

2021 FCC Unit Structure

Address	City	State	Postal Zip Code
2041 E Main St.	Alice	ТΧ	78332
1207 S. Saint Marys St	Beeville	ТΧ	78102
705 Paredes Line Rd	Brownsville	ТΧ	78521
201 Junior Beck Dr	Corpus Christi	ТΧ	78405
4001 Saratoga Blvd	Corpus Christi	ТΧ	78413
4060 S Padre Island Dr	Corpus Christi	ТΧ	78411
312 Pecan St	Del Rio	ТΧ	78841
2952 Patzcuaro Dr	Eagle Pass	ТΧ	78852
690 Ford St	Eagle Pass	ТΧ	78852
1514 S 77 Sunshine Strip	Harlingen	ТΧ	78550
2309 W. Lincoln Ave	Harlingen	ТΧ	78552
2921 S Expressway 83	Harlingen	ТΧ	78551
900 Sidney Baker St	Kerrville	ТΧ	78028
5167 Kyle Centre Drive	Kyle	ТΧ	78640
1313 W Calton Rd	Laredo	ТΧ	78041
2438 Monarch Dr	Laredo	ТΧ	78045
8124 Agora Pkwy, Suite 100	Live Oak	ТΧ	78154
1400 North McColl Rd	McAllen	ТΧ	78501
3701 N. 23rd Street	McAllen	ТΧ	78501
8001 N. 10th Street	McAllen	ТΧ	78504
2413 E. Expressway 83	Mission	ТΧ	78572
602 N Highway 69	Nederland	ТΧ	77627
160 S Business IH 35	New Braunfels	ТΧ	78130
3121 Edgar Brown Dr	Orange	ТΧ	77630
818 N Oak St	Pearsall	ТΧ	78061
3001 N I Rd	Pharr	ТΧ	78577
8425 Memorial Blvd.	Port Arthur	ТΧ	77640
510 E 2nd St	Port Neches	ТΧ	77651
821 E Market St	Portland	ТΧ	78374
10130 Highway 151	San Antonio	ТΧ	78251
11321 Bandera Rd	San Antonio	ТΧ	78250
11745 IH-10 West	San Antonio	ТΧ	78230
12238 Silicon Drive	San Antonio	ТΧ	78249
17802 La Cantera Pkwy	San Antonio	ТΧ	78257
1900 Blue Crest Ln	San Antonio	ТΧ	78247
22702 US 281N	San Antonio	ТΧ	78258
3151 SE Military Drive	San Antonio	ТΧ	78223
403 Urban Loop	San Antonio	ТΧ	78207
438 NW Loop 410	San Antonio	ТΧ	78216
6301 NW Loop 410	San Antonio	ТΧ	78238



Address	City	State	Postal Zip Code
25702 Aldine Westfield Road	Spring	ТΧ	77373
2306 E Main St	Uvalde	ТΧ	78801

Federal Communications Commission Washington, D.C. 20554	OMB 3060-1033 September 2003	FOR FCC USE ONLY
FCC 396-C		
Multi-Channel Video Program Distrit Annual Report	outor EEO Program	FOR COMMISSION USE ONLY FILE NO. -
Read INSTRUCTIONS Before Filling	ng Out Form	
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	-15	1
FCC Registration Number:		
Emp. Unit ID # 13551		
Application Purpose		
💿 New Program Report		
O Amendment to Program Report		
Supplemental Investigation Sheet (SIS) Attached		
C. County and State in which unit's employment offi TRAVIS, TX	ce is located	
D. Category of Respondent (check applicable box)		
Fewer than six (6) full-time employees during th	e selected payroll period: Co	mplete Sections I, II and V
Six (6) or more full-time employees during the se Supplemental Investigation Sheet, if attached	elected payroll period: Comp	lete ALL sections of the Form 396-C and the
E. Pay Period Covered by this Report (inclusive date	es) 7/1/2020-6/30/2021	
F. Attachments: (See "Exhibit" buttons, below.)		
SECTION II COMMUNITY INFORMATION		
System Comr	nunities Comprising Local E	mployment Unit
Ident No. Name of C	Community	Location (State) Type
Review the list of communities served on the previou additions or deletions, using the format noted above. OPERATORS AND NOT TO OTHER MVPD UNIT	NOTE: APPLICABLE ONI	

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]

9/28/21, 9:59 AM

CDBS Print

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	• Yes O No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	⊙ _{Yes} O _{No}
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	• Yes O No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	⊙ _{Yes} O _{No}
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	• Yes O No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	• Yes O No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	€ _{Yes} C _{No}
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	€ _{Yes} C _{No}
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	• Yes O 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
	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: 13551 Southern Texas

1. #1 - Participation in at least two job fairs by personnel who have substantial responsibility in the making of hiring decisions.

Call Center Job Fair

- June 9, 2020
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

Red, White, and You

- November 5, 2020
- Virtual
- Charter Representation: Recruiters and HR Generalists
- Targeted Positions: All open positions
- More than 250 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

