

2020 FCC Unit Address List

FCC Unit: **13551**

FCC Unit Description: **Southern Texas**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
2041 E Main St.	Alice	TX	78332
1460 Calder Ave	Beaumont	TX	77701
1207 S. Saint Marys St	Beeville	TX	78102
705 Paredes Line Rd	Brownsville	TX	78521
201 Junior Beck Dr	Corpus Christi	TX	78405
4060 S Padre Island Dr	Corpus Christi	TX	78411
4001 Saratoga Blvd	Corpus Christi	TX	78413
312 Pecan St	Del Rio	TX	78841
2952 Patzcuaro Dr	Eagle Pass	TX	78852
690 Ford St	Eagle Pass	TX	78852
1514 S 77 Sunshine Strip	Harlingen	TX	78550
2921 S Expressway 83	Harlingen	TX	78551
2309 W. Lincoln Ave	Harlingen	TX	78552
900 Sidney Baker St	Kerrville	TX	78028
5167 Kyle Centre Drive	Kyle	TX	78640
1313 W Calton Rd	Laredo	TX	78041
2438 Monarch Dr	Laredo	TX	78045
8124 Agora Pkwy, Suite 100	Live Oak	TX	78154
921 W Dove Ave	McAllen	TX	78504
1400 North McColl Rd	McAllen	TX	78501
3701 N. 23rd Street	McAllen	TX	78501
2413 E. Expressway 83	Mission	TX	78572
602 N Highway 69	Nederland	TX	77627
160 S Business IH 35	New Braunfels	TX	78130
3121 Edgar Brown Dr	Orange	TX	77630
818 N Oak St	Pearsall	TX	78061
3001 N I Rd	Pharr	TX	78577
8425 Memorial Blvd.	Port Arthur	TX	77640
510 E 2nd St	Port Neches	TX	77651
821 E Market St	Portland	TX	78374
3543 W. Highway 83	Rio Grande City	TX	78582
1900 Blue Crest Ln	San Antonio	TX	78247
403 Urban Loop	San Antonio	TX	78207
12238 Silicon Drive	San Antonio	TX	78249
8434 Gault Ln	San Antonio	TX	78209
10130 Highway 151	San Antonio	TX	78251
11321 Bandera Rd	San Antonio	TX	78250
438 NW Loop 410	San Antonio	TX	78216
3151 SE Military Drive	San Antonio	TX	78223
17802 La Cantera Pkwy	San Antonio	TX	78257
6301 NW Loop 410	San Antonio	TX	78238
22702 US 281N	San Antonio	TX	78258
1120 Highway 123	San Marcos	TX	78666
2400 Fm 2920 Suite 80	Spring	TX	77388
25702 Aldine Westfield Road	Spring	TX	77373
2306 E Main St	Uvalde	TX	78801

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		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-
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FCC Registration Number:

Emp. Unit ID # 13551

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
TRAVIS, TX

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
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.			

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,	
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	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 9/28/2020	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: 13551 Southern Texas

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

RGV Call Center Job Fair with Workforce Solutions

- February 26, 2020
- Mission Workforce Solutions – Mission, TX
- 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.

Managing Inclusion

Employees at this Charter FCC unit participated in the Managing Inclusion training. Today most managers understand why it is important to manage diversity but too few understand how. The Managing Inclusion seminar provides inclusion tools that enable managers to create the kind of environment in which all employees—regardless of their aspects of diversity—can contribute their best work. Managing Inclusion is a highly interactive one-day seminar. Through individual and team activities, honest self-reflection, discussion, and a series of structured assignments entitled What to Do on Monday®, managers build the skills they need to create more “go-to” levels of performance from all employees and increase engagement and productivity. Assessments and exercises are woven throughout the program to facilitate participants’ direct application of learning to their work environments. An innovative Action Planning exercise concludes the seminar.

2020 FCC Unit Outreach Source List

FCC Unit: 13551

FCC Unit Description: Southern Texas

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
AARP FOUNDATION - SCSEP	El Paso	TX	79901	rramirez@aarp.org	9155421705
American Council of the Blind of Texas	Beaumont	TX	77704	semien@sbcglobal.net	409-866-5838
American G.I. Forum Veterans Center	San Antonio	TX	78205	jrodriguez@nvop-sa.org	210-354-4892
ARCIL	Austin	TX	78753	valerie@arcil.com	5128326349
Associated General Contractors of Texas	Houston	TX	77092	ltaylor@agctx.org	713-334-7100
Austin Community College	Austin	TX	78736	jp Cain@austincc.edu	512-223-8001
Austin Recovery	Austin	TX	78745	mmorales@austinrecovery.org	512-997-0101
AVANCE - San Antonio	San Antonio	TX	78226	gschapa@avancesa.org	210-220-1788
BAPTIST UNIVERSITY OF THE AMERICAS	San Antonio	TX	78224	darryl.crooms@bua.edu	210-924-4338
BEXAR AREA AGENCY ON AGING	San Antonio	TX	78217	mail@aacog.com	2104473275
Cameron WorkForce Solutions	Harlingen	TX	78550	dee.saenz@wfscameron.org	956-423-9266
Cameron Workforce Solutions	Brownsville	TX	78520	henry.castillo@wfscameron.org	956-547-5040
Cameron WorkForce Solutions	Harlingen	TX	78550	horacio.maldonado@tvc.texas.gov	956-423-9266
Careers For Life	Austin	TX	78755	careersforlife@scic.com	512-349-3328
CASEY FAMILY PROGRAM	San Antonio	TX	78212	gurdiales@casey.org	
COMMUNITY RESOURCE & REC CENTER	Canyon Lake	TX	78133	mjschein@gvtc.com	8309642324
CORPUS CHRISTI METRO MINISTRIES	Corpus Christi	TX	78469	gvela@ccmetro.org	3618870151
DARS DBS	Austin	TX	78756	cecilia.berrios@dars.state.tx.us	5123770575
El Paso College Career Center	El Paso	TX	79924	sdomin28@epcc.edu	915-831-2636
EL PASO COMMUNITY ACTION PGM/PROJECT BRAVO	El Paso	TX	79924	cquintana009@aarpfdnscsep.org	9157570199
Epilepsy Foundation	Austin	TX	78752	kflores@nfbtx.org	512-323-5444
Gary Job Corps Community	San Marcos	TX	78667	hall.lonnie@jobcorps.gov	512-396-6652
GOODWILL INDUSTRIES	San Antonio	TX	78201	bbalencia@goodwillsa.org	210-380-0898
Goodwill Industries of Central Texas	Austin	TX	78702	roberto.perez@austingoodwill.org	512-480-0772
Hire Heroes USA		TX		ltalbot@hireherosusa.org	
Hispanic Chamber of Commerce	Houston	TX	77002	rmireles@houstonhispanicchamber.com	713-644-7070
Houston Chpt of the Labor & Emp Relations Assoc	Houston	TX	77005	charlie@local564.com	713-667-8988
HOWARD PAYNE UNIVERSITY	El Paso	TX	79925	hpuelpaso@hputx.edu	9157784815
Independent Living Centers	Austin	TX	78745	sandra@txsilc.org	512-371-7353
JOB FINDERS	San Antonio	TX	78217	olivia.sturgess@jobfindersllc.com	2108415706
Joint Base San Antonio-Sam Houston ACAP Center	San Antonio	TX	78234	barbara.j.echols.ctr@mail.mil	2102211213
LAMAR STATE COLLEGE-PORT ARTHUR	Port Arthur	TX	77640	jackskm@lamarpa.edu	800-984-6418
LAREDO COMMUNITY COLLEGE	Laredo	TX	78040	studentsuccessctr@laredo.edu	9567215704
LOAVES & FISHES	Harlingen	TX	78550	office@lfrgv.org	
Mayor's Office for People with Disabilities	Houston	TX	77019	mopdmail@houstontx.gov	713-284-1990
National Alliance on Mental Illness	Austin	TX	78704	kjeschke@namitexas.org	
North Texas Job Corps	McKinney	TX		taylor.loretta@jobcorps.org	972-547-7720
Operations Good Jobs Goodwill Industries of Central Texas	Austin	TX	78753	erin.kingsbury@austingoodwill.org	
OUR LADY OF THE LAKE UNIV/COMMUNICATIONS	San Antonio	TX	78201	hrteam@ollusa.edu	210-434-6711
Sabine Career Solutions Center	Many	LA	71449	devcorpc@bellsouth.net	318-256-2698
Sabine Career Solutions Center	Many	LA	71449	vminchew@lwc.la.gov	318-256-2698
San Antonio Career Center	San Antonio	TX	78220	jessica.buerger@ruralcapital.net	210-581-0169
San Antonio Career Center	San Antonio	TX	78220	mark.renninger@tvc.texas.gov	210-581-0169

