

## 2021 FCC Unit Structure

### FCC Unit: 13550 South Carolina

Address	City	State	Postal Zip Code
4366 Bluffton Pkwy	Bluffton	SC	29910
95 Baylor Drive	Bluffton	SC	29910
280 Harbison Blvd	Columbia	SC	29212
950 Harden Street	Columbia	SC	29205
9810 Two Notch Rd	Columbia	SC	29223
1741 Highway 9 W	Dillon	SC	29536
2417 B David H. McLeod Blvd.	Florence	SC	29501
3232 Bryson Dr	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
12150 Highway 17 Bypass	Murrell's 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
1125 Orangeburg Mall	Orangeburg	SC	29115
2805 North Road, Suite 2	Orangeburg	SC	29118
110 Commercial Rd - 2nd Floor	Spartanburg	SC	29303
1855 E Main Street	Spartanburg	SC	29307
725 Union St	Spartanburg	SC	29306
1219 North Main St.	Summerville	SC	29483
410 Trolley Rd	Summerville	SC	29483
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  <b>FCC 396-C</b>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<b>Multi-Channel Video Program Distributor EEO Program Annual Report</b>  Read INSTRUCTIONS Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. -

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 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) 7/1/2020-6/30/2021

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

**SECTION II COMMUNITY INFORMATION**

## System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation. [Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

#### SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

#### SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed 	Title GVP, LABOR & EMPLOYEE RELATIONS
Date 9/28/2021	Name of Respondent KEVIN SMITH
Telephone No. (include area code) 2037054832	

