

2021 FCC Unit Structure

FCC Unit: 13551 Southern Texas

Address	City	State	Postal Zip Code
2041 E Main St.	Alice	TX	78332
1207 S. Saint Marys St	Beeville	TX	78102
705 Paredes Line Rd	Brownsville	TX	78521
201 Junior Beck Dr	Corpus Christi	TX	78405
4001 Saratoga Blvd	Corpus Christi	TX	78413
4060 S Padre Island Dr	Corpus Christi	TX	78411
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
2309 W. Lincoln Ave	Harlingen	TX	78552
2921 S Expressway 83	Harlingen	TX	78551
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
1400 North McColl Rd	McAllen	TX	78501
3701 N. 23rd Street	McAllen	TX	78501
8001 N. 10th Street	McAllen	TX	78504
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
10130 Highway 151	San Antonio	TX	78251
11321 Bandera Rd	San Antonio	TX	78250
11745 IH-10 West	San Antonio	TX	78230
12238 Silicon Drive	San Antonio	TX	78249
17802 La Cantera Pkwy	San Antonio	TX	78257
1900 Blue Crest Ln	San Antonio	TX	78247
22702 US 281N	San Antonio	TX	78258
3151 SE Military Drive	San Antonio	TX	78223
403 Urban Loop	San Antonio	TX	78207
438 NW Loop 410	San Antonio	TX	78216
6301 NW Loop 410	San Antonio	TX	78238