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
San Antonio Job and Career Resources	San Antonio	TX	78237	david.gonzalez@tvc.state.tx.us	
San Antonio Lighthouse for the Blind	San Antonio	TX	78210	paula@salighthouse.org	
SCHREINER COLLEGE	Kerrville	TX	78028	cimartinez@schreiner.edu	830-792-7281
SENIOR EMPLOYMENT	Corpus Christi	TX	78401	sccorpus@aol.com	3618790076
SOME OTHER PLACE	Beaumont	TX	77701	paulaoneal1@sbcglobal.net	409-832-7976
ST PHILLIPS COLLEGE	San Antonio	TX	78203	ycrooms@alamo.edu	2104862397
TEXAS A&M UNIV-CORPUS CHRSTI	Corpus Christi	TX	78412	sharon.herrera@tamucc.edu	3618255976
TEXAS DIV OF REHABILITATION SERVICES	Corpus Christi	TX	78415	mary.saenz@twc.state.tx.us	361-878-3015
Texas Vets Commission	San Antonio	TX	78220	patrick.driscoll@tvc.texas.gov	210-581-0177
TRINITY UNIV/DEPT OF MASS COMMUNICATIONS	San Antonio	TX	78212	jhender4@trinity.edu	2109998116
UNIVERSITY OF TEXAS-EL PASO	El Paso	TX		careers@utep.edu	9157475640
University of the Incarnate Word	San Antonio	TX	78201	careers@uiwtx.edu	210-832-5627
Urban League Workforce Development	Austin	TX	78754	darnise_bowens@aaul.org	512-478-7176
Urban League Workforce Development	Houston	TX	77002	ericg@haul.org	713-393-8754
US AIR FORCE TRANSITION ASSISTANCE PROGRAM	Laughlin A F B	TX	78843	afrc.laughlin@us.af.mil	830-298-5448
Veteran Employment Center - TX		TX		norma.gutierrez.ctr@mail.mil	
WAYLAND BAPTIST UNIVERSITY/SAN ANTONIO	San Antonio	TX	78233	jtodd@wbu.edu	2108267595
WESTERN TECHNICAL INSTITUTE	El Paso	TX	79927	hgarcia@westerntech.edu	915-532-3737
Workforce Employer Services	Houston	TX	77098	clecouris@careersourceclm.com	713-688-8062
WorkForce Solutions	Houston	TX	77022	amy.cramer@tvc.texas.gov	713-692-7755
Workforce Solutions	Lockhart	TX	78644	janie.chavez@ruralcapital.net	512-398-3491
Workforce Solutions - Coastal Bend	Alice	TX	78332	esperanza.vela@workforcesolutionscb.org	361-668-0167
Workforce Solutions - Conroe	Conroe	TX	77301	amy.cramer@tvc.texas.gov	936-441-0037
Workforce Solutions - Conroe	Conroe	TX	77301	lucy.ybarra@wrksolutions.com	936-441-0037
Workforce Solutions - Humble	Humble	TX	77338	lois.crouch@tvc.texas.gov	281-446-4837
Workforce Solutions - Middle Rio Grande	Carrizo Springs	TX	78834	joe.cruz@mrgdc.org	830-876-3533
Workforce Solutions - Middle Rio Grande	Carrizo Springs	TX	78834	minerva.castillo@mrgdc.org	830-876-3533
Workforce Solutions - MRG	Del Rio	TX	78840	ofelia.reyes@mrgdc.org	830-774-4741
Workforce Solutions - Northshore	Houston	TX	77049	jewel.carvajal@wrksolutions.com	281-458-1155
Workforce Solutions - Northshore	Houston	TX	77049	myeshia.wilcox@tvc.texas.gov	281-458-1155
Workforce Solutions - Northshore	Houston	TX	77049	sandra.dever@wrksolutions.com	281-458-1155
Workforce Solutions - Northshore	Houston	TX	77049	tara.bradley@wrksolutions.com	281-458-1155
Workforce Solutions - Raymondville	Raymondville	TX	78580	brenda.guerrero@wfsolutions.org	956-689-3412
Workforce Solutions - Rio Grande City	Rio Grande	TX	78582	adrian.aguilar@wfsolutions.org	956-487-9100
Workforce Solutions - Rio Grande City	Rio Grande	TX	78582	carlos.becho@wfsolutions.org	956-487-9100
Workforce Solutions - Rio Grande City	Rio Grande	TX	78582	shawn.butler@wfsolutions.org	956-487-9100
WorkForce Solutions - Rural Capital Area	San Marcos	TX	78666	chris.caballero@ruralcapital.net	512-392-1291
Workforce Solutions - Sinton	Sinton	TX	78387	heather.orta@workforcesolutionscb.org	361-364-3284
Workforce Solutions - Southeast Texas	Port Arthur	TX	77642	info@setworks.org	409-962-1236
Workforce Solutions - Weslaco	Weslaco	TX	78596	gerardo.garza@tvc.state.tx.us	956-969-6100
Workforce Solutions - Weslaco	Weslaco	TX	78596	joshua.valadez@wfsolutions.org	956-969-6100
Workforce Solutions - Weslaco	Weslaco	TX	78596	santiago.montez@wfsolutions.org	956-969-6100
Workforce Solutions - West Hidalgo	Mission	TX	78572	louis.wilhelmsson@wfsolutions.org	956-519-4300
Workforce Solutions - Zapata	Zapata	TX	78076	esmeralda.vielma@southtexasworkforce.org	956-765-1804
Workforce Solutions Alamo - Boerne	Boerne	TX	78006	stacie.gregory@networks.org	830-249-9229
Workforce Solutions Alamo - South Flores	San Antonio	TX	78228	della.lopez@tvc.texas.gov	210-928-3985

