64	4	1
254750BR	Field Technician I Nonexempt	Website - External Career Site	88	3	2
		Internet - Indeed	4	4	2
		Referral - Employee Referral	1	1	1
254892BR	Store Associate Nonexempt	Website - External Career Site	95	9	3
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
254893BR	Store Associate - PT Nonexempt	Website - External Career Site	53	1	1
255346BR	Field Technician I Nonexempt	Website - External Career Site	70	3	1
255421BR	Field Technician II Nonexempt	Website - External Career Site	146	37	0
		Referral - Employee Referral	5	5	3
		Internet - Indeed	4	4	1
		Internet - Ziprecruiter	1	1	0
		Internet - Indeed	1	1	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
255615BR	Store Associate Nonexempt				
		Website - External Career Site	16	0	0
		Referral - Employee Referral	1	1	1
255687BR	Field Technician II Nonexempt				
		Contractor - Conversion	1	0	1
255833BR	Store Greeter Nonexempt				
		Website - External Career Site	134	9	0
		Direct Sourcing - ATS	2	2	1
255838BR	Maintenance Technician I Nonexempt				
		Website - External Career Site	17	1	1
255876BR	Direct Sales Rep Exempt				
		Website - External Career Site	55	5	1
		Job Fair - External	5	5	1
		Referral - Employee Referral	3	3	1
		Internal - Internal Hire	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	1
255937BR	Store Associate - PT Nonexempt				
		Website - External Career Site	61	7	0
		Direct Sourcing - Sourcing Specialist	2	2	2
		Referral - Employee Referral	1	1	0
256062BR	Sr Mgr, Store Exempt				
		Website - External Career Site	28	0	0
		Internet - Indeed	1	1	1
256119BR	Direct Sales Rep Exempt				
		Website - External Career Site	43	8	0
		Former Employee - Rehire	1	1	1
256121BR	Direct Sales Rep Exempt				
		Website - External Career Site	81	7	1
		Job Fair - External	1	1	0
256163BR	Direct Sales Rep Exempt				
		Website - External Career Site	70	10	0
		Job Fair - External	4	4	1
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	0
256176BR	Store Associate Nonexempt				
		Website - External Career Site	48	4	1
256203BR	Field Technician I Nonexempt				
		Website - External Career Site	92	3	0
		Internet - Indeed	6	6	1
		Referral - Employee Referral	3	3	2
256204BR	Field Technician I Nonexempt				
		Website - External Career Site	35	3	0
		Internet - Indeed	5	5	4
		Referral - Employee Referral	1	1	1
256206BR	Field Technician I Nonexempt				
		Website - External Career Site	109	12	2
		Internet - Indeed	3	3	2
256207BR	Field Technician I Nonexempt				
		Website - External Career Site	81	10	0
		Referral - Employee Referral	1	1	1
256208BR	Field Technician I Nonexempt				
		Website - External Career Site	49	9	0
		Internet - Indeed	4	4	1
256820BR	Field Technician II Nonexempt				
		Website - External Career Site	1	1	1
257074BR	Resi IB DSC Sales Chat Rep Nonexempt				
		Website - External Career Site	187	3	0
		Internet - Indeed	6	6	2
		Referral - Employee Referral	1	1	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
257146BR	Direct Sales Rep Exempt	Website - External Career Site	21	3	1
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	0
257148BR	SRC Rep I Nonexempt	Website - External Career Site	101	3	2
257274BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	30	5	1
		Direct Sourcing - LinkedIn	1	1	1
257371BR	Field Technician III Nonexempt	Referral - Employee Referral	1	1	1
257455BR	Store Associate Nonexempt	Website - External Career Site	81	2	0
		Former Employee - Rehire	1	1	1
257524BR	Store Associate Nonexempt	Website - External Career Site	94	3	0
		Direct Sourcing - ATS	1	1	1