100 Black Men of Greater Beaumont, Inc.	vernon.durden@att.net	409-752-2552	Po Box 6534	Beaumont	ТХ	77
100 Black Men of Greater Dallas, Inc.	rbtapley@gmail.com	972-898-0186	Po Box 226081	Dallas	ТХ	75
100 Black Men of Metro Houston, Inc.	info@100blackmenhou.org	713-838-8997	5330 Griggs Rd Ste 79	Houston	ТХ	77
ALFPA-Association of Latino Professionals in Finance and Accounting-University of Texas	alpfa.external@gmail.com	214-662-9314	Po Box 8058	Austin	тх	78
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	ТХ	75
Bill J. Priest Institute for Economic Development	eccjobs@dcccd.edu	214-521-0407	1402 Corinth St	Dallas	тх	75
Brookhaven College	bhcjobs@dcccd.edu	972-860-4894	3939 Valley View Ln	Dallas	ТХ	75
Brown Girls Doc Mafia		972-800-4894	570 Jamaica Avenue			
	bgdmoutreach@gmail.com			Brooklyn	NY	11
Cameron Workforce Center	edmundo.iturbe@tvc.texas.gov	956-546-3141	851 Old Alice Rd	Brownsville	TX	78
Cisco College	misty.taylor@cisco.edu		101 College Hts	Cisco	ТХ	76
Crossroads at Park Place, Inc.	olteach@hotmail.com	713-252-3604	3827 Broadway St	Houston	ТХ	77
Dallas Baptist University	marion@dbu.edu	214-333-5556	3000 Mountain Creek Pkwy	Dallas	ТХ	75
Del Mar College	placement@delmar.edu	361-698-1200	101 Baldwin Blvd	Corpus Christi	ТХ	78
Disabled American Veterans - E G Perales Chapter 150	loc111airborne@yahoo.com	361-779-6456	Po Box 7901	Corpus Christi	ТХ	78
Disabled American Veterans - Edward B Harney Chapter 12	earrendale@hotmail.com	361-289-2329	5814 Mason Dr	Corpus Christi	ТХ	78
Disabled American Veterans - Randolph Area Chapter 17	spencedav1@aol.com	210-632-3198	1129 Pat Booker Rd	Universal City	ТХ	78
East Side Village Community Learning Center	mbjohnson3@aol.com	713-747-9255	3614 Holman St	Houston	ТХ	77
East Texas Baptist University	bprevost@etbu.edu	903-923-2055	1 Tiger Dr	Marshall	ТХ	75
Edinburg Workforce Center	gerardo.garza@tvc.texas.gov	956-289-4542	2719 W University Dr	Edinburg	ТХ	78
Family Crisis Center, Inc	familycrisiscenter@sbcglobal.net	956-423-9305	616 W Taylor St	Harlingen	ТХ	78
Frank Phillips College	mcooper@fpctx.edu	806-457-4200	Po Box 5118	Borger	тх	79
	• - •			•		
Friendship of Women	ceo@fowinc.com	956-544-7412	Po Box 3112	Brownsville	ТХ	78
Goodwill of South Texas	rmireles@goodwillsouthtexas.com	361-884-4068	10522 Leopard St	Corpus Christi	ТХ	78
Grayson County College	rossc@grayson.edu	903-465-6030	6101 State Highway 691	Denison	ТХ	75
Hardin-Simmons University	careerservices@hsutx.edu		2200 Hickory St	Abilene	TX	79
Hays-Caldwell Women's Center	info@hcwc.org	512-396-3404	Po Box 234	San Marcos	ТХ	78
Houston Area Urban League	ericg@haul.org	713-393-8754	1301 Texas St	Houston	ТХ	77
Houston Launch Pad	pdgoods11@yahoo.com	832-778-9800	2616 S Loop W Ste 230	Houston	ТХ	77
Jacksonville College	slacefield@jacksonville-college.edu	(903) 586-2518	105 B J Albritton Dr	Jacksonville	ТХ	75
Lamar State College-Orange	judy.choate@lsco.edu	409-882-3379	410 W Front St	Orange	ТХ	77
Laredo Job Corps Center	Lopez.JoseD@jobcorps.org	956-727-5147	1701 Island	Laredo	ТХ	78
Lone Star College Kingwood	Donna.Washington@lonestar.edu	(832) 813-6500	20000 Kingwood Dr	Kingwood	ТХ	77
Lyon College	vicki.webb@lyon.edu	870-307-7000	2300 Highland Rd	Batesville	AR	72
Our Lady of the Lake University	ccdt@ollusa.edu	(210) 431-3971	411 Sw 24th St	San Antonio	тх	78
Palo Alto College	nriojas6@alamo.edu	(210) 486-3118	1400 W Villaret Blvd	San Antonio	тх	78
Panhandle Crisis Center	• -	806-435-5008	301 S Ash St		TX	79
	jamie.casdorph@panhandlecrisiscenter.org			Perryton		
Prairie View A&M University	careers@pvamu.edu	936-261-3570	Po Box 188	Prairie View	ТХ	77
Richland College	celes@dcccd.edu	972-238-6921	12800 Abrams Rd Rm E093	Dallas	TX	75
S.H.A.P.E. Community Center, Inc.	shape@shape.org	713-521-0641	Po Box 8428	Houston	ТХ	77
San Antonio Lighthouse	vince@salighthouse.org	(210) 533-5195	2305 Roosevelt Ave	San Antonio	ТХ	78
San Antonio NW Vet Center	susan.simmons@va.gov	210-688-0606	9910 W Loop 1604 N	San Antonio	ТХ	78
SMU Cox School of Business	cdunkel@cox.smu.edu	214-768-1943	Po Box 750333	Dallas	ТХ	75
Soldier for Life Transition Assistance Program - Fort Myer	juan.c.rodriguez64.civ@mail.mil		126 Forrest Circle	Arlington	VA	22
Southwestern Assemblies of God University	careerservices@sagu.edu		1200 Sycamore St	Waxahachie	ТХ	75
Southwestern University	career.services@southwestern.edu		1001 E University Ave	Georgetown	ТХ	78
Texarkana College	shawna.watkins@texarkanacollege.edu	(903) 832-5565	2500 N Robison Rd	Texarkana	ТХ	75
Texas A&M University- Corpus Christi	sharon.herrera@tamucc.edu	3618255976	6300 Ocean Dr	Corpus Christi	ТХ	78
Texas A&M University- Kingsville	lori.urbanovsky@tamuk.edu	5616255576	700 University Blvd	Kingsville	тх	78
The Women's Center - Richardson	asalemin@utdallas.edu	972-883-6555	800 W Campbell Rd	Richardson	тх	75
Veterans County Service Officers Association of Texas - Aransas	mkuertz@aransascounty.org	361-790-0154	301 N Live Oak St	Rockport	тх	78
				•		
Veterans County Service Officers Association of Texas - Bandera	maryjo.schaffer@hotmail.com	830-796-8417	Po Box 877	Bandera	ТХ	78
Veterans County Service Officers Association of Texas - Cameron	llortiz@co.cameron.tx.us	956-544-0811	964 E Harrison St Rm 126	Brownsville	TX	78
Veterans County Service Officers Association of Texas - Comal	vetmbd@co.comal.tx.us	830-221-1170	345 Landa St Ste 190	New Braunfels	ТХ	78
Veterans County Service Officers Association of Texas - Guadalupe	bmacallister@co.guadalupe.tx.us	210-945-9708	1101 Elbel Rd	Schertz	ТХ	78
Veterans County Service Officers Association of Texas - Hays	jude.prather@co.hays.tx.us	512-392-8387	102 N Lbj Dr Ste 207	San Marcos	ТХ	78
Veterans County Service Officers Association of Texas - Kleberg	pecos1948@gmail.com	361-595-8552	700 E King Ave	Kingsville	ТХ	78
Veterans County Service Officers Association of Texas - Orange	mhammer@co.orange.tx.us	(409) 745-1535	10984 Fm 1442	Orange	ТХ	77
Veterans County Service Officers Association of Texas - Willacy	moviedo26@gmail.com	956-689-3321	170 N 3rd St	Raymondville	ТХ	78
Veterans County Service Officers Association of Texas - Zavala	hawg_02@yahoo.com	830-554-7090	200 E Uvalde St Ste 9	Crystal City	ТХ	78
Vocational Rehabilitation - Lake Charles Region	TBeard1@lwc.la.gov	337-475-8038	3616 Kirkman St	Lake Charles	LA	70
Wayland Baptist University - Lubbock	hendleyr@wbu.edu	806-785-9285	801 N Quaker Ave	Lubbock	ТХ	79
Wintergarden Women's Shelter, Inc.	alisha_morones@yahoo.com	830-876-9656	201 N 5th St	Carrizo Springs	тх	78
Women Together Foundation, Inc.	womentog@swbell.net	956-630-4878	511 N Cynthia St	McAllen	TX	78
Women's Center - SMU	wdonahue@smu.edu	214-768-2436	3140 Dyer St	Dallas	ТХ	75
Women's Resource Center - UTEP	_	915-747-5291		El Paso		
	wrc@utep.edu		500 W University # Ave		TX	79
Workforce Solutions - Coastal Bend	karen.casey@tvc.texas.gov	361-882-7491	520 N Staples St	Corpus Christi	ТХ	78
Workforce Solutions - Humble	amy.cramer@tvc.texas.gov	713-692-7755	9668 Fm 1960 Bypass Rd W	Humble	TX	77
WorkForce Solutions - Middle Rio Grande	joe.cruz@mrgdc.org	830-876-3533	307 W Nopal St	Carrizo Springs	ТХ	78
WorkForce Solutions - Middle Rio Grande	minerva.castillo@mrgdc.org	830-876-3533	307 W Nopal St	Carrizo Springs	ТХ	78
Workforce Solutions - Northshore	Myeshia.Wilcox@tvc.texas.gov	281-458-1155	14355 Wallisville Rd	Houston	ТХ	77
Workforce Solutions - Northshore	Tara.Bradley@wrksolutions.com	281-458-1155	14355 Wallisville Rd	Houston	ТХ	77
Workforce Solutions Alamo - South Flores	della.lopez@tvc.texas.gov	210-928-3985	6723 S Flores St Ste 100	San Antonio	ТХ	78
Workforce Solutions Alamo - South Flores	gregory.pyrek@tvc.texas.gov	210-928-3985	6723 S Flores St Ste 100	San Antonio	ТХ	78
Workforce Solutions Alamo - South Flores	mark.renninger@tvc.texas.gov	210-581-0169	6723 S Flores St Ste 100	San Antonio	ТХ	78
Workforce Solutions Alamo - South Flores	victor.barnes@tvc.texas.gov	210-581-0190	6723 S Flores St Ste 100	San Antonio	тх	78
Workforce Solutions Alamo Career Center	charles.benson@tvc.texas.gov	210-582-1555	7008 Marbach Rd	San Antonio	тх	78
Workforce Solutions Alamo Career Center	ray.curiel@tvc.texas.gov	210-582-1555	7008 Marbach Rd	San Antonio	TX	78
Workforce Solutions Alamo Career Center Workforce Solutions Alamo Career Center			7008 Marbach Rd			78
	richard.guerrero@tvc.texas.gov	210-582-1854		San Antonio	TX	
Workforce Solutions Alamo Career Center	todd.arend@tvc.texas.gov	210-582-1555	7008 Marbach Rd	San Antonio	ТХ	78
Workforce Solutions Alamo East Houston	patrick.driscoll@tvc.texas.gov	210-581-0177	4535 E Houston St	San Antonio	ТХ	78
Workforce Solutions Alamo New Braunfels	joel.hart@tvc.texas.gov	830-629-2010	183 S Interstate 35	New Braunfels	ТХ	78
Workforce Solutions Alamo Walzem	James.szecsi@tvc.texas.gov	(210) 582-1645	4615 Walzem Rd Ste 100	San Antonio	ТХ	78
Workforce Solutions Alamo Walzem	laurie.pimentel-johnson@tvc.texas.gov	210-822-7640	4615 Walzem Rd Ste 100	San Antonio	ТХ	78
WorkForce Solutions of South Texas	christian.pinon@southtexasworkforce.org		2389 E Saunders St	Laredo	ТХ	78
WorkForce Solutions of South Texas	patricia.barrera@southtexasworkforce.org	(956) 794-6496	2389 E Saunders St	Laredo	ТХ	78
Workforce Solutions Southeast Texas Centers	Glynn.Gatlin@twc.state.tx.us	409-839-8045	304 Pearl St	Beaumont	тх	77
WorkForceSolutions Alamo Hondo	vdeleon@wsalamo.org	830-426-8111	740 18th St	Hondo	TX	78
	- •					
Worksource Solutions - Rural Capital Area	jessica.buerger@tvc.texas.gov	512-303-3916	202 S C M Allen Pkwy # 3	San Marcos	TX	78
Wounded Warrior Project	mbarnes@woundedwarriorproject.org	904-755-2945	12672 Silicon Dr Ste 105	San Antonio	ТХ	78
NINK A ROOMPOORT	theresatate@att.net	409-842-9463	543 Longmeadow St	Beaumont	ТХ	77
YWCA Beaumont YWCA Corpus Christi	adminywca@ywcacc.org	361-857-5661	4601 Corona Dr	Corpus Christi	ТХ	78