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Workforce Solutions Alamo - South Flores	San Antonio	TX	78228	gregory.pyrek@tvc.texas.gov	210-928-3985
Workforce Solutions Alamo Career Center	San Antonio	TX	78227	paul.rivera@tvc.state.tx.us	210-436-0670
Workforce Solutions Alamo East Houston	San Antonio	TX	78220	adrain.king@tvc.state.tx.us	210-581-0190
Workforce Solutions Alamo East Houston	San Antonio	TX	78220	mark.renninger@tvc.texas.gov	210-581-0190
Workforce Solutions Alamo East Houston	San Antonio	TX	78220	patrick.driscoll@tvc.texas.gov	210-581-0190
Workforce Solutions Alamo East Houston	San Antonio	TX	78220	victor.barnes@tvc.texas.gov	210-581-0190
Workforce Solutions Alamo Kerrville	Kerrville	TX	78028	gdieringer@wsalamo.org	
Workforce Solutions Alamo Kerrville	Kerrville	TX	78028	srogers@wsalamo.org	
Workforce Solutions Alamo New Braunfels	New Braunfels	TX	78130	adrain.king@tvc.texas.gov	830-629-2010
Workforce Solutions Alamo Pleasanton	Pleasanton	TX	78204	della.lopez@tvc.texas.gov	830-281-6630
Workforce Solutions Alamo Seguin	Seguin	TX	78155	mmartin@wsalamo.org	830-379-4244
Workforce Solutions Alamo Walzem	San Antonio	TX	78218	charles.boarman@tvc.texas.gov	210-822-7640
Workforce Solutions Alamo Walzem	San Antonio	TX	78218	cynthia.varnadoe@tvc.texas.gov	210-822-7640
Workforce Solutions Alamo Walzem	San Antonio	TX	78218	laurie.pimentel-johnson@tvc.texas.gov	210-822-7640
Workforce Solutions Borderplex	Canutillo	TX	79835	ana.corella@urgjobs.org	915-887-2600
Workforce Solutions Borderplex	El Paso	TX	79935	andres.larregui@urgjobs.org	915-887-2000
WorkForce Solutions Borderplex	El Paso	TX	79904	Bruce.Biegel@borderplexjobs.com	
Workforce Solutions Borderplex	Ft. Bliss	TX	79916	maria.marshall@urgjobs.org	
Workforce Solutions Borderplex	Ft. Bliss	TX	79916	raulbarrett11@yahoo.com	
Workforce Solutions Capital Area - East	Austin	TX	78702	bernadette.lobes@twc.state.tx.us	512-223-5400
Workforce Solutions Capital Area - North	Austin	TX	78752	tycin.thompson@tvc.texas.gov	
Workforce Solutions Capital Area - South	Austin	TX	78744	angelof123@live.com	512-381-4221
Workforce Solutions Capital Area - South	Austin	TX	78744	paul.julio@tvc.texas.gov	512-381-4221
Workforce Solutions Edinburg	Edinburg	TX	78539	angelita.longoria@wfsolutions.org	956-380-0008
Workforce Solutions Edinburg	Edinburg	TX	78539	gerardo.garza@tvc.state.tx.us	956-380-0008
Workforce Solutions Edinburg	Edinburg	TX	78539	idalia.aleman-felci@wfsolutions.org	956-380-0008
WorkForce Solutions- Jasper County	Jasper	TX	75951	cwatley@detwork.org	409-384-9031
WorkForce Solutions- Jasper County	Jasper	TX	75951	yhafford@detwork.org	409-384-9031
WorkForce Solutions Middle Rio Grande	Uvalde	TX	78801	ezamora@uvaldecounty.com	830-278-4491
Workforce Solutions Middle Rio Grande	Eagle Pass	TX	78852	jose.faz@mrgdc.org	830-773-1191
WorkForce Solutions of South Texas	Laredo	TX	78041	andrea.delagarza@southtexasworkforce.org	956-764-6500
WorkForce Solutions of South Texas	Laredo	TX	78041	esmeralda.vielma@southtexasworkforce.org	956-764-6500
WorkForce Solutions of South Texas	Laredo	TX	78041	homero.prado@tvc.texas.gov	956-764-6500
Workforce Solutions of the Coastal Bend	Corpus Christi	TX	78412	karen.casey@tvc.texas.gov	361-882-7491
Workforce Solutions of the Coastal Bend	Corpus Christi	TX	78412	lenny.anzaldua@workforcesolutionscb.org	361-882-7491
Workforce Solutions Orange	Orange	TX	77630	gregory.steward@setworks.org	409-882-0302
Workforce Solutions Orange	Orange	TX	77630	louis.spadaccini@tvc.texas.gov	409-882-0302
Workforce Solutions Southeast Texas	Beaumont	TX	77701	dana.willis@setworks.org	409-839-8045
Workforce Solutions Southeast Texas	Beaumont	TX	77701	david.mccleskey@twc.state.tx.us	409-839-8045
Workforce Solutions Southeast Texas	Beaumont	TX	77701	harry.reed@tvc.state.tx.us	409-839-8045
Workforce Solutions Veterans Affairs -	Houston	TX	77030	al.morales@tvc.texas.gov	
Workforce Solutions Westheimer	Houston	TX	77063	esperanza.hernandez@tvc.texas.gov	713-953-9211
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	craig.henry@ruralcapital.net	
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	rhonda.mack@ruralcapital.net	
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	charles.benson@tvc.texas.gov	210-582-1555
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	ray.curriel@tvc.texas.gov	210-582-1555
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	richard.guerrero@tvc.state.tx.us	210-582-1555
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	smercadel@wsalamo.org	210-582-1555

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
WorkforceSolutions Alamo - Hillcrest	San Antonio	TX	78228	todd.arend@tvc.texas.gov	210-582-1555
Wounded Warrior Project	San Antonio	TX	78249	mbarnes@woundedwarriorproject.org	210-569-0302

2020 FCC Source Evaluation Report

FCC Unit: 13551

FCC Unit Description: Southern Texas

Source	Applicant Count	Interview Count	Hire Count
Ad - Broadcasting and Cable	2	2	2
Ad - Radio Advertisement	1	1	1
Ad - TV Commercial Advertisement	6	6	6
Campaign - Indeed	146	146	82
Contractor - Conversion	24	24	19
Direct Sourcing - Agency	1	1	1
Direct Sourcing - ATS	20	20	12
Direct Sourcing - Indeed	146	146	100
Direct Sourcing - LinkedIn	1	1	1
Direct Sourcing - Other	21	21	9
Direct Sourcing - Recruiter Networking	1	1	0
Direct Sourcing - Sourcing Specialist	85	84	48
Former Employee - Rehire	64	62	53
Internal - Internal Hire	127	127	105
Internet - Career Builders	4	4	3
Internet - Craigslist.com	11	11	7
Internet - Facebook.com	8	8	7
Internet - Glassdoor.com	11	11	10
Internet - Google	18	17	12
Internet - Indeed	909	907	630
Internet - LinkedIn	16	16	12
Internet - Monster	3	3	1
Internet - Other	11	11	7
Internet - Ziprecruiter	18	18	11
Job Fair - External	77	76	53
Job Fair - Internal	17	17	13
Job Fair - Military/Veterans	1	1	0
Job Fair - Veterans	4	4	1
McAllen Public Library Semi- Annual Job Fair	2	0	0
Organization - Community Outreach	1	1	1
Referral - Employee Referral	590	587	451
Referral - Manager Referral	8	8	2
RGV Vipers Hoops for Troops Event	2	0	0
Souther Careers Institute Advisory Committee Meeting	2	0	0
Website - External Career Site	30538	2698	374
Grand Total	32896	5040	2034

2020 FCC Source Report

FCC Unit: **13551**
FCC Unit Description: **Southern Texas**

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
244435BR	Serviceability Specialist I Nonexempt	Website - External Career Site	177	21	8
		Internet - Indeed	2	2	2
244436BR	Sales Support Coordinator I Nonexempt	Website - External Career Site	145	23	1
		Referral - Employee Referral	3	3	0
		Former Employee - Rehire	1	1	0
244448BR	Store Associate Nonexempt	Website - External Career Site	65	5	0
		Internet - Indeed	1	1	1
244520BR	Store Associate Nonexempt	Website - External Career Site	65	5	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
244525BR	Human Resources Generalist Exempt	Website - External Career Site	34	4	0
		Internet - Indeed	2	2	1
244653BR	Store Associate Nonexempt	Website - External Career Site	123	8	1
244810BR	Residential Retention Rep Nonexempt	Website - External Career Site	166	34	1
		Campaign - Indeed	17	17	9
		Job Fair - External	6	5	5
		Referral - Employee Referral	2	2	2
		Direct Sourcing - Indeed	1	1	1
244826BR	Field Technician I Nonexempt	Website - External Career Site	103	17	4
244829BR	Field Technician I Nonexempt	Website - External Career Site	66	8	1
		Internal - Internal Hire	1	1	1
244832BR	Field Technician I Nonexempt	Website - External Career Site	69	5	2
244854BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	72	9	3
		Referral - Employee Referral	9	9	7
		Internal - Internal Hire	8	8	6
		Direct Sourcing - Sourcing Specialist	2	2	1
		Campaign - Indeed	1	1	0
244885BR	Account Executive Exempt	Website - External Career Site	18	3	1
244889BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	641	88	16
		Referral - Employee Referral	24	24	18
		Direct Sourcing - Indeed	22	22	16
		Internal - Internal Hire	3	3	3
		Internet - Indeed	2	2	2
		Former Employee - Rehire	1	1	1
		Internet - Facebook.com	1	1	1
245109BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	24	2	1
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	0
245171BR	Residential Retention Rep Nonexempt	Website - External Career Site	218	40	3
		Job Fair - External	7	7	6
		Campaign - Indeed	5	5	3