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

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

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

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) 7/1/2020-6/30/2021

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

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

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

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

SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

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

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

Exhibits

2020-2021 Recruitment Initiatives

FCC Unit: 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

FCC Unit: 13551 Southern Texas							
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip	
100 Black Men of Greater Beaumont, Inc.	vernor.durden@att.net	409-752-2552	Po Box 6534	Beaumont	TX	77725-0534	
100 Black Men of Greater Dallas, Inc.	rbtapley@gmail.com	972-898-0186	Po Box 226081	Dallas	TX	75222-6081	
100 Black Men of Metro Houston, Inc.	info@100blackmenhou.org	713-838-8997	5330 Griggs Rd Ste 79	Houston	TX	77021-3788	
ALFPA-Association of Latino Professionals in Finance and Accounting-University of Texas	alpfa.external@gmail.com	214-662-9314	Po Box 8058	Austin	TX	78713-8058	
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928	
Bill J. Priest Institute for Economic Development	eccjobs@dcccd.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111	
Brookhaven College	bhcjobs@dcccd.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906	
Brown Girls Doc Mafia	bgdmoutreach@gmail.com		570 Jamaica Avenue	Brooklyn	NY	11208	
Cameron Workforce Center	edmundito.turbe@tvc.texas.gov	956-546-3141	851 Old Alice Rd	Brownsville	TX	78520-8551	
Cisco College	misty.taylor@cisco.edu		101 College Hts	Cisco	TX	76437-1900	
Crossroads at Park Place, Inc.	olteach@hotmail.com	713-252-3604	3827 Broadway St	Houston	TX	77017-3022	
Dallas Baptist University	marion@dbu.edu	214-333-5556	3000 Mountain Creek Pkwy	Dallas	TX	75211-6700	
Del Mar College	placement@delmar.edu	361-698-1200	101 Baldwin Blvd	Corpus Christi	TX	78404-3805	
Disabled American Veterans - E G Perales Chapter 150	loc111airborne@yahoo.com	361-779-6456	Po Box 7901	Corpus Christi	TX	78467-7901	
Disabled American Veterans - Edward B Harney Chapter 12	earrendale@hotmail.com	361-289-2329	5814 Mason Dr	Corpus Christi	TX	78407-1116	
Disabled American Veterans - Randolph Area Chapter 17	spencedav1@aol.com	210-632-3198	1129 Pat Booker Rd	Universal City	TX	78148-3901	
East Side Village Community Learning Center	mbjohnson3@aol.com	713-747-9255	3614 Holman St	Houston	TX	77004-4707	
East Texas Baptist University	bprevost@etbu.edu	903-923-2055	1 Tiger Dr	Marshall	TX	75670-1412	
Edinburg Workforce Center	gerardo.garza@tvc.texas.gov	956-289-4542	2719 W University Dr	Edinburg	TX	78529-7889	
Family Crisis Center, Inc	familycrisiscenter@sbcglobal.net	956-423-9305	616 W Taylor St	Harlingen	TX	78550-6664	
Frank Phillips College	mcooper@fpctx.edu	806-457-4200	Po Box 5118	Borger	TX	79008-5118	
Friendship of Women	ceo@fowinc.com	956-544-7412	Po Box 3112	Brownsville	TX	78523-3112	
Goodwill of South Texas	rmireles@goodwillsouthtexas.com	361-884-4068	10522 Leopard St	Corpus Christi	TX	78410-2621	
Grayson County College	rossc@grayson.edu	903-465-6030	6101 State Highway 691	Denison	TX	75020-8238	
Hardin-Simmons University	careerservices@hsutx.edu		2200 Hickory St	Abilene	TX	79601-2345	
Hays-Caldwell Women's Center	info@hcwc.org	512-396-3404	Po Box 234	San Marcos	TX	78667-2345	
Houston Area Urban League	ericg@haul.org	713-393-8754	1301 Texas St	Houston	TX	77002-3508	
Houston Launch Pad	pdgoods11@yahoo.com	832-778-9800	2616 S Loop W Ste 230	Houston	TX	77054-2791	
Jacksonville College	slacefield@jacksonville-college.edu	(903) 586-2518	105 B J Albritton Dr	Jacksonville	TX	75766-4759	
Lamar State College-Orange	judy.choate@lisco.edu	409-882-3379	410 W Front St	Orange	TX	77630-5802	
Laredo Job Corps Center	Lopez.JoseD@jobcorps.org	956-727-5147	1701 Island	Laredo	TX	78041-3054	
Lone Star College Kingwood	Donna.Washington@lonestar.edu	(832) 813-6500	20000 Kingwood Dr	Kingwood	TX	77339-3801	
Lyon College	vicki.webb@lyon.edu	870-307-7000	2300 Highland Rd	Batesville	AR	72501-3629	
Our Lady of the Lake University	ccdt@ollusa.edu	(210) 431-3971	411 Sw 24th St	San Antonio	TX	78207-4617	
Palo Alto College	nriojas6@alamo.edu	(210) 486-3118	1400 W Villaret Blvd	San Antonio	TX	78224-2417	
Panhandle Crisis Center	jamie.casdorph@panhandlecrisiscenter.org	806-435-5008	301 S Ash St	Perryton	TX	79070-3156	
Prairie View A&M University	careers@pvamu.edu	936-261-3570	Po Box 188	Prairie View	TX	77446-0188	
Richland College	celes@dcccd.edu	972-238-6921	12800 Abrams Rd Rm E093	Dallas	TX	75243-2104	
S.H.A.P.E. Community Center, Inc.	shape@shape.org	713-521-0641	Po Box 8428	Houston	TX	77288-8428	
San Antonio Lighthouse	vince@salighthouse.org	(210) 533-5195	2305 Roosevelt Ave	San Antonio	TX	78210-4920	
San Antonio NW Vet Center	susan.simmons@va.gov	210-688-0606	9910 W Loop 1604 N	San Antonio	TX	78254-5608	
SMU Cox School of Business	cdunkel@cox.smu.edu	214-768-1943	Po Box 750333	Dallas	TX	75275-0333	
Soldier for Life Transition Assistance Program - Fort Myer	juan.c.rodriguez64.civ@mail.mil		1226 Forrest Circle	Arlington	VA	22211	
Southwestern Assemblies of God University	careerservices@sagu.edu		1200 Sycamore St	Waxahachie	TX	75165-2397	
Southwestern University	career.services@southwestern.edu		1001 E University Ave	Georgetown	TX	78626-6100	