2021 FCC Source Evaluation Report

Source	Applicant Count	Interview Count	Hire Count
Ad - Print	1	1	1
Ad - TV Commercial Advertisement	7	7	4
Brazen	2	2	2
Campaign - Indeed	292	289	141
Contractor - Conversion	4	4	3
Direct Sourcing - ATS	18	18	12
Direct Sourcing - Indeed	160	160	72
Direct Sourcing - Line Networking	27	27	11
Direct Sourcing - LinkedIn	2	2	2
Direct Sourcing - Other	15	15	9
Direct Sourcing - Recruiter Networking	3	3	3
Former Employee - Rehire	47	47	34
Intern - Conversion	1	1	1
Internal - Internal Hire	76	76	1
Internet - Career Builders	3	3	2
Internet - Facebook.com	4	4	0
Internet - Glassdoor.com	6	6	3
Internet - Google	8	8	4
Internet - Indeed	698	577	418
Internet - Linkedin	15	14	10
Internet - Monster	1	1	1
Internet - Other	4	4	3
Internet - RecruitMilitary.com	1	1	1
Internet - Ziprecruiter	16	16	6
Job Fair - External	14	14	3
Organization - Community Outreach	1	1	1
Other	14	14	12
Referral - Employee Referral	459	445	326
Referral - Manager Referral	9	9	7
Website - External Career Site	21080	1313	167
Total	22988	3082	1260