257679BR	Acct Exec, Spec Comm Sol Exempt	Website - External Career Site	3	0	0
		Direct Sourcing - Indeed	1	1	1
258039BR	Resi IB DSC Sales Chat Rep Nonexempt	Website - External Career Site	256	7	0
		Referral - Employee Referral	13	13	8
		Internet - Indeed	8	8	3
258078BR	Field Technician II Nonexempt	Internet - Indeed	1	1	1
258151BR	Field Technician II Nonexempt	Internet - Indeed	4	4	2
258301BR	Direct Sales Rep Exempt	Website - External Career Site	20	4	0
		Former Employee - Rehire	2	2	0
		Referral - Employee Referral	1	1	1
258353BR	Direct Sales Rep Exempt	Website - External Career Site	33	12	1
		Direct Sourcing - Indeed	2	2	0
		Internet - Indeed	2	2	0
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	0
258527BR	Store Associate Nonexempt	Website - External Career Site	49	6	1
		Direct Sourcing - Sourcing Specialist	1	1	1
258638BR	Field Technician II Nonexempt	Website - External Career Site	1	1	1
259195BR	Store Associate Nonexempt	Website - External Career Site	44	4	0
		Internet - Indeed	1	1	1
259337BR	Field Technician III Nonexempt	Website - External Career Site	2	1	1
259448BR	Field Technician I Nonexempt	Website - External Career Site	64	0	0
		Internet - Indeed	2	0	2
259983BR	Store Greeter Nonexempt	Website - External Career Site	27	0	0
		Referral - Employee Referral	1	1	1
260029BR	Store Greeter Nonexempt	Website - External Career Site	106	1	0
		Internet - Indeed	1	1	1
260306BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
260563BR	Construction Coordinator I Nonexempt	Website - External Career Site	28	3	0
		Former Employee - Rehire	1	0	1
260903BR	Store Associate Nonexempt	Website - External Career Site	78	2	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
260915BR	Store Associate Nonexempt	Website - External Career Site	131	10	0
		Internet - Indeed	4	4	2
260927BR	Resi IB DSC Sales Chat Rep Nonexempt	Website - External Career Site	217	5	1
		Internet - Indeed	29	29	17
		Referral - Employee Referral	14	14	9
260991BR	Field Technician II Nonexempt	Former Employee - Rehire	1	0	1
261566BR	Resi IB DSC Sales Voice Rep Nonexempt	Website - External Career Site	171	12	2
		Internet - Indeed	18	18	9
		Referral - Employee Referral	15	15	10
		Internet - Facebook.com	2	2	0
		Internet - Glassdoor.com	1	1	0
		Internet - Ziprecruiter	1	1	1
		Internet - LinkedIn	1	1	0
261728BR	Maintenance Technician I Nonexempt	Website - External Career Site	25	1	0
		Former Employee - Rehire	1	0	1
262319BR	Store Associate Nonexempt	Website - External Career Site	103	1	0
		Internet - Indeed	1	1	1
262322BR	Resi IB DSC Sales Chat Rep Nonexempt	Website - External Career Site	250	3	1
		Internet - Indeed	19	19	14
		Referral - Employee Referral	13	13	11
		Internet - Facebook.com	3	3	1
262341BR	Resi IB DSC Sales Voice Rep Nonexempt	Website - External Career Site	299	3	1
		Referral - Employee Referral	19	19	10
		Internet - Indeed	15	15	7
		Internet - Career Builders	1	1	0
		Internet - Ziprecruiter	1	1	1
263198BR	Asst Mgr, Store Exempt	Website - External Career Site	10	0	0
		Internet - Indeed	1	1	1
263806BR	Serviceability Specialist I Nonexempt	Website - External Career Site	240	2	1
		Referral - Employee Referral	2	2	2
		Internal - Internal Hire	2	2	2
		Internet - Indeed	1	1	1
263825BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	10	10	3
		Website - External Career Site	2	2	1
		Internet - Other	1	1	0
263961BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	6	6	2
Grand Total	Direct Sales Rep Exempt	Direct Sourcing - ATS	8	8	2
		Website - External Career Site	2	2	1
		Referral - Employee Referral	1	1	0
		Internet - Other	1	1	1