Texarkana College	shawna.watkins@texarkanacollege.edu	(903) 832-5565	2500 N Robison Rd	Texarkana	TX	75599-0001	
Texas A&M University- Corpus Christi	sharon.herrera@tamucc.edu	3618255976	6300 Ocean Dr	Corpus Christi	TX	78412-5503	
Texas A&M University- Kingsville	lori.urbanovsky@tamuk.edu		700 University Blvd	Kingsville	TX	78363-8202	
The Women's Center - Richardson	asalemin@utdallas.edu	972-883-6555	800 W Campbell Rd	Richardson	TX	75080-3021	
Veterans County Service Officers Association of Texas - Aransas	mkuertz@aransascounty.org	361-790-0154	301 N Live Oak St	Rockport	TX	78382-2744	
Veterans County Service Officers Association of Texas - Bandera	maryjo.schaffer@hotmail.com	830-796-8417	Po Box 877	Bandera	TX	78003-0877	
Veterans County Service Officers Association of Texas - Cameron	lhortiz@co.cameron.tx.us	956-544-0811	964 E Harrison St Rm 126	Brownsville	TX	78520-7123	
Veterans County Service Officers Association of Texas - Comal	vetmbd@co.comal.tx.us	830-221-1170	345 Landa St Ste 190	New Braunfels	TX	78130-5457	
Veterans County Service Officers Association of Texas - Guadalupe	bmacallister@co.guadalupe.tx.us	210-945-9708	1101 Elbel Rd	Schertz	TX	78154-2053	
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	TX	78666-5699	
Veterans County Service Officers Association of Texas - Kleberg	pecos1948@gmail.com	361-595-8552	700 E King Ave	Kingsville	TX	78363-5783	
Veterans County Service Officers Association of Texas - Orange	mhammer@co.orange.tx.us	(409) 745-1535	10984 Fm 1442	Orange	TX	77630-9707	
Veterans County Service Officers Association of Texas - Willacy	movieo26@gmail.com	956-689-3321	170 N 3rd St	Raymondville	TX	78580-1940	
Veterans County Service Officers Association of Texas - Zavala	hawg_02@yahoo.com	830-554-7090	200 E Uvalde St Ste 9	Crystal City	TX	78839-3547	
Vocational Rehabilitation - Lake Charles Region	TBeard1@lwc.la.gov	337-475-8038	3616 Kirkman St	Lake Charles	LA	70607-3006	
Wayland Baptist University - Lubbock	hendleyr@wbu.edu	806-785-9285	801 N Quaker Ave	Lubbock	TX	79416-2408	
Wintergarden Women's Shelter, Inc.	alisha_morones@yahoo.com	830-876-9656	201 N 5th St	Carrizo Springs	TX	78834-3103	
Women Together Foundation, Inc.	womentog@swbell.net	956-630-4878	511 N Cynthia St	McAllen	TX	78501-8712	
Women's Center - SMU	wdonahue@smu.edu	214-768-2436	3140 Dyer St	Dallas	TX	75205-1977	
Women's Resource Center - UTEP	wrc@utep.edu	915-747-5291	500 W University # Ave	El Paso	TX	79968-8900	
Workforce Solutions - Coastal Bend	karen.casey@tvc.texas.gov	361-882-7491	520 N Staples St	Corpus Christi	TX	78401-2414	
Workforce Solutions - Humble	amy.cramer@tvc.texas.gov	713-692-7755	9668 Fm 1960 Bypass Rd W	Humble	TX	77338-4040	
WorkForce Solutions - Middle Rio Grande	joe.cruz@mrgdc.org	830-876-3533	307 W Nopal St	Carrizo Springs	TX	78834-3211	
WorkForce Solutions - Middle Rio Grande	minerva.castillo@mrgdc.org	830-876-3533	307 W Nopal St	Carrizo Springs	TX	78834-3211	
Workforce Solutions - Northshore	Myeshia.Wilcox@tvc.texas.gov	281-458-1155	14355 Wallisville Rd	Houston	TX	77049-4134	
Workforce Solutions - Northshore	Tara.Bradley@wrksolutions.com	281-458-1155	14355 Wallisville Rd	Houston	TX	77049-4134	
Workforce Solutions Alamo - South Flores	della.lopez@tvc.texas.gov	210-928-3985	6723 S Flores St Ste 100	San Antonio	TX	78221-1741	
Workforce Solutions Alamo - South Flores	gregory.pyrek@tvc.texas.gov	210-928-3985	6723 S Flores St Ste 100	San Antonio	TX	78221-1741	
Workforce Solutions Alamo - South Flores	mark.renninger@tvc.texas.gov	210-581-0169	6723 S Flores St Ste 100	San Antonio	TX	78221-1741	
Workforce Solutions Alamo - South Flores	victor.barnes@tvc.texas.gov	210-581-0190	6723 S Flores St Ste 100	San Antonio	TX	78221-1741	
Workforce Solutions Alamo Career Center	charles.benson@tvc.texas.gov	210-582-1555	7008 Marbach Rd	San Antonio	TX	78227-1940	
Workforce Solutions Alamo Career Center	ray.curriel@tvc.texas.gov	210-582-1555	7008 Marbach Rd	San Antonio	TX	78227-1940	
Workforce Solutions Alamo Career Center	richard.guerrero@tvc.texas.gov	210-582-1854	7008 Marbach Rd	San Antonio	TX	78227-1940	
Workforce Solutions Alamo Career Center	todd.arend@tvc.texas.gov	210-582-1555	7008 Marbach Rd	San Antonio	TX	78227-1940	
Workforce Solutions Alamo East Houston	patrick.driscoll@tvc.texas.gov	210-581-0177	4535 E Houston St	San Antonio	TX	78220-1701	
Workforce Solutions Alamo New Braunfels	joel.hart@tvc.texas.gov	830-629-2010	183 S Interstate 35	New Braunfels	TX	78130-4817	
Workforce Solutions Alamo Walzem	James.szecsi@tvc.texas.gov	(210) 582-1645	4615 Walzem Rd Ste 100	San Antonio	TX	78218-1668	
Workforce Solutions Alamo Walzem	laurie.pimentel-johnson@tvc.texas.gov	210-822-7640	4615 Walzem Rd Ste 100	San Antonio	TX	78218-1668	
WorkForce Solutions of South Texas	christian.pinon@southtexasworkforce.org		2389 E Saunders St	Laredo	TX	78041-5434	
WorkForce Solutions of South Texas	patricia.barrera@southtexasworkforce.org	(956) 794-6496	2389 E Saunders St	Laredo	TX	78041-5434	
WorkForce Solutions Southeast Texas Centers	Glynn.Gatlin@twc.state.tx.us	409-839-8045	304 Pearl St	Beaumont	TX	77701-2415	
WorkForceSolutions Alamo Hondo	vdeleon@wsalamo.org	830-426-8111	740 18th St	Hondo	TX	78861-1919	
Worksource Solutions - Rural Capital Area	jessica.buerger@tvc.texas.gov	512-303-3916	202 S C M Allen Pkwy # 3	San Marcos	TX	78666-6327	
Wounded Warrior Project	mbarnes@woundedwarriorproject.org	904-755-2945	12672 Silicon Dr Ste 105	San Antonio	TX	78249-3450	
YWCA Beaumont	theresatate@att.net	409-842-9463	543 Longmeadow St	Beaumont	TX	77707-1820	
YWCA Corpus Christi	adminywcac@ywcacc.org	361-857-5661	4601 Corona Dr	Corpus Christi	TX	78411-5400	