2021 FCC Source Report

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
267334BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	1	1	1
20733401	Residential indound Sales Rep	Website - External Career Site	590	144	1
		Direct Sourcing - ATS	2	2	1
		Internet - Indeed	1	1	1
267807BR	Account Executive	Internet - Linkedin	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	111	46	0
		Direct Sourcing - Indeed	1	1	0
		Internal - Internal Hire	1	1	0
268326BR	Sales Support Coordinator I Nonexempt	Internet - Indeed	3	3	0
		Referral - Employee Referral	4	4	1
		Website - External Career Site	305	32	0
		Internal - Internal Hire	4	4	0
		Internet - Indeed	13	13	5
		Internet - Linkedin	2	2	1
		Internet - Ziprecruiter	1	1	0
268645BR	Rep 1, Cust Svc Video Repair	Job Fair - External	1	1	0
		Organization - Community Outreach	1	1	1
		Other	2	2	2
		Referral - Employee Referral	8	8	4
		Website - External Career Site	757	9	1
		Campaign - Indeed	1	1	0
		Direct Sourcing - Indeed	5	5	1
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	6	6	0
269049BR	Rep, SMB Telesales	Internet - Glassdoor.com	1	1	0
		Internet - Google	1	1	0
		Internet - Indeed	- 1	1	1
		Referral - Employee Referral	4	4	- 1
		Website - External Career Site	94	17	0
		Internal - Internal Hire	1	1	0
269433BR	Multimedia Journalist	Internet - Linkedin	1	1	1
200 100011		Website - External Career Site	163	2	0
		Internal - Internal Hire	1	1	0
		Internet - Google	2	2	2
		Internet - Indeed	10	10	9
269525BR	Rep 1, Cust Svc Video Repair	Internet - Linkedin	10	1	1
20002000		Other	3	3	3
		Referral - Employee Referral	9	9	8
		Website - External Career Site	783	15	4
		Internal - Internal Hire	1	1	0
		Internet - Career Builders	1	1	1
		Internet - Indeed	6	6	4
269527BR	Rep 1, Cust Svc Video Repair	Internet - Other	1	1	1
		Other	4	4	3
		Referral - Employee Referral	3	3	3
		Website - External Career Site	563	7	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Internal - Internal Hire	4	4	0
		Internet - Facebook.com	1	1	0
		Internet - Glassdoor.com	1	1	1
269581BR	Sales Support Coordinator I	Internet - Indeed	14	14	11
		Internet - Linkedin	1	1	1
		Referral - Employee Referral	5	5	4
		Website - External Career Site	620	42	5
269587BR Residen		Internet - Indeed	39	39	1
	Residential Retention Rep	Referral - Employee Referral	14	14	0
		Website - External Career Site	205	11	0
		Direct Sourcing - Indeed	1	1	1
269646BR	Store Associate	Internal - Internal Hire	1	1	0
2000-001		Website - External Career Site	35	5	0
		Website - External Career Site	35	5	0
20070000		Direct Sourcing - ATS	1	1	1
269799BR	Dir, Inbound Sales	Website - External Career Site	33	1	0
		Ad - TV Commercial Advertisement	1	1	1
		Campaign - Indeed	19	19	4
		Contractor - Conversion	1	1	0
		Direct Sourcing - Indeed	27	27	5
		Direct Sourcing - Line Networking	1	1	1
269904BR	Residential Inbound Sales Rep	Former Employee - Rehire	3	3	1
		Internet - Facebook.com	1	1	0
		Internet - Indeed	19	19	13
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	13	13	3
		Website - External Career Site	314	6	2
		Campaign - Indeed	4	4	2
		Direct Sourcing - Indeed	3	3	2
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	3	3	0
270355BR	Rep, SMB Telesales	Internet - Google	1	1	1
2700000		Internet - Indeed	9	9	3
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	7	7	7
		Website - External Career Site	88	13	2
		Former Employee - Rehire	1	1	0
		Internet - Indeed	24	24	6
270373BR	Residential Retention Rep	Referral - Employee Referral	24 20	24 20	
					8
		Website - External Career Site	151	7	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Ad - Print	1	1	1
		Campaign - Indeed	1	1	1
		Direct Sourcing - Indeed	8	8	2
		Direct Sourcing - Other	1	1	1
270892BR	Residential Inbound Sales Rep	Former Employee - Rehire	2	2	1
27089201	Residential Insound Sales Rep	Internet - Google	1	1	0
		Internet - Indeed	4	4	1
		Referral - Employee Referral	10	10	6
		Referral - Manager Referral	1	1	1
		Website - External Career Site	80	9	5
		Internet - Indeed	9	9	6
270893BR	Rep 1, Cust Svc Billing	Referral - Employee Referral	6	6	6
		Website - External Career Site	374	12	9
		Internet - Indeed	27	27	20
		Internet - Linkedin	1	1	0
270895BR	Rep 1, Cust Svc Internet/Voice	Referral - Employee Referral	1	1	1
		Website - External Career Site	371	4	1
		Internet - Career Builders	1	1	1
271136BR	Field Technician II		1	1	1
		Website - External Career Site	57	4	0
		Former Employee - Rehire	1	1	1
271145BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	66	9	1
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
271156BR	Field Technician II	Referral - Employee Referral	1	1	1
	Website - External Career Site	130	12	1	
		Internet - Indeed	1	1	1
271158BR	Field Technician II	Referral - Employee Referral	2	2	2
		Website - External Career Site	103	15	1
		Former Employee - Rehire	1	1	1
271206BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	36	2	0
		Former Employee - Rehire	1	1	1
271215BR	Capital Coordinator Nonexempt	Website - External Career Site	17	2	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	3	3	0
271253BR	Sales Support Coordinator I Nonexempt	Internet - Indeed	3	3	3
27123351	sales support essimator i itoriexempt	Internet - Linkedin	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	290	28	3
		Campaign - Indeed	11	11	5
27125700	Direct Sales Bon	Referral - Employee Referral	6	6	4
271257BR	Direct Sales Rep	Referral - Manager Referral	1	1	1
		Website - External Career Site	102	94	0
		Campaign - Indeed	5	5	0
271314BR	Multi-Tenant Sales Rep	Referral - Employee Referral	2	2	2
		Website - External Career Site	51	44	0
		Internet ladeed	40	40	10
271612BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	12	12	10 F
Z1 TOT7RK	nep I, cust svt interfiel/ voice	Referral - Employee Referral	5	5	5
		Website - External Career Site	325	18	10