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
245178BR	Store Associate Nonexempt	Referral - Employee Referral	4	4	3
		Internet - Indeed	1	1	0
245249BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	32	2	0
		Job Fair - Internal	1	1	1
245406BR	Mgr, Store Exempt	Website - External Career Site	33	3	1
		Referral - Employee Referral	40	6	0
245571BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	1	1	1
		Referral - Employee Referral	40	6	0
		Website - External Career Site	236	5	2
		Internet - Indeed	20	20	15
		Job Fair - External	2	2	2
245623BR	Direct Sales Rep Exempt	Internet - Other	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	13	3	0
		Direct Sourcing - ATS	2	2	2
		Referral - Employee Referral	2	2	1
245672BR	Rep 1, Spectrum Mobile Nonexempt	Website - External Career Site	300	7	0
		Internet - Indeed	13	13	12
		Referral - Employee Referral	4	4	4
		Job Fair - External	1	1	0
245885BR	Direct Sales Rep Exempt	Website - External Career Site	71	9	0
		Referral - Employee Referral	2	2	2
		Direct Sourcing - Sourcing Specialist	2	2	1
		Former Employee - Rehire	1	1	1
		Internet - Ziprecruiter	1	1	1
		Internet - Indeed	1	1	1
		245931BR	Store Associate Nonexempt	Website - External Career Site	23
245936BR	Store Associate Nonexempt	Internet - Indeed	2	2	2
		Website - External Career Site	132	16	1
245986BR	HR Coordinator Nonexempt	Internal - Internal Hire	2	2	2
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	164	1	0
246046BR	Direct Sales Rep Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	23	6	0
246134BR	Residential Inbound Sales Rep Nonexempt	Internal - Internal Hire	1	1	0
		Website - External Career Site	505	102	6
		Referral - Employee Referral	35	35	27
		Campaign - Indeed	34	34	16
		Internet - Indeed	14	14	11
		Direct Sourcing - Sourcing Specialist	13	13	8
		Direct Sourcing - Indeed	4	4	4
		Former Employee - Rehire	3	3	0
		Contractor - Conversion	2	2	0
		Internal - Internal Hire	2	2	2
		Job Fair - External	1	1	1
		Internet - Other	1	1	1
		246138BR	SAM - Strategic AM Hospitality Exempt	Website - External Career Site	38
Direct Sourcing - ATS	1			1	1
246151BR	Direct Sales Rep Exempt	Website - External Career Site	29	6	2

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Organization - Community Outreach	1	1	1
246152BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	366	2	2
		Internet - Indeed	22	22	17
		Referral - Employee Referral	2	2	2
246170BR	Direct Sales Rep Exempt				
		Website - External Career Site	52	8	2
		Direct Sourcing - ATS	2	2	0
		Internet - Career Builders	1	1	0
246227BR	Account Executive Exempt				
		Website - External Career Site	67	4	1
246276BR	Store Associate Nonexempt				
		Website - External Career Site	42	4	1
		Referral - Employee Referral	1	1	1
246279BR	Asst Mgr, Store Exempt				
		Website - External Career Site	37	3	0
		Referral - Employee Referral	1	1	1
246304BR	Store Associate Nonexempt				
		Website - External Career Site	58	0	0
		Referral - Employee Referral	1	1	1
246439BR	Sup, Resi Inbound Sales Exempt				
		Website - External Career Site	138	7	0
		Internal - Internal Hire	9	9	7
		Referral - Employee Referral	1	1	1
246474BR	Field Technician I Nonexempt				
		Website - External Career Site	19	6	0
		Internet - Indeed	2	2	2
246609BR	Store Associate Nonexempt				
		Website - External Career Site	88	9	0
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
		Internet - Indeed	1	1	0
		Internet - Other	1	1	1
246612BR	Store Associate Nonexempt				
		Website - External Career Site	41	1	0
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
246661BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	869	61	14
		Referral - Employee Referral	27	27	20
		Direct Sourcing - Indeed	16	16	12
		Internet - Indeed	13	13	11
		Internet - Facebook.com	4	4	3
		Internet - Google	4	4	2
		Internet - Ziprecruiter	3	3	1
		Ad - Broadcasting and Cable	2	2	2
		Internet - Glassdoor.com	2	2	2
		Referral - Manager Referral	1	1	0
		Internal - Internal Hire	1	1	1
		Ad - TV Commercial Advertisement	1	1	1
		Job Fair - External	1	1	1
		Internet - Career Builders	1	1	1
246668BR	Facilitator Exempt				
		Website - External Career Site	40	1	1
246886BR	Mgr, Human Resources Exempt				
		Website - External Career Site	76	10	1
246916BR	Multimedia Journalist Exempt				
		Website - External Career Site	80	2	1
246953BR	Field Technician I Nonexempt				
		Website - External Career Site	92	13	0
		Internet - Indeed	2	2	2
246959BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
	Field Technician I Nonexempt				
		Website - External Career Site	156	36	1
		Internet - Indeed	8	8	6
		Referral - Employee Referral	2	2	1
		Internet - Facebook.com	1	1	1
		Internet - LinkedIn	1	1	1
247215BR	Field Technician I Nonexempt				
		Website - External Career Site	42	7	0
		Internet - Indeed	1	1	1
247334BR	Facilities Assistant II Nonexempt				
		Website - External Career Site	26	5	1
247393BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	290	15	9
		Internet - Indeed	14	14	12
		Referral - Employee Referral	9	9	9
247501BR	Store Associate Nonexempt				
		Website - External Career Site	63	7	1
		Internal - Internal Hire	2	2	2
		Referral - Employee Referral	1	1	1
		Internet - Indeed	1	1	1
247520BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	20	0	0
		Referral - Employee Referral	2	2	1
		Former Employee - Rehire	1	1	1
247538BR	Mgr, Resi Inbound Sales Exempt				
		Website - External Career Site	45	0	0
		Internal - Internal Hire	2	2	1
		Direct Sourcing - LinkedIn	1	1	1
247790BR	Direct Sales Rep Exempt				
		Website - External Career Site	14	1	1
247847BR	Credit Services Associate Nonexempt				
		Website - External Career Site	469	41	10
		Internal - Internal Hire	7	7	7
		Referral - Employee Referral	2	2	2
247851BR	Credit Svcs Prof - Prior Debt Nonexempt				
		Website - External Career Site	148	25	9
		Referral - Employee Referral	3	3	3
		Former Employee - Rehire	3	3	3
		Internal - Internal Hire	2	2	2
247854BR	Credit Svcs Prof - Recovery Nonexempt				
		Website - External Career Site	329	45	14
		Contractor - Conversion	15	15	13
		Referral - Employee Referral	6	6	3
		Internet - Glassdoor.com	1	1	1
247857BR	Credit Services Specialist Nonexempt				
		Website - External Career Site	69	9	1
		Internet - Indeed	1	1	1
247933BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	768	59	10
		Referral - Employee Referral	23	23	18
		Internet - Indeed	13	13	8
		Direct Sourcing - Indeed	12	12	8
		Referral - Manager Referral	3	3	0
		Internal - Internal Hire	2	2	1
		Internet - Google	2	2	1
		Internet - LinkedIn	2	2	2
		Ad - TV Commercial Advertisement	1	1	1
		Internet - Ziprecruiter	1	1	1
		Internet - Craigslist.com	1	1	1
		Job Fair - Internal	1	1	0
		Internet - Glassdoor.com	1	1	1
248038BR	Direct Sales Rep Exempt				
		Website - External Career Site	15	6	1
		Job Fair - Internal	9	9	7