2021 FCC Source Evaluation Report

FCC Unit: 13551 Southern Texas

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

FCC Unit: 13551 Southern Texas

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
267334BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	590	144	1
267807BR	Account Executive	Direct Sourcing - ATS	2	2	1
		Internet - Indeed	1	1	1
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	111	46	0
268326BR	Sales Support Coordinator I Nonexempt	Direct Sourcing - Indeed	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	3	3	0
		Referral - Employee Referral	4	4	1
		Website - External Career Site	305	32	0
268645BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	4	4	0
		Internet - Indeed	13	13	5
		Internet - LinkedIn	2	2	1
		Internet - Ziprecruiter	1	1	0
		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
269049BR	Rep, SMB Telesales	Campaign - Indeed	1	1	0
		Direct Sourcing - Indeed	5	5	1
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	6	6	0
		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
269433BR	Multimedia Journalist	Internal - Internal Hire	1	1	0
		Internet - LinkedIn	1	1	1
		Website - External Career Site	163	2	0
269525BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	1	1	0
		Internet - Google	2	2	2
		Internet - Indeed	10	10	9
		Internet - LinkedIn	1	1	1
		Other	3	3	3
		Referral - Employee Referral	9	9	8
		Website - External Career Site	783	15	4
269527BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	1	1	0
		Internet - Career Builders	1	1	1
		Internet - Indeed	6	6	4
		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
269581BR	Sales Support Coordinator I	Internal - Internal Hire	4	4	0
		Internet - Facebook.com	1	1	0
		Internet - Glassdoor.com	1	1	1
		Internet - Indeed	14	14	11
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	5	5	4
		Website - External Career Site	620	42	5
269587BR	Residential Retention Rep	Internet - Indeed	39	39	1
		Referral - Employee Referral	14	14	0
		Website - External Career Site	205	11	0
269646BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	35	5	0
269799BR	Dir, Inbound Sales	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	33	1	0
269904BR	Residential Inbound Sales Rep	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
		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
270355BR	Rep, SMB Telesales	Campaign - Indeed	4	4	2
		Direct Sourcing - Indeed	3	3	2
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	3	3	0
		Internet - Google	1	1	1
		Internet - Indeed	9	9	3
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	7	7	7
		Website - External Career Site	88	13	2
270373BR	Residential Retention Rep	Former Employee - Rehire	1	1	0
		Internet - Indeed	24	24	6
		Referral - Employee Referral	20	20	8
		Website - External Career Site	151	7	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270892BR	Residential Inbound Sales Rep	Ad - Print	1	1	1
		Campaign - Indeed	1	1	1
		Direct Sourcing - Indeed	8	8	2
		Direct Sourcing - Other	1	1	1
		Former Employee - Rehire	2	2	1
		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
270893BR	Rep 1, Cust Svc Billing	Internet - Indeed	9	9	6
		Referral - Employee Referral	6	6	6
		Website - External Career Site	374	12	9
270895BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	27	27	20
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	371	4	1
271136BR	Field Technician II	Internet - Career Builders	1	1	1
		Website - External Career Site	57	4	0
271145BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	66	9	1
271156BR	Field Technician II	Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	130	12	1
271158BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	103	15	1
271206BR	Store Associate	Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
		Website - External Career Site	36	2	0
271215BR	Capital Coordinator Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	17	2	0
271253BR	Sales Support Coordinator I Nonexempt	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	3	3	0
		Internet - Indeed	3	3	3
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	290	28	3
271257BR	Direct Sales Rep	Campaign - Indeed	11	11	5
		Referral - Employee Referral	6	6	4
		Referral - Manager Referral	1	1	1
		Website - External Career Site	102	94	0
271314BR	Multi-Tenant Sales Rep	Campaign - Indeed	5	5	0
		Referral - Employee Referral	2	2	2
		Website - External Career Site	51	44	0
271612BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	12	12	10
		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
		Website - External Career Site	431	3	0
271621BR	Credit Srvcs Prof - Recovery	Direct Sourcing - Indeed	3	3	3
		Internet - Google	1	1	1
		Internet - Indeed	4	4	2
		Referral - Employee Referral	7	7	6
		Referral - Manager Referral	1	1	0
		Website - External Career Site	421	11	2
271648BR	Residential Retention Rep	Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	25	25	14
		Referral - Employee Referral	12	12	10
		Website - External Career Site	236	31	6
271653BR	Direct Sales Rep	Campaign - Indeed	7	7	3
		Website - External Career Site	44	42	0
271768BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	26	1	0
271821BR	Field Technician II	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	49	15	0