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271619BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	29	29	22
27101966	Rep 1, cust svc video Repair	Website - External Career Site	431	3	0
		Direct Sourcing - Indeed	3	3	3
		Internet - Google	1	1	1
274 624 88		Internet - Indeed	4	4	2
271621BR	Credit Srvcs Prof - Recovery	Referral - Employee Referral	7	7	6
		Referral - Manager Referral	1	1	0
		Website - External Career Site	421	11	2
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
271648BR	71648BR Residential Retention Rep	Internet - Indeed	25	25	14
271040BR Residential Recention Rep	Referral - Employee Referral	12	12	10	
		Website - External Career Site	236	31	6
		Campaign - Indeed	7	7	3
271653BR	Direct Sales Rep	Website - External Career Site	44	42	0
		Internet - Indeed	1	1	1
271768BR	Store Associate	Website - External Career Site	26	1	0
		Internet - Indeed	1	1	0
271821BR	Field Technician II	Referral - Employee Referral	1	1	1
	Website - External Career Site	49	15	0	
		Direct Sourcing - LinkedIn	1	1	1
271839BR	MAE - Government & Education	Website - External Career Site	35	4	0
27200055		Former Employee - Rehire	1	1	1
272009BR	Human Resources Generalist	Website - External Career Site	246	3	0
27244700	Disect Calco Day	Referral - Manager Referral	1	1	1
272117BR	Direct Sales Rep	Website - External Career Site	22	6	1
		Campaign - Indeed	2	2	2
		Direct Sourcing - Indeed	3	3	2
		Internal - Internal Hire	2	2	0
272140BR	Rep, SMB Telesales	Internet - Indeed	1	1	0
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	3	3	3
		Website - External Career Site	45	8	2
		Internal - Internal Hire	1	1	0
272153BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	22	7	0
		Internal - Internal Hire	1	1	0
272205BR	Rep 1 Cust Sys Video Popair	Internet - Indeed	3	3	1
ZIZZUJDK	Rep 1, Cust Svc Video Repair	Referral - Employee Referral	4	4	4
		Website - External Career Site	806	12	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Ad - TV Commercial Advertisement	1	1	1
		Campaign - Indeed	10	10	3
		Contractor - Conversion	1	1	1
		Direct Sourcing - Indeed	32	32	15
		Direct Sourcing - Line Networking	6	6	2
		Direct Sourcing - Recruiter Networking	1	1	1
272311BR	Residential Inbound Sales Rep	Former Employee - Rehire	4	4	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	15	15	8
		Internet - Linkedin	1	1	0
		Internet - Ziprecruiter	2	2	0
		Referral - Employee Referral	19	19	14
		Website - External Career Site	354	8	4
		Ad - TV Commercial Advertisement	3	3	0
		Campaign - Indeed	1	1	0
		Contractor - Conversion	2	2	2
		Direct Sourcing - Indeed	5	5	2
		Direct Sourcing - Line Networking	11	11	5
272314BR	Residential Inbound Sales Rep	Former Employee - Rehire	7	7	4
		Internal - Internal Hire	1	1	0
		Internet - Indeed	39	39	21
		Internet - Linkedin	1	1	1
		Referral - Employee Referral	45	45	29
		Website - External Career Site	332	20	8
		Direct Sourcing - ATS	1	1	1
272332BR	Sup, Resi Retention	Internal - Internal Hire	1	1	0
		Website - External Career Site	35	4	0
		Internal - Internal Hire	1	1	0
272337BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	19	2	0
		Referral - Employee Referral	1	1	1
272364BR	Store Associate - PT	Website - External Career Site	34	6	0
272366BR	Asst Mgr, Store	Website - External Career Site	30	2	1
2720001			30	-	-
272373BR	Asst Mgr, Store	Referral - Employee Referral	1	1	1
27237351		Website - External Career Site	19	1	0
272419BR	Account Executive	Internet - Indeed	1	1	1
27241500		Website - External Career Site	21	3	0
272424BR	Account Executive	Referral - Employee Referral	1	1	1
272424BR	Account executive	Website - External Career Site	50	14	0
		Direct Sourcing - Indeed	4	4	4
27252600	Decidential Detention Den	Internet - Indeed	4	4	4
272536BR	Residential Retention Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	110	7	3
		Internal - Internal Hire	5	5	0
27260500	Color Support Coordinators I Nor	Internet - Indeed	8	8	6
272605BR	Sales Support Coordinator I Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	309	23	4
		Internet - Indeed	4	4	3
272653BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	74	7	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	1
272654BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	114	10	0
		Brazen	2	2	2
		Campaign - Indeed	11	11	8
272748BR	Direct Sales Rep	Referral - Employee Referral	4	4	2
		Website - External Career Site	72	65	0
		Campaign - Indeed	5	5	1
272804BR	Multi-Tenant Sales Rep	Website - External Career Site	49	41	0
		Referral - Employee Referral	1	1	1
272828BR	Store Associate	Website - External Career Site	31	2	0
					-
		Campaign - Indeed	2	2	0
273191BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	11	0
					C C
		Referral - Employee Referral	1	1	1
273261BR	Mgr, Training Delivery	Website - External Career Site	48	13	0
		Website - External career site	40	15	0
273310BR	Multi-Tenant Sales Rep	Website - External Career Site	9	1	1
27331000	Multi-Tenant Sales Kep	Website - External career site	5	1	1
		Internet - Indeed	1	1	1
273389BR	Facilities Maintenance Spec	Website - External Career Site	25	4	0
		Website - External Career Site	25	4	0
273548BR	VP, Customer Service	Website - External Career Site	108	4	1
275540DN	vP, customer service	Website - External Career Site	108	4	T
	Desidential Detertion Des	Internet - Indeed	17	17	11
273551BR		Referral - Employee Referral	17	15	11
273331DK	Residential Retention Rep	Website - External Career Site	147	1	0
		Website - External Career Site	147	1	0
		Compaign Indeed	5	5	2
		Campaign - Indeed Direct Sourcing - ATS	1	1	2
		Direct Sourcing - Indeed	2	2	1
		Former Employee - Rehire			
273553BR	Residential Retention Rep	Internet - Indeed	1 31	1 31	1
		Other			19
			1	1	1
		Referral - Employee Referral	18	18	14
		Website - External Career Site	249	29	3
		Compaign Indeed	1	1	0
		Campaign - Indeed	1	1	0
27255000	Direct Cales Den	Direct Sourcing - Other	1	1	0
273559BR	Direct Sales Rep	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	7	7	6
		Website - External Career Site	27	23	0
		Former Frederice Dabing	2	2	2
273583BR	Ent Billing Support Analyst I	Former Employee - Rehire	2	2	2
	0	Website - External Career Site	22	0	0
			-	-	-
		Campaign - Indeed	5	5	5
273619BR		Direct Sourcing - Indeed	9	9	7
	Rep, SMB Telesales	Internet - Indeed	2	2	1
		Referral - Employee Referral	8	8	7
		Website - External Career Site	121	15	0
273925BR	Recruiter II	Internet - Indeed	1	1	1
		Website - External Career Site	59	1	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Campaign - Indeed	11	11	6
274322BR		Job Fair - External	2	2	1
	Direct Sales Rep	Referral - Employee Referral	2	2	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	69	67	0
		Former Employee - Rehire	1	1	1
274387BR	Field Technician II	Internet - Indeed	5	5	3
27430781		Referral - Employee Referral	2	2	2
		Website - External Career Site	82	22	2
		Campaign - Indeed	2	2	2
		Job Fair - External	2	2	0
274428BR	Direct Sales Rep	Referral - Employee Referral	2	2	2
		Website - External Career Site	60	18	0
274461BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	30	30	25
27440101	Rep 1, cust sve internet, voice	Website - External Career Site	340	4	0
		Campaign - Indeed	2	2	1
274465BR	Multi-Tenant Sales Rep	Job Fair - External	1	1	0
274405BK	Multi-renant Sales Kep	Website - External Career Site	42	42	0
		Website - External career site	42	42	0
07450400		Internet - Indeed	1	1	1
274501BR	Store Greeter Nonexempt	Website - External Career Site	31	2	0
	Rep 1, Spectrum Mobile	Internet - Indeed	9	9	6
274537BR		Referral - Employee Referral	1	1	1
		Website - External Career Site	305	11	4
		Former Employee - Rehire	1	1	1
274653BR	Sr Business Analyst	Website - External Career Site	24	0	0
					_
274658BR	Account Executive	Referral - Employee Referral	2	2	2
		Website - External Career Site	29	7	0
		Direct Sourcing - ATS	1	1	1
	Credit Srvcs Prof - Recovery	Direct Sourcing - Indeed	1	1	1
274661BR		Internet - Indeed	5	5	5
	,	Referral - Employee Referral	1	1	1
		Website - External Career Site	122	7	2
274681BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	45	12	1
		Campaign - Indeed	1	1	1
274705BR	Multi-Tenant Sales Rep	Website - External Career Site	14	10	0
		Direct Sourcing - ATS	1	1	0
274816BR	Account Executive	Internal - Internal Hire	2	2	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	35	6	0
		Internal - Internal Hire	1	1	0
274849BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	16	4	0
			*	-	-
		Campaign - Indeed	5	5	2
274851BR	Direct Sales Rep	Internal - Internal Hire	1	1	0
		Website - External Career Site	29	29	1