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

#### Exhibits

# 2020-2021 Recruitment Initiatives

FCC Unit: 13550 South Carolina

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

### **Indeed Hosted Job Fair**

- June 23, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 100 attendees

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

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

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

2021 FCC Outreach Sources

FCC Unit: 13550 South Carolina						
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
Advising Seniors	great@advisingseniors.com	843-552-5444	6650 Rivers Avenue	North Charleston	SC	29406
Aiken One Stop Workforce Center	jcushman@dew.sc.gov	(803) 641-7640	1571 Richland Avenue East	Aiken	SC	29801
Allen University	feldemire@allenuniversity.edu	803-255-4742	2345 Taylor St	Columbia	SC	29204
Allendale County Veteran Affairs	VAOffice@AllendaleCounty.com	(803) 584-4226	703 Pine Street	Allendale	SC	29810
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928
American Business Women's Association Columbia Triad Chapter	abwacolumbiatriad@gmail.com		PO Box 1212	Columbia	SC	29202
American Legion Post 135	info@alpost135.com	(912) 233-9277	1108 Bull Street	Savannah	GA	31401
Bill J. Priest Institute for Economic Development	eccjobs@dccc.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111
Bob Jones University	careers@bj.u.edu	864-242-5100		Greenville	SC	29614
Brookhaven College	bhjobs@dccc.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906
Celebrate Freedom Foundation	info@cff-soar.org	803-822-8812	1300 Pickens Street	Columbia	SC	29201
Central Carolina Technical College	mcduffect@cctech.edu	(803) 778-7867	506 North Guignard Drive	Sumter	SC	29150
Claflin University	tonyetta.mcdaniel@claflin.edu	803-535-5307	400 Magnolia Street	Orangeburg	SC	29115
Clemson University	dherman@clemson.edu	864-710-9747		Clemson	SC	29634
Concerned Black Men of Greater Columbia, S.C.	bjackson@cbmnational.org	803-931-8783	1815 Gervais Street	Columbia	SC	29201
Denmark Technical College	Holman-BrooksL@denmarktech.edu	(803) 793-5287	1126 Solomon Blatt Boulevard	Denmark	SC	29042
Disabled American Veterans - Beaufort #12	dhart2323@gmail.com	(843) 321-2557	Po Box 392	Port Royal	SC	29935
Division of Small and Minority Business Contracting and Certification - SMBCC	ldupree@oepp.sc.gov	803-734-0507	1205 Pendleton Street, Suite 372A	Columbia	SC	29201
Equipment & Engine Training Council (EETC)	eetc@eetc.org	(888) 406-1810	3880 Press Wallace Drive	York	SC	29745
Erskine College	nino@erskine.edu	(800) 241-8721	Two Washington Street	Due West	SC	29639
ESGR - Employer Support of the Guard and Reserve - Columbia	derek.shumpert@us.army.mil		1 National Guard Road	Columbia	SC	29201
Family Resources - Rutherford County	Pathshelter@bellsouth.net	(252) 328-5329	358 East Main Street	Forest City	NC	28043
Fort Jackson Employment Readiness	danita.w.johnson.civ@mail.mil		5450 Strom Thurmond Boulevard	Columbia	SC	29206
Georgetown County - Veteran's Affairs	dmurphy@gtcounty.org	(843) 545-3330	537 Lafayette Circle	Georgetown	SC	29440
Goodwill Industries of Upstate/Midlands SC	mblackwell@goodwillsc.org	(864) 877-5285	1333 West Wade Hampton Boulevard	Greer	SC	29650
Greenville Chamber - Women at Work	nikawhiteconsulting@greenvillechamber.org	(864) 242-1050	24 Cleveland Street	Greenville	SC	29601
Horry - Georgetown Technical College	Careerresourcecenter@hgtc.edu	843-349-7870	2050 E Highway 501	Conway	SC	29526
Lexington SC Works Center	fsavage@dew.sc.gov	803-359-6131	671 Main Street	Columbia	SC	29201
Living Independence For Everyone	ftodd@lifecil.com	(912) 920-2414	4811 Waters Avenue	Savannah	GA	31404
Madison County North Carolina - Veterans Services	epncdva12@bellsouth.net		462 North Long Branch Road	Marshall	NC	28753
Marine Corps Air Station Beaufort Transition Assistance Office	juan.allen@usmc.mil	828-646-6937	807 Hoffecker Avenue	Beaufort	SC	29906
Marine For Life - Spartanburg	charlie.hall1@usmc.mil	843-228-7701	Spartanburg	Spartanburg	SC	29301
Miller-Motte Technical College - Charleston	melissa.jackson@miller-motte.edu		8085 Rivers Avenue	North Charleston	SC	29406
Miller-Motte Technical College - Conway	veuresti@miller-motte.edu	(843) 591-1100	4635 Factory Stores Boulevard	Myrtle Beach	SC	29579
National Association for Black Veterans - Columbia Chapter #0123	nabvetsccc@gmail.com	(844) 458-1041 x700	1572 Leesburg Road	Columbia	SC	29209
Newberry One-Stop Workforce Center	mcarr@dew.sc.gov	(803) 768-8225	833 Main Street	Newberry	SC	29108
North Carolina Senior Community Service Employment Program (SCSEP)	liz.needham@dhhs.nc.gov		2101 Mail Service Ctr	Raleigh	NC	27699
Onestop Workforce Center - Sumter	ethompson@dew.sc.gov	803-934-4054	31 East Calhoun Street	Sumter	SC	29150