271839BR	MAE - Government & Education	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	35	4	0
272009BR	Human Resources Generalist	Former Employee - Rehire	1	1	1
		Website - External Career Site	246	3	0
272117BR	Direct Sales Rep	Referral - Manager Referral	1	1	1
		Website - External Career Site	22	6	1
272140BR	Rep, SMB Telesales	Campaign - Indeed	2	2	2
		Direct Sourcing - Indeed	3	3	2
		Internal - Internal Hire	2	2	0
		Internet - Indeed	1	1	0
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	3	3	3
		Website - External Career Site	45	8	2
272153BR	Account Executive	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	22	7	0
272205BR	Rep 1, Cust Svc Video Repair	Internal - Internal Hire	1	1	0
		Internet - Indeed	3	3	1
		Referral - Employee Referral	4	4	4
		Website - External Career Site	806	12	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272311BR	Residential Inbound Sales Rep	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
		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
272314BR	Residential Inbound Sales Rep	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
		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
272332BR	Sup, Resi Retention	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	35	4	0
272337BR	Store Associate	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	19	2	0
272364BR	Store Associate - PT	Referral - Employee Referral	1	1	1
		Website - External Career Site	34	6	0
272366BR	Asst Mgr, Store	Website - External Career Site	30	2	1
272373BR	Asst Mgr, Store	Referral - Employee Referral	1	1	1
		Website - External Career Site	19	1	0
272419BR	Account Executive	Internet - Indeed	1	1	1
		Website - External Career Site	21	3	0
272424BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	50	14	0
272536BR	Residential Retention Rep	Direct Sourcing - Indeed	4	4	4
		Internet - Indeed	4	4	4
		Referral - Employee Referral	1	1	1
		Website - External Career Site	110	7	3
272605BR	Sales Support Coordinator I Nonexempt	Internal - Internal Hire	5	5	0
		Internet - Indeed	8	8	6
		Referral - Employee Referral	1	1	1
		Website - External Career Site	309	23	4
272653BR	Field Technician II	Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	74	7	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272654BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	114	10	0
272748BR	Direct Sales Rep	Brazen	2	2	2
		Campaign - Indeed	11	11	8
		Referral - Employee Referral	4	4	2
		Website - External Career Site	72	65	0
272804BR	Multi-Tenant Sales Rep	Campaign - Indeed	5	5	1
		Website - External Career Site	49	41	0
272828BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	31	2	0
273191BR	Direct Sales Rep	Campaign - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	11	11	0
273261BR	Mgr, Training Delivery	Referral - Employee Referral	1	1	1
		Website - External Career Site	48	13	0
273310BR	Multi-Tenant Sales Rep	Website - External Career Site	9	1	1
273389BR	Facilities Maintenance Spec	Internet - Indeed	1	1	1
		Website - External Career Site	25	4	0
273548BR	VP, Customer Service	Website - External Career Site	108	4	1
273551BR	Residential Retention Rep	Internet - Indeed	17	17	11
		Referral - Employee Referral	15	15	12
		Website - External Career Site	147	1	0
273553BR	Residential Retention Rep	Campaign - Indeed	5	5	2
		Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	2	2	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	31	31	19
		Other	1	1	1
		Referral - Employee Referral	18	18	14
		Website - External Career Site	249	29	3
273559BR	Direct Sales Rep	Campaign - Indeed	1	1	0
		Direct Sourcing - Other	1	1	0
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	7	7	6
		Website - External Career Site	27	23	0
273583BR	Ent Billing Support Analyst I	Former Employee - Rehire	2	2	2
		Website - External Career Site	22	0	0
273619BR	Rep, SMB Telesales	Campaign - Indeed	5	5	5
		Direct Sourcing - Indeed	9	9	7
		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
274322BR	Direct Sales Rep	Campaign - Indeed	11	11	6
		Job Fair - External	2	2	1
		Referral - Employee Referral	2	2	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	69	67	0
274387BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	5	5	3
		Referral - Employee Referral	2	2	2
		Website - External Career Site	82	22	2
274428BR	Direct Sales Rep	Campaign - Indeed	2	2	2
		Job Fair - External	2	2	0
		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
		Website - External Career Site	340	4	0
274465BR	Multi-Tenant Sales Rep	Campaign - Indeed	2	2	1
		Job Fair - External	1	1	0
		Website - External Career Site	42	42	0
274501BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	31	2	0
274537BR	Rep 1, Spectrum Mobile	Internet - Indeed	9	9	6
		Referral - Employee Referral	1	1	1
		Website - External Career Site	305	11	4
274653BR	Sr Business Analyst	Former Employee - Rehire	1	1	1
		Website - External Career Site	24	0	0
274658BR	Account Executive	Referral - Employee Referral	2	2	2
		Website - External Career Site	29	7	0
274661BR	Credit Svcs Prof - Recovery	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Indeed	1	1	1
		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
274705BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	14	10	0
274816BR	Account Executive	Direct Sourcing - ATS	1	1	0