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274860BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	38	20	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	14	14	10
		Internet - Monster	1	1	1
		Internet - Other	1	1	1
274963BR	Rep 1, Cust Svc Video Repair	Internet - RecruitMilitary.com			
274903DK	Rep 1, cust svc video Repair	•	1	1	1
		Internet - Ziprecruiter	1	1	1
		Other	2	2	2
		Referral - Employee Referral	3	3	3
		Website - External Career Site	541	16	1
275006BR	Store Greeter Nonexempt	Referral - Employee Referral	2	2	2
27500088	Store Greeter Nonexempt	Website - External Career Site	40	2	0
27502400		Referral - Employee Referral	1	1	1
275024BR	Store Associate	Website - External Career Site	18	0	0
		Campaign - Indeed	3	3	2
275059BR	Direct Sales Rep	Website - External Career Site	20	20	0
					Ū
275064BR	Strategic Account Spec - G/E	Website - External Career Site	22	2	1
		Internet - Indeed	1	1	0
275088BR	Direct Sales Rep	Website - External Career Site	31	6	2
	Rep 1, Cust Svc Video Repair		2	2	0
		Direct Sourcing - Line Networking	2	2	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	6	6	4
275147BR		Internet - Ziprecruiter	1	1	0
		Other	1	1	1
		Referral - Employee Referral	11	11	10
		Website - External Career Site	576	14	5
		Campaign - Indeed	3	3	2
		Direct Sourcing - ATS	2	2	1
		Direct Sourcing - Indeed	5	5	2
		Internal - Internal Hire	2	2	0
275319BR	Rep, SMB Telesales	Internet - Indeed	2	2	1
		Internet - Ziprecruiter	1	- 1	- 1
		Other	1	1	0
		Referral - Employee Referral	3	3	2
		Website - External Career Site	94	4	0
27520755			26	2	4
275397BR	Client Success Coordinator Nonexempt	Website - External Career Site	36	3	1
		Campaign - Indeed	1	1	0
275474BR	Direct Sales Rep	Direct Sourcing - Other	1	1	1
2/34/401	Direct sales kep	Referral - Employee Referral	3	3	1
		Website - External Career Site	13	11	0
275570BR	Field Mktg Specialist	Website - External Career Site	30	3	1
275605BR	Account Executive	Direct Sourcing - ATS	1	1	1
		-			
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	6	6	0
275728BR	Sales Support Coordinator I Nonexempt	Internet - Indeed	3	3	3
		Referral - Employee Referral	4	4	4
		Website - External Career Site	163	14	1



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Campaign - Indeed	2	2	0
27611200	Direct Sales Rep	Direct Sourcing - ATS	2	2	1
276113BR	Direct Sales Kep	Internet - Indeed	2	2	0
		Website - External Career Site	35	6	0
27645255		Internet - Indeed	1	1	1
276153BR	Store Greeter Nonexempt	Website - External Career Site	13	0	0
		Campaign - Indeed	7	7	6
		Direct Sourcing - Indeed	5	5	3
		Direct Sourcing - Other	1	1	1
		Former Employee - Rehire	2	2	1
276220BR	Rep, SMB Telesales	Internet - Indeed	12	12	6
		Internet - Linkedin	1	1	1
			3	3	2
		Referral - Employee Referral Website - External Career Site	219	30	2 4
		Conversion Indeed	2	2	4
		Campaign - Indeed	3	3	1
276273BR	Direct Sales Rep	Job Fair - External	3	3	1
	·	Referral - Employee Referral	1	1	0
		Website - External Career Site	50	47	0
		Internet - Indeed	17	17	13
		Internet - Linkedin	1	1	1
276289BR	Rep 1, Cust Svc Video Repair	Internet - Other	1	1	0
		Referral - Employee Referral	11	11	9
		Website - External Career Site	453	38	8
		Ad - TV Commercial Advertisement	1	1	1
		Campaign - Indeed	49	49	26
		Direct Sourcing - Indeed	12	12	5
		Direct Sourcing - Line Networking	4	4	1
		Direct Sourcing - Recruiter Networking	1	1	1
276320BR	Residential Inbound Sales Rep Nonexempt	Former Employee - Rehire	2	2	2
		Internet - Indeed	16	16	7
		Internet - Ziprecruiter	3	3	1
		Referral - Employee Referral	9	9	7
		Website - External Career Site	449	19	7
		Campaign - Indeed	4	4	2
		Direct Sourcing - Other	4	4	0
276475BR	Direct Sales Rep	Referral - Employee Referral	3	3	2
		Website - External Career Site	58	27	2
		Website - External career site	28	27	0
		Internet - Indeed	8	8	7
276544BR	Rep 1, Cust Svc Billing	Referral - Employee Referral	4	4	2
		Website - External Career Site	347	28	15
		Campaign - Indeed	1	1	0
27622055		Internal - Internal Hire	1	1	0
276838BR	Direct Sales Rep	Referral - Employee Referral	3	3	1
		Website - External Career Site	11	11	0
		Campaign - Indeed	1	1	1
276841BR	Sup, Direct Sales	Website - External Career Site	5	0	0
		Referral - Employee Referral	1	1	1
276876BR	Store Associate	Website - External Career Site	35	6	1 0
276882BR	Sup, Customer Service	Internal - Internal Hire	1	1	0
	••	Website - External Career Site	28	2	1