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Internet - Indeed	1	1	0
		Internet - Ziprecruiter	1	1	0
248049BR	Direct Sales Rep Exempt				
		Website - External Career Site	16	2	0
		Referral - Employee Referral	1	1	1
248059BR	Store Associate Nonexempt				
		Website - External Career Site	70	9	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
248140BR	Direct Sales Rep Exempt				
		Website - External Career Site	63	23	4
		Job Fair - External	15	15	8
		Referral - Employee Referral	5	5	3
		Direct Sourcing - Sourcing Specialist	5	5	2
		Internet - Indeed	2	2	0
		Internal - Internal Hire	1	1	1
		Former Employee - Rehire	1	1	1
248166BR	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	29	1	0
		Internet - LinkedIn	1	1	1
248269BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	331	6	0
		Internet - Indeed	32	32	25
248454BR	Direct Sales Rep Exempt				
		Website - External Career Site	33	0	0
		Referral - Employee Referral	2	2	1
		Internet - Indeed	1	1	0
248616BR	Store Associate Nonexempt				
		Website - External Career Site	94	1	0
		Former Employee - Rehire	1	1	1
248621BR	Store Associate Nonexempt				
		Website - External Career Site	54	3	0
		Referral - Employee Referral	1	1	1
248698BR	Store Associate Nonexempt				
		Website - External Career Site	46	4	1
		Internet - Indeed	2	2	2
		Direct Sourcing - Sourcing Specialist	2	2	2
		Former Employee - Rehire	1	1	1
248888BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	439	16	8
		Internet - Indeed	26	26	20
		Referral - Employee Referral	8	8	8
		Job Fair - External	4	4	4
		Internet - Google	1	1	1
		Internal - Internal Hire	1	1	1
		Referral - Manager Referral	1	1	1
249158BR	Store Associate Nonexempt				
		Website - External Career Site	35	0	0
		Referral - Employee Referral	1	1	1
249686BR	Sup, Direct Sales Exempt				
		Website - External Career Site	33	6	0
		Internet - Indeed	1	1	1
249691BR	Direct Sales Rep Exempt				
		Website - External Career Site	18	1	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
249915BR	Credit Services Associate Nonexempt				
		Website - External Career Site	156	23	1
		Referral - Employee Referral	1	1	1
250132BR	Direct Sales Rep Exempt				
		Website - External Career Site	22	4	0
		Internet - Indeed	1	1	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Referral - Employee Referral	1	1	1
250137BR	Direct Sales Rep Exempt				
		Website - External Career Site	19	4	1
		Internet - Indeed	6	6	5
250205BR	Sup, Direct Sales Exempt				
		Website - External Career Site	11	3	0
		Internet - Indeed	1	1	1
250311BR	Store Associate Nonexempt				
		Website - External Career Site	65	12	2
		Referral - Employee Referral	1	1	1
		Former Employee - Rehire	1	1	0
		Internet - Indeed	1	1	0
250410BR	Sup, MTSR Exempt				
		Website - External Career Site	37	6	0
		Direct Sourcing - Indeed	1	1	1
250538BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	434	63	20
		Referral - Employee Referral	9	9	8
		Internet - Indeed	8	8	7
		Direct Sourcing - Indeed	7	7	7
		Internet - Ziprecruiter	2	2	1
		Internal - Internal Hire	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Glassdoor.com	1	1	1
		Internet - Google	1	1	1
250545BR	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	367	68	10
		Campaign - Indeed	24	24	16
		Referral - Employee Referral	21	21	15
		Internet - Indeed	7	7	4
		Direct Sourcing - Indeed	5	5	3
		Direct Sourcing - Sourcing Specialist	5	5	3
		Former Employee - Rehire	5	5	4
		Contractor - Conversion	2	2	1
		Internal - Internal Hire	2	2	2
250552BR	Direct Sales Rep Exempt				
		Website - External Career Site	50	5	0
		Referral - Employee Referral	10	10	8
250580BR	Account Executive Exempt				
		Website - External Career Site	23	2	0
		Direct Sourcing - ATS	1	1	1
250581BR	Store Associate Nonexempt				
		Website - External Career Site	50	1	0
		Internet - Indeed	1	1	1
250624BR	Sup, RSC Exempt				
		Website - External Career Site	45	7	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
250825BR	Direct Sales Rep Exempt				
		Website - External Career Site	41	3	2
		Referral - Employee Referral	5	5	4
		Direct Sourcing - Sourcing Specialist	3	3	1
		Internet - Indeed	2	2	2
		Job Fair - External	1	1	1
250872BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	30	6	1
		Internal - Internal Hire	2	2	1
		Direct Sourcing - Indeed	1	1	0
250921BR	Residential Retention Rep Nonexempt				
		Website - External Career Site	228	91	2
		Internet - Indeed	17	17	12
		Referral - Employee Referral	8	8	5
		Job Fair - External	5	5	3
		Campaign - Indeed	3	3	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
250969BR	Field Technician I Nonexempt	Website - External Career Site	33	3	0
		Internet - Ziprecruiter	1	1	1
250973BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	51	0	0
		Referral - Employee Referral	1	1	1
251148BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	16	4	0
		Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	1
251151BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	7	1	0
		Direct Sourcing - Indeed	1	1	1
251168BR	Serviceability Specialist I Nonexempt	Website - External Career Site	278	32	3
		Referral - Employee Referral	8	8	6
		Internet - Indeed	6	6	3
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
251169BR	Sales Support Coordinator I Nonexempt	Website - External Career Site	316	51	0
		Internet - Indeed	6	6	4
		Internal - Internal Hire	3	3	2
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Craigslist.com	1	1	0
251188BR	Account Executive Exempt	Website - External Career Site	25	3	0
		Internet - Indeed	1	1	1
251274BR	Direct Sales Rep Exempt	Website - External Career Site	31	4	1
251317BR	Asst Mgr, Store Exempt	Website - External Career Site	17	2	1
251458BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	288	10	7
		Internet - Indeed	8	8	6
		Referral - Employee Referral	4	4	4
251466BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	258	7	4
		Internet - Indeed	21	21	13
		Job Fair - External	2	2	2
		Internal - Internal Hire	1	1	0
		Internet - Google	1	1	1
		Referral - Employee Referral	1	1	1
251468BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	254	1	0
		Internet - Indeed	25	25	17
		Referral - Employee Referral	4	4	4
		Job Fair - External	1	1	1
		Souther Careers Institute Advisory Committee I	1	0	0
		Internet - Glassdoor.com	1	1	1
		RGV Vipers Hoops for Troops Event	1	0	0
251498BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	24	1	0
		Internet - LinkedIn	1	1	1
251505BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	251	3	0
		Internet - Indeed	18	18	16
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
251522BR	Store Associate Nonexempt				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
251543BR	Field Technician I Nonexempt	Website - External Career Site	23	2	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internal - Internal Hire	1	1	1
251550BR	Intern Nonexempt	Website - External Career Site	85	25	1
		Internet - Indeed	6	6	5
		Referral - Employee Referral	3	3	3
251713BR	Store Associate Nonexempt	Website - External Career Site	41	1	1
251760BR	Store Associate Nonexempt	Website - External Career Site	18	2	0
		Referral - Employee Referral	1	1	1
252110BR	Store Associate Nonexempt	Website - External Career Site	21	2	0
		Referral - Employee Referral	1	1	1
252166BR	Direct Sales Rep Exempt	Website - External Career Site	8	0	0
		Referral - Employee Referral	1	0	1
252168BR	Direct Sales Rep Exempt	Website - External Career Site	20	4	0
		Internet - Indeed	2	2	1
		Job Fair - External	2	2	2
		Referral - Employee Referral	1	1	1
252169BR	Direct Sales Rep Exempt	Website - External Career Site	24	6	0
		Internet - Indeed	3	3	2
		Job Fair - Veterans	2	2	0
252279BR	Direct Sales Rep Exempt	Website - External Career Site	47	6	0
		Internet - Indeed	2	2	1
252285BR	Store Associate Nonexempt	Website - External Career Site	27	1	0
		Direct Sourcing - Sourcing Specialist	1	1	0
		Internet - Indeed	1	1	1
252340BR	Rep 1, Spectrum Mobile Nonexempt	Website - External Career Site	101	12	1
		Referral - Employee Referral	1	1	1
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
252522BR	Direct Sales Rep Exempt	Website - External Career Site	238	8	3
		Internet - Indeed	14	14	11
		RGV Vipers Hoops for Troops Event	1	0	0
		Job Fair - External	1	1	1
		Souther Careers Institute Advisory Committee I	1	0	0
		Job Fair - Military/Veterans	1	1	0
		Referral - Employee Referral	1	1	1
252542BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	44	11	1
		Referral - Employee Referral	4	4	1
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Ziprecruiter	1	1	1
252621BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	21	3	0
		Referral - Employee Referral	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	1
252621BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	53	2	0
		Referral - Employee Referral	5	5	4
		Campaign - Indeed	1	1	0
		Internet - Indeed	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>
252725BR	HR Coordinator Nonexempt	Website - External Career Site Internet - Indeed	174 1	0 1	0 1
252766BR	Store Greeter Nonexempt	Website - External Career Site Referral - Employee Referral	28 1	3 1	1 0
252909BR	Account Executive Exempt	Website - External Career Site Internal - Internal Hire Job Fair - External	28 1 1	0 1 1	0 1 1
253080BR	MAE - Major Account Exec Exempt	Website - External Career Site Direct Sourcing - Agency	33 1	1 1	0 1
253310BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site Internet - Indeed Referral - Employee Referral Direct Sourcing - Indeed Internal - Internal Hire Referral - Manager Referral	509 15 8 3 2 1	25 15 8 3 2 1	5 10 6 1 2 0
253345BR	Store Associate Nonexempt	Website - External Career Site Internet - Indeed	25 1	1 1	0 1
253385BR	Sales Support Coordinator I Nonexempt	Website - External Career Site Internal - Internal Hire Internet - Craigslist.com Referral - Employee Referral Internet - Indeed	213 10 3 1 1	30 10 3 1 1	4 8 2 1 1
253444BR	Store Associate Nonexempt	Website - External Career Site	31	8	1
253461BR	Store Associate Nonexempt	Website - External Career Site Internal - Internal Hire	92 1	7 1	1 1
253559BR	Store Associate Nonexempt	Website - External Career Site Internet - Indeed	10 1	0 1	0 1
253664BR	Store Associate Nonexempt	Website - External Career Site Internet - Indeed	34 1	8 1	0 1
253685BR	Residential Retention Rep Nonexempt	Website - External Career Site Internet - Indeed Referral - Employee Referral Job Fair - External	153 12 7 3	38 12 7 3	0 6 6 3
253700BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site Internet - Indeed	347 19	2 19	0 15
253702BR	Sup, Customer Service Exempt	Website - External Career Site Internal - Internal Hire	98 2	8 2	1 2
253771BR	Residential Retention Rep Nonexempt	Website - External Career Site Internet - Indeed Referral - Employee Referral	155 24 9	36 24 9	0 15 6
253847BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site Direct Sourcing - Indeed Referral - Employee Referral Internet - Indeed Internet - Craigslist.com	829 27 15 13 2	49 27 15 13 2	10 17 12 8 2