P3 Army Readiness Specialist	Phillip.A.Goldsmith.ctr@mail.mil	(803) 530-1558	4442 Jackson Boulevard	Columbia	SC	29207
Presbyterian College	careerservices@presby.edu	864-833-8381	503 South Broad Street	Clinton	SC	29325
Richland County DSS	Jacqueline.Martin@dss.sc.gov	(803) 714-7300	3220 Two Notch Road	Columbia	SC	29204
Richland County DSS	Terri.E.Thompson@dss.sc.gov	(803) 714-7300	3220 Two Notch Road	Columbia	SC	29204
Rutherford County Veteran Services	marie.champion@rutherfordcountync.gov		303 Fairground Road	Spindale	NC	28160
SC National Guard Veteran Adviser Service	shannon.banks2.ctr@mail.mil	(803) 299-5308	3528 Platt Springs Road	West Columbia	SC	29170
SC Works - Spartanburg	cahill@dew.sc.gov	864-764-1966	220 East Kennedy Street	Spartanburg	SC	29302
SC Works - Spartanburg	ELMcAbee@dew.sc.gov	864-764-1966	220 East Kennedy Street	Spartanburg	SC	29302
SC Works - Spartanburg	JLee@dew.sc.gov	864-764-1966	220 East Kennedy Street	Spartanburg	SC	29302
SC Works - Spartanburg	LMoe@dew.sc.gov		220 East Kennedy Street	Spartanburg	SC	29302
SC Works Beaufort Workforce Center	pwatson@dew.sc.gov	(843) 524-3351	164 Castle Rock Road	Beaufort	SC	29906
SC Works Center Columbia	ataylor@dew.sc.gov	803-737-5627	700 Taylor Street	Columbia	SC	29201
SC Works Center Columbia	bjackson@dew.sc.gov	803-737-5627	700 Taylor Street	Columbia	SC	29201
SC Works Center Columbia	rlester@dew.sc.gov	(803) 737-5627	700 Taylor Street	Columbia	SC	29201
SC Works Center Columbia	vsmalls@dew.sc.gov	803-635-2292	700 Taylor Street	Columbia	SC	29201
SC Works Chester Center	modonnell@dew.sc.gov	803-285-6966	764 Wilson Street	Chester	SC	29706
SC Works Chester Center	twhtesides@dew.sc.gov	803-377-8147	764 Wilson Street	Chester	SC	29706
SC Works Conway	ethompson@dew.sc.gov	803-934-4054	200 Victory Lane	Conway	SC	29526
SC Works Greenwood	kyoungblood@dew.sc.gov		927 East Cambridge Avenue	Greenwood	SC	29646
SC Works Greenwood	thopkins@dew.sc.gov	(864) 223-1681	927 East Cambridge Avenue	Greenwood	SC	29646
SC Works Hartsville Center	dlaney@eckerd.org	843-479-4081	437 West Carolina Avenue	Hartsville	SC	29550
SC Works Kingstree	ngardner@dew.sc.gov	843-354-7436	530 Martin Luther King Junior Avenue	Kingstree	SC	29556
SC Works McAllister Square	dpsmith@dew.sc.gov	864-681-1605	225 South Pleasantburg Drive	Greenville	SC	29607
SC Works Orangeburg Center	bbaggerly@dew.sc.gov	803-813-1070	1804 Joe S Jeffords Highway	Orangeburg	SC	29115
SC Works Orangeburg Center	wbrown@dew.sc.gov		1804 Joe S Jeffords Highway	Orangeburg	SC	29115
SCWorks Center - Rock Hill	lburke@dew.sc.gov	803-328-3881	454 S Anderson Rd, Suite 22	Rock Hill	SC	29730
Soldier for Life Transition Assistance Program - Fort Jackson	lawrence.jackson2.civ@mail.mil	(803) 751-4109	4600 Strom Thurmond Boulevard	Columbia	SC	29207
South Brunswick Islands Chamber of Commerce	officeassist@brunswickcountychamber.org	910-754-6644	4948 Main St	Shallotte	NC	28470
South Carolina State University	jthoma21@scsu.edu	803-536-7033	PO Box 7068	Orangeburg	SC	29117
South Carolina Vocational Rehabilitation - Conway	cmckenzie@scvrd.state.sc.us	(843) 248-6231	3009 4th Avenue	Conway	SC	29527
South Carolina Vocational Rehabilitation - Gaffney	Tmoses@scvrd.net		364 Huntington Road	Gaffney	SC	29341
South Carolina Vocational Rehabilitation - North Charleston	Lnegreiros@scvrd.net		4360 Dorchester Road	North Charleston	SC	29405
South Carolina Vocational Rehabilitation - Spartanburg	RSkinner1@SCVRD.NET		353 South Church Street Extension	Spartanburg	SC	29306
South Carolina Vocational Rehabilitation- Florence	canderson@scvrd.state.sc.us	843-669-5215	1947 West Darlington Street	Florence	SC	29501
South Carolina Vocational Rehabilitation- Lyman	Tgeter@SCVRD.NET		180 Groce Road	Duncan	SC	29334
South Carolina Vocational Rehabilitation- Moncks Corner	cclower@scvrd.state.sc.us		2654 South Live Oak Drive	Moncks Corner	SC	29461
South Carolina Vocational Rehabilitation- Orangeburg	icanty@scvrd.state.sc.us		1661 Joe S Jeffords Highway	Orangeburg	SC	29115
South Carolina Vocational Rehabilitation- Sumter	Jhornsby@scvrd.state.sc.us		1760 North Main Street	Sumter	SC	29153
Transitions Homeless Center	cdavis@transitionssc.org	(803) 708-4861	2025 Main Street	Columbia	SC	29201
University of South Carolina - Beaufort	careerservices@uscb.edu	843-521-4100	801 Carteret Street	Beaufort	SC	29902
US Department of Veteran Affairs	Lori.Pringle@va.gov	910-451-7917	14 McHugh Boulevard	Camp Lejeune	NC	28547
Williamsburg Technical College	dubosec@wiltech.edu	843-355-4165	601 Martin Luther King Jr Ave	Kingstree	SC	29556
Women Marines Association (Area 3)	AD3@womenmarines.org	843-747-5478	6134F Rolling Rock Fork Rd.	Raleigh	NC	29406
Yancey County Veteran Services	larry.allen@yanceycountync.gov		110 Town Square	Burnsville	NC	28714