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Direct Sourcing - ATS	3	3	3
		Internet - Indeed	2	2	2
276893BR	Account Executive	Referral - Employee Referral	2	2	2
		Referral - Manager Referral	1	1	1
		Website - External Career Site	42	20	0
				_	
276996BR	HR Coordinator Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	50	4	0
27706055		Referral - Employee Referral	2	2	2
277060BR	Direct Sales Rep	Website - External Career Site	13	12	0
277069BR	Acct Exec, Comm Sol Exempt	Website - External Career Site	16	1	1
		Campaign - Indeed	2	2	2
		Former Employee - Rehire	1	2 1	2
		Internal - Internal Hire			0
	Salas Support Coordinator I Nonovomat		1	1	-
277175BR	Sales Support Coordinator I Nonexempt	Internet - Indeed	10	10	6
		Referral - Employee Referral	1	1	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	97	7	1
		Internal - Internal Hire	2	2	0
27724000	Field Technician U	Internet - Indeed	2	2	2
277219BR	Field Technician II	Referral - Employee Referral	4	4	3
		Website - External Career Site	133	27	1
		Internet - Indeed	25	25	16
27752200	Posidential Potentian Ban		25	25	16
277522BR	Residential Retention Rep	Referral - Employee Referral	10	10	9
		Website - External Career Site	211	0	0
277741BR	Multi-Tenant Sales Rep	Campaign - Indeed	4	4	3
27774101	Multi-renant Sales hep	Website - External Career Site	78	39	0
277830BR	Dir, Human Resources	Website - External Career Site	31	2	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	0
277937BR	Sales Support Coordinator I Nonexempt	Referral - Employee Referral	6	6	3
		Website - External Career Site	83	6	0
277989BR	Store Associate	Website - External Career Site	28	4	1
		Campaign - Indeed	2	2	1
		Direct Sourcing - Indeed	3	3	0
		Former Employee - Rehire	1	1	1
278018BR	Rep, SMB Telesales	Internal - Internal Hire	1	1	0
27001001		Internet - Indeed	6	6	4
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	89	6	1
		Referral - Employee Referral	1	1	1
278025BR	Store Greeter Nonexempt	Website - External Career Site	32	2	0
			-		
		Direct Sourcing - Line Networking	1	1	1
		Internal - Internal Hire	1	1	0
0700 1055		Internet - Glassdoor.com	2	2	1
278248BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	14	14	11
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	9	9	9
		Website - External Career Site	738	16	5



Al-1 V Commercial Advertisement: 1 <	Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
2782598 Residential Inbound Sales Rep Nonexemply Direct Sourchg - Lone Metworking Former Engloyee Rehite Internet - Model Referal - Engloyee Rehite Internet - Model Internet - Model Referal - Engloyee Rehite Internet - Model Internet			Ad - TV Commercial Advertisement	1	1	1
27826988 Residential inbound Sales Rep Homexempling 2 2 1 10 1 1 1 1 11 11 1 1 1 11 11 1 1 1 11 11 1 1 1 11 11 1 1 1 11 11 1 1 1 12783588 Store Associate 11 1 1 127835688 Store Associate 11 1 1 11 11 1 1 1 11 11 1 1 1 11 11 1 1 1 11 11 1 1 1 12783648 Store Associate 11 1 1 12783588 Store Associate 11 11 1 127843588 Store Associate 12 12 1 127843588			Campaign - Indeed	51	51	21
27226988 Residential Inbound Sales Rep Nonexemplane Proof Engine Residuation Rep Nonexemplane 1 <			Direct Sourcing - Indeed	21	21	9
2782098 Relidential indound sales Rep Monocomp 1 1 1 1 11 1 1 1 1 1 0 11 11 1 0 1 1 0 11 11 1 0 1 1 0 11 11 1 1 1 0 11 11 1 1 1 0 12783508 Store Associate former Employee - Rehite Internet - Indeed Internet - Indeed 1 1 1 11 11 1 1 1 0 1 1 27835088 Store Associate internet - Indeed 1 1 1 0 11 11 1 1 1 0 1 1 0 27835088 Store Associate internet - Indeed 1 1 1 1 1 1 0 27835088 Store Associate internet - Indeed 1 1 1 1 1 1 0 0 0 0 <td></td> <td></td> <td>Direct Sourcing - Line Networking</td> <td>2</td> <td>2</td> <td>1</td>			Direct Sourcing - Line Networking	2	2	1
2783588R Store Associate Former Employee Rehire internet - nodeed 1 1 1 1 2783588R Store Associate Immert - indeed 4 4 2 2783588R Store Associate Immert - indeed 1 1 1 2783588R Store Associate Immert - indeed 1 1 1 2783588R Store Associate Former Employee - Rehire internet - indeed 1 1 1 2783548R Store Associate Former Employee - Rehire internet - indeed 1 1 0 2783548R Store Associate Internat - indeed 1 1 0 2783548R Store Associate Internat - indeed 1 1 0 2783548R Store Associate Former Employee - Rehire internet - indeed 1 1 1 2783588R Store Associate Former Employee - Rehire internet - indeed 1 1 1 278438R Store Associate Former Employee - Rehire internet - indeed 1 1 1	278260BB	Residential Inhound Sales Ren Nonevernt	Direct Sourcing - Recruiter Networking	1	1	1
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2783-3184Store AssociateWebsite - External Carcer Site211027835687Store AssociateFormer Employee - Rehire Internet - Facebook.com Internet - Storebook.com Internet - Storebook.com11027883588Store AssociateFormer Employee - Rehire Internet - Storebook.com Internet - Caree Studers111127843588Credit Svvcs Prof - RecoveryDirect Sourcing - Other Internet - Caree Studers111127843588Direct Sales RepCampaign - Indeed Internet - Stere Internet - Stere			Internet - Indeed	1	1	1
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278632BRWarehouse Technician NonexemptReferral - Employee Referral Website - External Career Site1 551 91 0278652BRMulti-Tenant Sales RepCampaign - Indeed Former Employee - Rehire Website - External Career Site3 3 13 03 0278652BRDirect Sales RepCampaign - Indeed Referral - Employee Referral Website - External Career Site3 3 3 3 3 123 0278652BRDirect Sales RepReferral - Employee Referral Website - External Career Site3 3 3 3 123 0278703BRAccount ExecutiveReferral - Employee Referral Website - External Career Site1 2 51 2 21 0278920BRRep 1, Cust Svc Video RepairInternet - Indeed Website - External Career Site25 25 425 419 0278937BRDirect Sales RepCampaign - Indeed Direct Sourcing - Indeed Direct Sourcing - Indeed7 17 11			Referral - Manager Referral	1	1	0
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278920BRRep 1, Cust Svc Video RepairWebsite - External Career Site23240Campaign - Indeed771278987BRDirect Sales RepDirect Sourcing - Indeed11	27070301		Website - External Career Site	25	2	0
Website - External Career Site2324023240Campaign - Indeed771278987BRDirect Sales RepDirect Sourcing - Indeed11	27802000	Pop 1 Cust Sus Video Poppir	Internet - Indeed	25	25	19
278987BRDirect Sales RepDirect Sourcing - Indeed111	2/092UBK	nep I, cust sve video kepdil	Website - External Career Site	232	4	0
278987BRDirect Sales RepDirect Sourcing - Indeed111			Campaign - Indeed	7	7	1
	278987BR	Direct Sales Rep				
		·····	_			