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>		
253901BR	Direct Sales Rep Exempt	Ad - TV Commercial Advertisement	1	1	1		
		Internet - Monster	1	1	1		
253970BR	Store Associate Nonexempt	Website - External Career Site	44	6	0		
		Internet - Indeed	4	4	3		
		Referral - Employee Referral	2	2	2		
254058BR	Store Associate Nonexempt	Website - External Career Site	34	2	0		
		Former Employee - Rehire	1	1	1		
254066BR	Residential Retention Rep Nonexempt	Website - External Career Site	60	8	0		
		Referral - Employee Referral	1	1	1		
254219BR	Direct Sales Rep Exempt	Website - External Career Site	33	6	0		
		Internet - Indeed	3	3	3		
		Referral - Employee Referral	3	3	0		
		Website - External Career Site	24	2	0		
254232BR	Direct Sales Rep Exempt	Referral - Employee Referral	1	1	0		
		Direct Sourcing - Sourcing Specialist	1	1	0		
		Internet - Indeed	1	1	1		
		Website - External Career Site	26	1	0		
254256BR	Recruiter I Exempt	Referral - Employee Referral	2	2	2		
		Website - External Career Site	151	1	1		
254370BR	Workforce Management Admin Exempt	Website - External Career Site	120	4	1		
		Website - External Career Site	27	3	0		
254451BR	Account Executive Exempt	Internal - Internal Hire	1	1	1		
		Referral - Employee Referral	1	1	1		
		Website - External Career Site	88	8	2		
254553BR	Direct Sales Rep Exempt	Direct Sourcing - Sourcing Specialist	5	5	3		
		Referral - Employee Referral	2	2	1		
		Former Employee - Rehire	1	1	1		
		Internet - Indeed	1	1	1		
		Website - External Career Site	894	74	1		
		Internet - Indeed	13	13	4		
254844BR	Sales Support Coordinator I Nonexempt	Referral - Employee Referral	11	11	2		
		Direct Sourcing - ATS	6	6	3		
		Internet - Craigslist.com	2	2	1		
		Direct Sourcing - Indeed	2	2	2		
		Former Employee - Rehire	2	2	1		
		Internal - Internal Hire	2	2	1		
		255028BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	435	82	13
				Referral - Employee Referral	26	26	20
				Internet - Indeed	21	21	14
				Campaign - Indeed	14	14	10
Direct Sourcing - Sourcing Specialist	8			8	6		
Direct Sourcing - Indeed	7			7	4		
Internal - Internal Hire	1			1	1		
Contractor - Conversion	1			1	1		
255033BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	54	13	3		
		Internet - Indeed	7	7	5		
		Referral - Employee Referral	4	4	3		
		Internal - Internal Hire	2	2	0		
		Direct Sourcing - Sourcing Specialist	1	1	1		
		Job Fair - External	1	1	1		
255110BR							

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
255280BR	Credit Svcs Prof - Prior Debt Nonexempt	Website - External Career Site	50	4	1
		Administrative Assistant Nonexempt	Website - External Career Site Internet - Indeed	57 1	4 1
255289BR	Account Executive 2 Exempt	Website - External Career Site	38	0	0
		Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	1	1	1
255333BR	Field Technician I Nonexempt	Website - External Career Site	138	26	3
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
255481BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	271	3	1
		Internet - Indeed	22	22	18
		Referral - Employee Referral	6	6	4
		Internet - Glassdoor.com	1	1	1
		McAllen Public Library Semi- Annual Job Fair	1	0	0
255486BR	Store Associate Nonexempt	Website - External Career Site	20	4	1
255618BR	Sup, Direct Sales Exempt	Website - External Career Site	9	1	0
		Internet - Indeed	1	1	1
255627BR	Asst Mgr, Store Exempt	Website - External Career Site	39	8	1
255628BR	Rep 1, Cust Svc Internet/Voice Nonexempt	Website - External Career Site	374	6	0
		Internet - Indeed	32	32	24
		Internet - LinkedIn	2	2	1
		Referral - Employee Referral	1	1	0
		McAllen Public Library Semi- Annual Job Fair	1	0	0
		Job Fair - External	1	1	0
255635BR	Direct Sales Rep Exempt	Website - External Career Site	75	7	1
		Referral - Employee Referral	2	2	1
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
255670BR	Direct Sales Rep Exempt	Website - External Career Site	34	3	0
		Internet - Indeed	2	2	2
		Referral - Employee Referral	2	2	1
255673BR	Direct Sales Rep Exempt	Website - External Career Site	21	2	0
		Internet - Indeed	1	1	1
255786BR	Store Associate Nonexempt	Website - External Career Site	41	2	0
		Former Employee - Rehire	1	1	1
255829BR	Credit Svcs Prof - Recovery Nonexempt	Website - External Career Site	164	27	8
		Referral - Employee Referral	6	6	3
		Job Fair - External	3	3	2
		Direct Sourcing - Indeed	2	2	1
		Internet - Indeed	1	1	1
		Former Employee - Rehire	1	1	1
		Direct Sourcing - ATS	1	1	0
		Internal - Internal Hire	1	1	1
255862BR	Account Executive Exempt	Website - External Career Site	96	21	1
		Referral - Employee Referral	2	2	1
		Direct Sourcing - Sourcing Specialist	2	2	1
		Internal - Internal Hire	1	1	1
255869BR					