## 2021 FCC Source Evaluation Report

FCC Unit: 13550 South Carolina

Source	Applicant Count	Interview Count	Hire Count
Contractor - Conversion	3	1	3
Direct Sourcing - Indeed	33	33	9
Direct Sourcing - LinkedIn	1	1	1
Direct Sourcing - Other	3	3	1
Former Employee - Rehire	16	14	12
Internal - Internal Hire	17	16	2
Internet - Facebook.com	2	2	0
Internet - Indeed	234	218	99
Internet - LinkedIn	1	1	1
Internet - Other	1	1	0
Internet - Ziprecruiter	1	1	0
Other	1	1	1
Referral - Employee Referral	162	149	81
Referral - Manager Referral	5	5	4
Website - External Career Site	5583	525	62
<b>Total</b>	<b>6063</b>	<b>971</b>	<b>276</b>

## 2021 FCC Source Report

### FCC Unit: 13550 South Carolina

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
267621BR	Resi IB DSC Sales Voice SMB	Internet - Indeed	1	1	1
		Website - External Career Site	548	103	0
268463BR	Field Technician II	Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	6	6	0
		Referral - Employee Referral	6	6	1
		Website - External Career Site	222	45	0
269596BR	Resi Digital Sales Specialist	Direct Sourcing - Indeed	8	8	1
		Former Employee - Rehire	3	3	1
		Internet - Facebook.com	1	1	0
		Internet - Indeed	45	45	10
		Referral - Employee Referral	47	47	8
		Website - External Career Site	480	42	4
269790BR	Direct Sales Rep	Direct Sourcing - Indeed	5	5	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	4	4	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	16	16	0
269926BR	Direct Sales Rep	Internet - Indeed	10	10	3
		Referral - Employee Referral	3	3	1
		Website - External Career Site	64	3	1
269927BR	Direct Sales Rep	Internet - Indeed	12	10	6
		Website - External Career Site	91	2	1
270013BR	Store Associate - PT	Referral - Employee Referral	1	1	1
		Website - External Career Site	37	2	0
270109BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	17	3	0
270696BR	Field Technician II	Former Employee - Rehire	1	1	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	93	15	3
270780BR	Store Associate	Internet - Indeed	4	4	1
		Website - External Career Site	133	13	0
270914BR	Acct Exec, Comm Sol Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	44	2	0
271139BR	Field Technician II	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	38	14	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271371BR	Direct Sales Rep	Direct Sourcing - Indeed	5	5	1
		Website - External Career Site	14	14	0
271429BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	22	8	0
271445BR	Direct Sales Rep	Internet - Indeed	3	3	2
		Website - External Career Site	63	23	0
271556BR	Field Technician III	Former Employee - Rehire	1	1	1
271564BR	SRC Rep I Nonexempt	Internal - Internal Hire	2	2	0
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	86	36	0
271697BR	Field Technician II	Internet - Indeed	2	2	2
		Referral - Employee Referral	4	4	3
		Website - External Career Site	52	13	1
271759BR	Sales Engineer I - Vertical Exempt	Website - External Career Site	12	2	1
271846BR	Serviceability Specialist I Nonexempt	Internal - Internal Hire	5	5	0
		Internet - Indeed	5	5	2
		Website - External Career Site	237	19	3
272166BR	Strategice Account Spec-Hosp	Website - External Career Site	40	4	1
272264BR	Store Greeter Nonexempt	Website - External Career Site	91	8	1
272297BR	Store Associate	Internet - Indeed	2	2	2
		Website - External Career Site	56	8	0
272331BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	27	1	0
272503BR	Store Associate	Referral - Employee Referral	2	2	2
		Website - External Career Site	52	7	1
272757BR	Resi Digital Sales Specialist	Internet - Facebook.com	1	1	0
		Internet - Indeed	5	5	2
		Referral - Employee Referral	13	13	8
		Referral - Manager Referral	2	2	1
		Website - External Career Site	198	35	7
272801BR	Field Technician II	Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	26	8	0
272974BR	Direct Sales Rep	Internet - Indeed	3	3	1
		Website - External Career Site	52	20	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272976BR	Direct Sales Rep	Internet - Indeed	6	6	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	77	34	0
273021BR	Store Greeter Nonexempt	Website - External Career Site	35	3	2
273060BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	34	5	0
273270BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	78	5	1
273272BR	Field Technician II	Former Employee - Rehire	2	2	2
		Referral - Employee Referral	3	3	2
		Website - External Career Site	78	5	1
273671BR	Sr Mgr, Government Affairs	Website - External Career Site	82	1	1
273795BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	9	0	0
273993BR	Direct Sales Rep	Direct Sourcing - Indeed	5	5	2
		Referral - Employee Referral	1	1	0
		Website - External Career Site	41	27	0
274167BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	14	1	0
274249BR	Construction Coordinator I	Former Employee - Rehire	1	1	1
		Website - External Career Site	19	9	0
274509BR	Resi Digital Sales Specialist	Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	24	24	11
		Referral - Employee Referral	24	24	17
		Website - External Career Site	205	27	6
274679BR	Mgr, Adv Advertising Sales	Referral - Manager Referral	1	1	1
		Website - External Career Site	23	2	0
274975BR	Direct Sales Rep	Former Employee - Rehire	2	2	2
		Internet - Indeed	3	3	1
		Internet - Ziprecruiter	1	1	0
		Website - External Career Site	47	28	1
274986BR	Direct Sales Rep	Internet - Indeed	4	4	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	16	6	0
275176BR	Direct Sales Rep	Internet - Indeed	4	4	1
		Website - External Career Site	35	16	0
275199BR	Field Technician IV	Referral - Manager Referral	2	2	2