		Internal - Internal Hire	2	2	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	35	6	0
274849BR	Account Executive	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	16	4	0
274851BR	Direct Sales Rep	Campaign - Indeed	5	5	2
		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
274963BR	Rep 1, Cust Svc Video Repair	Internet - Monster	1	1	1
		Internet - Other	1	1	1
		Internet - RecruitMilitary.com	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
		Website - External Career Site	40	2	0
275024BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	18	0	0
275059BR	Direct Sales Rep	Campaign - Indeed	3	3	2
		Website - External Career Site	20	20	0
275064BR	Strategic Account Spec - G/E	Website - External Career Site	22	2	1
275088BR	Direct Sales Rep	Internet - Indeed	1	1	0
		Website - External Career Site	31	6	2
275147BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Line Networking	2	2	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	6	6	4
		Internet - Ziprecruiter	1	1	0
		Other	1	1	1
		Referral - Employee Referral	11	11	10
		Website - External Career Site	576	14	5
275319BR	Rep, SMB Telesales	Campaign - Indeed	3	3	2
		Direct Sourcing - ATS	2	2	1
		Direct Sourcing - Indeed	5	5	2
		Internal - Internal Hire	2	2	0
		Internet - Indeed	2	2	1
		Internet - Ziprecruiter	1	1	1
		Other	1	1	0
		Referral - Employee Referral	3	3	2
275397BR	Client Success Coordinator Nonexempt	Website - External Career Site	94	4	0
		Website - External Career Site	36	3	1
275474BR	Direct Sales Rep	Campaign - Indeed	1	1	0
		Direct Sourcing - Other	1	1	1
		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
275728BR	Sales Support Coordinator I Nonexempt	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	6	6	0
		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
276113BR	Direct Sales Rep	Campaign - Indeed	2	2	0
		Direct Sourcing - ATS	2	2	1
		Internet - Indeed	2	2	0
		Website - External Career Site	35	6	0
276153BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	13	0	0
276220BR	Rep, SMB Telesales	Campaign - Indeed	7	7	6
		Direct Sourcing - Indeed	5	5	3
		Direct Sourcing - Other	1	1	1
		Former Employee - Rehire	2	2	1
		Internet - Indeed	12	12	6
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	219	30	4
276273BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Job Fair - External	3	3	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	50	47	0
276289BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	17	17	13
		Internet - LinkedIn	1	1	1
		Internet - Other	1	1	0
		Referral - Employee Referral	11	11	9
		Website - External Career Site	453	38	8
276320BR	Residential Inbound Sales Rep Nonexempt	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
		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
276475BR	Direct Sales Rep	Campaign - Indeed	4	4	2
		Direct Sourcing - Other	1	1	0
		Referral - Employee Referral	3	3	2
		Website - External Career Site	58	27	0
276544BR	Rep 1, Cust Svc Billing	Internet - Indeed	8	8	7
		Referral - Employee Referral	4	4	2
		Website - External Career Site	347	28	15
276838BR	Direct Sales Rep	Campaign - Indeed	1	1	0
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	3	3	1
		Website - External Career Site	11	11	0
276841BR	Sup, Direct Sales	Campaign - Indeed	1	1	1
		Website - External Career Site	5	0	0
276876BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	35	6	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
276893BR	Account Executive	Direct Sourcing - ATS	3	3	3
		Internet - Indeed	2	2	2
		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
277060BR	Direct Sales Rep	Referral - Employee Referral	2	2	2
		Website - External Career Site	13	12	0
277069BR	Acct Exec, Comm Sol Exempt	Website - External Career Site	16	1	1
277175BR	Sales Support Coordinator I Nonexempt	Campaign - Indeed	2	2	2
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	10	10	6
		Referral - Employee Referral	1	1	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	97	7	1
277219BR	Field Technician II	Internal - Internal Hire	2	2	0
		Internet - Indeed	2	2	2
		Referral - Employee Referral	4	4	3
		Website - External Career Site	133	27	1
277522BR	Residential Retention Rep	Internet - Indeed	25	25	16
		Referral - Employee Referral	10	10	9
		Website - External Career Site	211	0	0
277741BR	Multi-Tenant Sales Rep	Campaign - Indeed	4	4	3
		Website - External Career Site	78	39	0
277830BR	Dir, Human Resources	Website - External Career Site	31	2	1
277937BR	Sales Support Coordinator I Nonexempt	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	6	6	3
		Website - External Career Site	83	6	0
277989BR	Store Associate	Website - External Career Site	28	4	1
278018BR	Rep, SMB Telesales	Campaign - Indeed	2	2	1
		Direct Sourcing - Indeed	3	3	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	6	6	4
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	89	6	1
278025BR	Store Greeter Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	32	2	0
278248BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Line Networking	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Glassdoor.com	2	2	1
		Internet - Indeed	14	14	11
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	9	9	9
		Website - External Career Site	738	16	5