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
	Field Technician I Nonexempt				
		Website - External Career Site	45	9	1
255936BR					
	Store Associate Nonexempt				
		Website - External Career Site	29	5	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
255939BR					
	Rep 1, Spectrum Mobile Nonexempt				
		Website - External Career Site	312	3	0
		Internet - Indeed	12	12	10
255947BR					
	Credit Services Associate Nonexempt				
		Website - External Career Site	40	1	0
		Direct Sourcing - Other	1	1	1
255952BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	24	4	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Job Fair - External	1	1	1
255953BR					
	Store Associate Nonexempt				
		Website - External Career Site	16	1	0
		Internet - Indeed	1	1	1
255955BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	21	5	0
		Internet - Google	1	1	1
		Referral - Employee Referral	1	1	1
		Internet - Indeed	1	1	0
		Internet - LinkedIn	1	1	1
255956BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	102	12	1
		Referral - Employee Referral	15	15	13
		Job Fair - External	12	12	5
		Internet - Indeed	9	9	4
		Job Fair - Veterans	2	2	1
		Direct Sourcing - Sourcing Specialist	2	2	1
		Job Fair - Internal	1	1	1
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
		Internet - Monster	1	1	0
256029BR					
	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	781	26	6
		Internet - Indeed	9	9	6
		Referral - Employee Referral	4	4	1
		Direct Sourcing - Indeed	3	3	1
		Internet - Ziprecruiter	1	1	1
		Direct Sourcing - Recruiter Networking	1	1	0
		Internet - Career Builders	1	1	1
		Internet - Glassdoor.com	1	1	1
		Internal - Internal Hire	1	1	1
		Internet - Facebook.com	1	1	1
256045BR					
	Sup, Direct Sales Exempt				
		Website - External Career Site	53	8	0
		Internal - Internal Hire	3	3	2
		Internet - Indeed	3	3	3
256132BR					
	Store Associate Nonexempt				
		Website - External Career Site	32	4	0
		Internet - Indeed	1	1	1
256483BR					
	Mgr, Sales Mid Markets Exempt				
		Website - External Career Site	107	5	1
256672BR					
	Store Associate Nonexempt				
		Website - External Career Site	14	3	1
256707BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	44	9	1
		Direct Sourcing - ATS	2	2	1
		Campaign - Indeed	1	1	1
256917BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
256985BR	Store Associate Nonexempt	Website - External Career Site	21	0	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
257016BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	14	3	0
		Internet - Ziprecruiter	1	1	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Former Employee - Rehire	1	1	1
257050BR	Account Executive Exempt	Website - External Career Site	77	7	1
257134BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	92	24	4
		Referral - Employee Referral	8	8	5
		Internet - Indeed	5	5	5
		Direct Sourcing - Sourcing Specialist	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Internet - Glassdoor.com	1	1	1
257385BR	Dir, Human Resources Exempt	Website - External Career Site	172	6	0
		Direct Sourcing - Indeed	1	1	1
257431BR	Store Associate Nonexempt	Website - External Career Site	58	5	0
		Referral - Employee Referral	2	2	2
257481BR	Sales Support Coordinator I Nonexempt	Website - External Career Site	269	19	0
		Internet - Indeed	4	4	0
		Internal - Internal Hire	2	2	0
		Referral - Employee Referral	1	1	0
		Former Employee - Rehire	1	1	1
		Direct Sourcing - Indeed	1	1	0
		Internet - Ziprecruiter	1	1	0
		Internet - Ziprecruiter	1	1	0
257528BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	257	0	0
		Internet - Indeed	19	19	14
257534BR	Direct Sales Rep Exempt	Website - External Career Site	46	5	1
		Campaign - Indeed	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	1
257551BR	Direct Sales Rep Exempt	Website - External Career Site	40	2	0
		Campaign - Indeed	3	3	3
		Referral - Employee Referral	1	1	1
257578BR	Direct Sales Rep Exempt	Website - External Career Site	79	9	0
		Campaign - Indeed	6	6	2
257738BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	492	48	17
		Internet - Indeed	18	18	12
		Referral - Employee Referral	9	9	8
		Internet - Glassdoor.com	2	2	1
		Internet - LinkedIn	1	1	1
		Internet - Craigslist.com	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Internet - Google	1	1	1
		Internet - Google	1	1	1
		Internet - Google	1	1	1
257751BR	SAM - Strategic AM Healthcare Exempt	Website - External Career Site	13	0	0
		Former Employee - Rehire	1	1	1
257778BR	Ent Acct Receivable Analyst I Exempt	Website - External Career Site	20	0	0
		Contractor - Conversion	1	1	1
257778BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	80	1	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	1
		Internet - LinkedIn	1	1	1
257841BR	Store Associate Nonexempt	Website - External Career Site	9	1	1
257891BR	RSC Rep I Nonexempt	Website - External Career Site	105	20	1
		Internal - Internal Hire	5	5	4
		Internet - Indeed	3	3	3
		Referral - Employee Referral	2	2	2
257921BR	Store Associate Nonexempt	Website - External Career Site	41	4	0
		Former Employee - Rehire	1	1	1
258001BR	Sr Billing Quality Analyst Exempt	Website - External Career Site	30	1	0
		Former Employee - Rehire	1	1	1
258005BR	Workforce Mgmt Care Coord I Nonexempt	Website - External Career Site	77	7	2
		Internet - Indeed	2	2	1
		Direct Sourcing - Indeed	1	1	1
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
258015BR	HR Coordinator Nonexempt	Website - External Career Site	79	3	0
		Internet - Indeed	1	1	1
258142BR	Sup, Customer Service Exempt	Website - External Career Site	95	10	1
		Internal - Internal Hire	1	1	1
258152BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	451	15	2
		Internet - Indeed	12	12	6
		Referral - Employee Referral	6	6	5
		Ad - TV Commercial Advertisement	2	2	2
		Internet - Google	1	1	0
		Internet - Ziprecruiter	1	1	1
258153BR	Direct Sales Rep Exempt	Website - External Career Site	71	20	1
		Direct Sourcing - Sourcing Specialist	15	15	5
		Referral - Employee Referral	8	8	4
		Internet - Indeed	7	7	4
		Job Fair - External	6	6	3
		Job Fair - Internal	5	5	4
		Former Employee - Rehire	1	1	0
		Internet - Other	1	1	1
258247BR	Residential Retention Rep Nonexempt	Website - External Career Site	223	52	2
		Internet - Indeed	21	21	14
		Referral - Employee Referral	7	7	6
		Direct Sourcing - Indeed	3	3	3
		Direct Sourcing - Sourcing Specialist	3	3	2
		Direct Sourcing - ATS	1	1	0
258308BR	Store Associate Nonexempt	Website - External Career Site	60	10	0
		Referral - Employee Referral	4	4	3
		Direct Sourcing - Sourcing Specialist	1	1	1
		Former Employee - Rehire	1	1	1
258459BR	Credit Svcs Prof - Prior Debt Nonexempt	Website - External Career Site	56	2	0
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
258465BR	Store Associate Nonexempt	Website - External Career Site	10	2	0
		Internet - Indeed	1	1	1
258512BR					