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
279006BR	Mgr, Facilities	Internet - Indeed	1	1	1
_////		Website - External Career Site	18	5	0
		Referral - Employee Referral	1	1	1
279049BR	Account Executive	Website - External Career Site	5	1	0
			-		-
279091BR	Store Associate	Internet - Indeed	1	1	1
27909101		Website - External Career Site	26	4	0
			4	4	4
279110BR	Store Greeter Nonexempt	Direct Sourcing - Indeed Website - External Career Site	1 6	1 0	1
		website - External Career Site	O	0	0
		Internet - Glassdoor.com	1	1	1
279171BR	Project Manager	Website - External Career Site	32	0	0
		Internal - Internal Hire	1	1	0
279193BR	Construction Coordinator III Nonexempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	8	2	0
		Campaign - Indeed	3	3	2
279246BR	Direct Sales Rep	Website - External Career Site	17	17	1
					_
279277BR	Direct Sales Rep	Campaign - Indeed	5	5	3
2/92//DR	Direct sales kep	Website - External Career Site	10	10	0
279308BR	Fiber Technician I Nonexempt	Website - External Career Site	36	3	1
	Sales Support Coordinator I Nonexempt	Campaign - Indeed	5	5	5
		Direct Sourcing - Indeed	4	4	2
		Direct Sourcing - Other	2	2	2
		Former Employee - Rehire	2	2	2
279366BR		Internal - Internal Hire	5	5	0
		Internet - Indeed	8	8	4
		Internet - Ziprecruiter	2	2	1
		Referral - Employee Referral Website - External Career Site	3 197	3	2
		website - External Career Site	197	24	2
		Referral - Employee Referral	1	1	1
279675BR	Multi-Tenant Sales Rep	Website - External Career Site	4	0	0
279914BR	Store Associate	Website - External Career Site	31	4	1
20017500		Mahaita Estamal Canada Sita	-	4	1
280175BR	Account Executive	Website - External Career Site	5	1	1
		Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Other	1	1	1
280269BR	Residential Retention Rep	Internal - Internal Hire	1	1	0
200209BK	Residential Recention Rep	Internet - Indeed	29	29	19
		Referral - Employee Referral	16	16	12
		Website - External Career Site	199	3	1
		Direct Sourcing - Indeed	2	2	2
		Internet - Indeed	7	7	5
280310BR	Rep, SMB Telesales	Internet - Linkedin	1	1	0
		Referral - Employee Referral	9	9	6
		Website - External Career Site	146	9	1
			-	-	
280476BR	Workforce Mgmt Care Coord I Nonexempt	Internet - Indeed	1	1	1
	,	Website - External Career Site	81	4	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire <u>Count</u>
280590BR		Internal - Internal Hire	1	1	0
	Credit Srvcs Prof - Prior Debt	Internet - Linkedin	1	1	1
		Website - External Career Site	64	5	0
		Internet - Indeed	17	17	10
280787BR	Rep 1, Spectrum Mobile	Referral - Employee Referral	2	2	2
		Website - External Career Site	351	13	6
		Campaign - Indeed	5	5	3
280818BR	Direct Sales Rep	Website - External Career Site	24	24	0
		Campaign - Indeed	5	5	1
280822BR	Multi-Tenant Sales Rep	Website - External Career Site	15	14	0
		Campaign - Indeed	2	2	1
		Direct Sourcing - Other	1	1	0
280835BR	Direct Sales Rep	Internal - Internal Hire	1	1	0
		Website - External Career Site	19	4	0
		Website - External Career Site	19	4	0
	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	0
280841BR		Direct Sourcing - Other	1	1	1
		Website - External Career Site	56	6	0
281073BR	SAM - Strategic AM Healthcare	Direct Sourcing - LinkedIn	1	1	1
28107366		Website - External Career Site	8	1	0
281094BR	Talent Sourcing Partner 2	Website - External Career Site	7	1	1
281586BR	Store Associate - PT	Internet - Indeed	1	1	1
201300BK		Website - External Career Site	11	0	0
		Campaign - Indeed	2	2	2
281696BR	Direct Sales Rep	Referral - Employee Referral	1	1	0
		Website - External Career Site	14	13	0
		Direct Sourcing - ATS	1	1	1
2010000	Credit Struce Dref Decovery	Internet - Indeed	3	3	1
281809BR	Credit Srvcs Prof - Recovery	Referral - Employee Referral	1	1	1
		Website - External Career Site	56	4	0
20407625		Former Employee - Rehire	1	1	1
281876BR	Billing Analyst I	Website - External Career Site	31	1	0
20272055		Intern - Conversion	1	1	1
282738BR	ISP Engineer I	Website - External Career Site	2	0	0
20212000	Multi Topont Colos Dop	Direct Sourcing - Other	1	1	1
283130BR	Multi-Tenant Sales Rep	Website - External Career Site	3	1	0