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278269BR	Residential Inbound Sales Rep Nonexempt	Ad - TV Commercial Advertisement	1	1	1
		Campaign - Indeed	51	51	21
		Direct Sourcing - Indeed	21	21	9
		Direct Sourcing - Line Networking	2	2	1
		Direct Sourcing - Recruiter Networking	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Google	1	1	0
		Internet - Indeed	4	4	2
		Referral - Employee Referral	18	18	12
		Website - External Career Site	410	12	1
278353BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	21	1	0
278356BR	Store Associate	Former Employee - Rehire	2	2	2
		Internet - Facebook.com	1	1	0
		Internet - Indeed	1	1	1
		Internet - Other	1	1	1
		Website - External Career Site	26	3	0
278364BR	Store Associate	Internal - Internal Hire	1	1	0
		Internet - Google	1	1	0
		Website - External Career Site	28	2	1
278388BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	8	1	0
278435BR	Credit Svcs Prof - Recovery	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Other	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - Career Builders	1	1	0
		Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	78	5	0
278499BR	Direct Sales Rep	Campaign - Indeed	6	6	2
		Direct Sourcing - Other	3	3	1
		Job Fair - External	5	5	1
		Referral - Employee Referral	6	6	4
		Referral - Manager Referral	1	1	0
		Website - External Career Site	34	33	0
278632BR	Warehouse Technician Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	55	9	0
278652BR	Multi-Tenant Sales Rep	Campaign - Indeed	3	3	3
		Former Employee - Rehire	1	1	0
		Website - External Career Site	38	37	0
278658BR	Direct Sales Rep	Campaign - Indeed	3	3	2
		Referral - Employee Referral	3	3	3
		Website - External Career Site	33	12	0
278703BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	25	2	0
278920BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	25	25	19
		Website - External Career Site	232	4	0
278987BR	Direct Sales Rep	Campaign - Indeed	7	7	1
		Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	36	36	0