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275519BR	Sup, Direct Sales	Internet - Indeed	1	1	1
		Website - External Career Site	15	5	0
275603BR-1	Recruiting Coordinator Nonexempt	Website - External Career Site	100	3	1
275610BR	Field Technician III	Website - External Career Site	1	1	1
275831BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	64	5	0
275833BR	Store Associate - PT	Website - External Career Site	25	1	1
276058BR	Traffic Workforce Analyst	Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	23	10	0
276066BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	55	16	0
276067BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	6	3	0
276068BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	9	2	1
276069BR	Field Technician II	Website - External Career Site	15	2	1
276165BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	48	6	1
276309BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	12	0	0
276772BR	Resi Digital Sales Specialist	Direct Sourcing - Indeed	2	2	0
		Internet - Indeed	40	40	19
		Internet - Other	1	1	0
		Referral - Employee Referral	27	27	13
		Website - External Career Site	361	13	1
276791BR	Dir, Ad Sales	Internet - LinkedIn	1	1	1
		Website - External Career Site	30	6	0
277011BR	Store Associate	Internet - Indeed	1	1	0
		Website - External Career Site	41	4	1
277279BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	25	1	0
277352BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Internet - Indeed	3	3	0
		Website - External Career Site	13	2	0
277434BR	Mgr, Construction	Website - External Career Site	15	3	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277600BR	SRC Rep I Nonexempt	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	2	2	0
		Website - External Career Site	23	7	0
277745BR	Direct Sales Rep	Direct Sourcing - Other	3	3	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	11	11	4
		Referral - Employee Referral	1	1	0
		Website - External Career Site	62	32	1
277745BR-1	Direct Sales Rep	Website - External Career Site	78	48	1
277984BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	2
		Referral - Employee Referral	2	2	1
		Website - External Career Site	22	22	0
278014BR	Store Associate	Internet - Indeed	1	1	0
		Website - External Career Site	85	6	1
278056BR	Field Technician II	Contractor - Conversion	1	1	1
		Website - External Career Site	28	3	0
278057BR	Field Technician II	Website - External Career Site	13	1	1
278058BR	Field Technician II	Internal - Internal Hire	1	1	1
		Internet - Indeed	3	3	3
		Referral - Employee Referral	2	2	1
		Website - External Career Site	70	9	1
278091BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	24	7	1
278092BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	15	1	0
278194BR	EAE-Enterprise Account Exec	Referral - Employee Referral	1	1	1
		Website - External Career Site	9	2	0
278202BR	Field Technician VI Nonexempt	Contractor - Conversion	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	15	8	0
278268BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	44	2	0
278288BR	Store Greeter Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	15	1	0
278549BR	Field Technician II	Internal - Internal Hire	1	1	0
		Other	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	44	7	0
278576BR	Store Associate	Website - External Career Site	24	4	3

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278931BR	Direct Sales Rep	Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	20	8	0
278931BR-1	Direct Sales Rep	Website - External Career Site	25	13	1
280165BR	Store Associate	Website - External Career Site	12	3	1
280416BR	Field Technician IV	Website - External Career Site	1	1	1
280623BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	32	4	0
280648BR	Field Technician II	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	26	5	0
280650BR	Field Technician II	Referral - Employee Referral	2	2	2
		Website - External Career Site	73	9	1
280651BR	Field Technician II	Contractor - Conversion	1	1	1
		Referral - Employee Referral	3	3	3
		Website - External Career Site	67	5	0
281127BR	Workforce Management Admin Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	52	10	0
281283BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	63	0	0
281681BR	Store Associate	Website - External Career Site	49	1	1
281686BR	Asst Mgr, Store	Website - External Career Site	20	1	1
281741BR	Store Associate - PT	Internet - Indeed	2	2	1
		Website - External Career Site	44	1	0
281745BR	Store Associate	Website - External Career Site	31	1	1
281784BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	17	0	0
282016BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	18	0	0