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
	Human Resources Generalist Exempt				
		Website - External Career Site	68	17	0
		Internet - Indeed	2	2	1
258516BR					
	Store Associate Nonexempt				
		Website - External Career Site	71	8	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
258735BR					
	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	8	2	0
		Direct Sourcing - Other	1	1	0
		Internet - Ziprecruiter	1	1	1
258764BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	29	3	0
		Internet - Indeed	4	4	1
		Campaign - Indeed	3	3	1
258830BR					
	Store Associate Nonexempt				
		Website - External Career Site	37	4	0
		Internet - Indeed	1	1	1
258859BR					
	Store Associate Nonexempt				
		Website - External Career Site	40	8	1
		Internet - Indeed	1	1	1
258862BR					
	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	40	2	0
		Internet - LinkedIn	1	1	1
		Referral - Manager Referral	1	1	1
259209BR					
	MAE - Major Account Exec Exempt				
		Website - External Career Site	33	1	0
		Former Employee - Rehire	1	1	1
		Internet - LinkedIn	1	1	1
259545BR					
	Store Associate Nonexempt				
		Website - External Career Site	14	5	0
		Internet - Indeed	1	1	1
259657BR					
	Mgr, SMB Telesales Exempt				
		Website - External Career Site	10	0	0
		Former Employee - Rehire	1	1	1
259675BR					
	Field Technician I Nonexempt				
		Website - External Career Site	42	0	1
		Internet - Indeed	1	0	0
259894BR					
	Store Associate Nonexempt				
		Website - External Career Site	32	6	0
		Referral - Employee Referral	1	1	1
259895BR					
	Store Associate Nonexempt				
		Website - External Career Site	84	1	0
		Referral - Employee Referral	1	1	1
259905BR					
	Construction Coordinator I Nonexempt				
		Website - External Career Site	20	0	0
		Former Employee - Rehire	1	0	1
259943BR					
	Store Associate Nonexempt				
		Website - External Career Site	34	0	0
		Internet - Indeed	1	1	1
260004BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	22	5	0
		Referral - Employee Referral	4	4	2
		Internet - Indeed	1	1	0
260011BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	14	0	0
		Referral - Employee Referral	1	1	1
260053BR					
	Field Technician I Nonexempt				
		Website - External Career Site	151	2	3
		Referral - Employee Referral	2	0	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count		
260055BR	Field Technician I Nonexempt	Former Employee - Rehire	1	0	1		
		Internet - Indeed	1	0	1		
260092BR	Rep, SMB Telesales Nonexempt	Website - External Career Site	169	19	1		
		Internet - Indeed	5	5	4		
		Internet - Google	1	1	0		
260125BR	Reg Channel Sales Mgr Ent Exempt	Website - External Career Site	38	15	0		
		Internal - Internal Hire	10	10	8		
		Internet - Indeed	3	3	3		
260418BR	Store Associate Nonexempt	Website - External Career Site	44	0	0		
		Former Employee - Rehire	1	1	1		
260567BR	Mgr, Human Resources Exempt	Website - External Career Site	61	6	0		
		Former Employee - Rehire	1	1	1		
		Internet - Indeed	1	1	0		
260644BR	Residential Retention Rep Nonexempt	Website - External Career Site	24	0	0		
		Direct Sourcing - ATS	1	1	1		
260750BR	Residential Inbound Sales Rep Nonexempt	Website - External Career Site	137	6	3		
		Internet - Indeed	19	19	11		
		Direct Sourcing - Indeed	1	1	0		
		Internet - Ziprecruiter	1	1	0		
		Referral - Employee Referral	1	1	1		
		Internet - LinkedIn	1	1	0		
		Internet - Other	1	1	1		
		Website - External Career Site	130	24	8		
260751BR	Residential Inbound Sales Rep Nonexempt	Internet - Indeed	11	11	5		
		Direct Sourcing - Sourcing Specialist	5	5	3		
		Referral - Employee Referral	4	4	2		
		Former Employee - Rehire	1	1	1		
		Direct Sourcing - Indeed	1	1	1		
		Internet - LinkedIn	1	1	0		
		261063BR	EAE-Enterprise Account Exec Exempt	Website - External Career Site	117	9	0
				Internet - Indeed	4	4	2
Referral - Employee Referral	1			1	0		
261162BR	Field Technician IV Nonexempt	Website - External Career Site	59	3	0		
		Referral - Employee Referral	2	2	2		
261249BR	Rep, SMB Telesales Nonexempt	Former Employee - Rehire	1	1	1		
		Website - External Career Site	157	19	1		
261256BR	Rep 1, Cust Svc Billing Nonexempt	Campaign - Indeed	15	15	7		
		Direct Sourcing - Indeed	3	3	1		
		Internet - Indeed	2	2	2		
		Internal - Internal Hire	1	1	1		
		Direct Sourcing - ATS	1	1	1		
		Referral - Employee Referral	1	1	1		
		Direct Sourcing - Other	1	1	1		
		Former Employee - Rehire	1	1	1		
		Website - External Career Site	412	16	9		
		261281BR	Account Executive Exempt	Referral - Employee Referral	11	11	11
Internet - Indeed	5			5	4		
Website - External Career Site	18			0	0		
261306BR	Rep 1, Cust Svc Video Repair Nonexempt	Referral - Employee Referral	1	1	1		

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Website - External Career Site	868	33	6
		Internet - Indeed	20	20	15
		Referral - Employee Referral	17	17	13
		Direct Sourcing - Indeed	10	10	6
		Ad - Radio Advertisement	1	1	1
		Internet - Google	1	1	1
261528BR	Residential Inbound Sales Rep Nonexempt				
		Website - External Career Site	359	29	11
		Internet - Indeed	43	43	19
		Referral - Employee Referral	11	11	9
		Contractor - Conversion	3	3	3
		Internet - Monster	1	1	0
		Internet - LinkedIn	1	1	0
		Direct Sourcing - Indeed	1	1	1
		Former Employee - Rehire	1	1	1
		Campaign - Indeed	1	1	0
		Internal - Internal Hire	1	1	1
261680BR	Store Associate Nonexempt				
		Website - External Career Site	36	0	0
		Referral - Employee Referral	1	1	1
261827BR	EAM-Enterprise Account Manager Exempt				
		Website - External Career Site	43	0	0
		Direct Sourcing - ATS	1	1	1
261982BR	Store Associate Nonexempt				
		Website - External Career Site	38	2	0
		Internet - Facebook.com	1	1	1
		Internet - Indeed	1	1	1
262101BR	Store Associate Nonexempt				
		Website - External Career Site	29	1	0
		Internet - Indeed	1	1	1
262153BR	Residential Retention Rep Nonexempt				
		Website - External Career Site	171	4	1
		Internet - Indeed	18	18	6
		Referral - Employee Referral	7	7	6
		Internet - Other	4	4	2
		Former Employee - Rehire	2	2	1
		Direct Sourcing - Indeed	2	2	0
262155BR	Store Associate Nonexempt				
		Website - External Career Site	13	1	0
		Former Employee - Rehire	1	1	1
262189BR	Rep, SMB Telesales Nonexempt				
		Website - External Career Site	320	19	0
		Campaign - Indeed	5	5	3
		Internet - Indeed	4	4	3
		Internal - Internal Hire	3	3	3
		Former Employee - Rehire	2	2	2
		Direct Sourcing - Sourcing Specialist	2	2	1
		Referral - Employee Referral	2	2	2
262280BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	896	14	3
		Internet - Indeed	26	26	20
		Referral - Employee Referral	13	13	11
		Internet - Google	2	2	2
		Internet - Career Builders	1	1	1
		Ad - TV Commercial Advertisement	1	1	1
		Internet - Ziprecruiter	1	1	1
		Internet - LinkedIn	1	1	1
262315BR	Store Associate Nonexempt				
		Website - External Career Site	36	2	0
		Internet - Indeed	1	1	1
262323BR	Credit Services Associate Nonexempt				
		Website - External Career Site	65	3	0
		Internal - Internal Hire	2	2	2
		Referral - Employee Referral	1	1	1
262411BR	Store Associate Nonexempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
262560BR	Store Greeter Nonexempt	Website - External Career Site	25	1	0
		Direct Sourcing - Sourcing Specialist	1	0	1
262861BR	Credit Svcs Prof - Recovery Nonexempt	Website - External Career Site	29	5	0
		Referral - Employee Referral	1	1	1
262923BR	Store Associate Nonexempt	Website - External Career Site	129	14	9
		Referral - Employee Referral	3	3	3
		Direct Sourcing - Indeed	2	2	2
262970BR	Store Associate Nonexempt	Website - External Career Site	92	3	0
		Internet - Indeed	2	2	2
262997BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	23	3	0
		Internet - Google	2	1	1
263040BR	Residential Retention Rep Nonexempt	Website - External Career Site	24	7	0
		Former Employee - Rehire	2	2	2
		Referral - Employee Referral	1	1	1
		Internal - Internal Hire	1	1	1
263197BR	Serviceability Specialist I Nonexempt	Website - External Career Site	130	1	0
		Internet - Indeed	16	16	10
		Referral - Employee Referral	8	8	8
		Direct Sourcing - ATS	1	1	1
		Internet - Other	1	1	0
263237BR	Direct Sales Rep Exempt	Website - External Career Site	475	21	1
		Internal - Internal Hire	5	5	5
		Referral - Employee Referral	4	4	4
		Internet - Indeed	3	3	3
		Former Employee - Rehire	1	1	1
		Referral - Manager Referral	1	1	0
		Internet - Ziprecruiter	1	1	1
		Internet - Craigslist.com	1	1	0
263332BR	Direct Sales Rep Exempt	Website - External Career Site	25	8	0
		Referral - Employee Referral	3	3	3
		Former Employee - Rehire	1	1	1
263339BR	Direct Sales Rep Exempt	Website - External Career Site	16	4	0
		Campaign - Indeed	4	4	3
		Former Employee - Rehire	1	1	0
263341BR	Direct Sales Rep Exempt	Website - External Career Site	41	4	0
		Internet - Other	1	1	1
263348BR	Direct Sales Rep Exempt	Website - External Career Site	58	7	1
		Referral - Employee Referral	14	14	9
		Internet - Indeed	5	5	4
		Former Employee - Rehire	2	2	1
		Direct Sourcing - Sourcing Specialist	1	1	0
263384BR	Direct Sales Rep Exempt	Website - External Career Site	10	0	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	0
263579BR	Direct Sales Rep Exempt	Website - External Career Site	35	9	0
		Campaign - Indeed	7	7	5
263620BR	Direct Sales Rep Exempt	Website - External Career Site	1	1	0
		Campaign - 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>
	Direct Sales Rep Exempt				
		Direct Sourcing - Other	18	18	7
Grand Total			32896	5040	2034