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
279049BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	1	0
279091BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	26	4	0
279110BR	Store Greeter Nonexempt	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	6	0	0
279171BR	Project Manager	Internet - Glassdoor.com	1	1	1
		Website - External Career Site	32	0	0
279193BR	Construction Coordinator III Nonexempt	Internal - Internal Hire	1	1	0
		Referral - Manager Referral	1	1	1
		Website - External Career Site	8	2	0
279246BR	Direct Sales Rep	Campaign - Indeed	3	3	2
		Website - External Career Site	17	17	1
279277BR	Direct Sales Rep	Campaign - Indeed	5	5	3
		Website - External Career Site	10	10	0
279308BR	Fiber Technician I Nonexempt	Website - External Career Site	36	3	1
		Campaign - Indeed	5	5	5
279366BR	Sales Support Coordinator I Nonexempt	Direct Sourcing - Indeed	4	4	2
		Direct Sourcing - Other	2	2	2
		Former Employee - Rehire	2	2	2
		Internal - Internal Hire	5	5	0
		Internet - Indeed	8	8	4
		Internet - Ziprecruiter	2	2	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	197	24	2
279675BR	Multi-Tenant Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	4	0	0
279914BR	Store Associate	Website - External Career Site	31	4	1
280175BR	Account Executive	Website - External Career Site	5	1	1
		Direct Sourcing - ATS	1	1	0
280269BR	Residential Retention Rep	Direct Sourcing - Other	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	29	29	19
		Referral - Employee Referral	16	16	12
		Website - External Career Site	199	3	1
280310BR	Rep, SMB Telesales	Direct Sourcing - Indeed	2	2	2
		Internet - Indeed	7	7	5
		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 Count
280590BR	Credit Svcs Prof - Prior Debt	Internal - Internal Hire	1	1	0
		Internet - LinkedIn	1	1	1
		Website - External Career Site	64	5	0
280787BR	Rep 1, Spectrum Mobile	Internet - Indeed	17	17	10
		Referral - Employee Referral	2	2	2
		Website - External Career Site	351	13	6
280818BR	Direct Sales Rep	Campaign - Indeed	5	5	3
		Website - External Career Site	24	24	0
280822BR	Multi-Tenant Sales Rep	Campaign - Indeed	5	5	1
		Website - External Career Site	15	14	0
280835BR	Direct Sales Rep	Campaign - Indeed	2	2	1
		Direct Sourcing - Other	1	1	0
		Internal - Internal Hire	1	1	0
		Website - External Career Site	19	4	0
280841BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	0
		Direct Sourcing - Other	1	1	1
		Website - External Career Site	56	6	0
281073BR	SAM - Strategic AM Healthcare	Direct Sourcing - LinkedIn	1	1	1
		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
		Website - External Career Site	11	0	0
281696BR	Direct Sales Rep	Campaign - Indeed	2	2	2
		Referral - Employee Referral	1	1	0
		Website - External Career Site	14	13	0
281809BR	Credit Svcs Prof - Recovery	Direct Sourcing - ATS	1	1	1
		Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	56	4	0
281876BR	Billing Analyst I	Former Employee - Rehire	1	1	1
		Website - External Career Site	31	1	0
282738BR	ISP Engineer I	Intern - Conversion	1	1	1
		Website - External Career Site	2	0	0
283130BR	Multi-Tenant Sales Rep	Direct Sourcing - Other	1	1	1
		Website - External Career Site	3	1	0