

2020 FCC Unit Address List

FCC Unit: 13553

FCC Unit Description: Tennessee/Louisiana/Alabama

Address	City	State	Postal Code
904 Rose Rd	Albertville	AL	35951
879 Market Place	Alexander City	AL	35010
623 Highway 72 West	Athens	AL	35611
1990 Mall Blvd	Auburn	AL	36830
151 London Parkway	Birmingham	AL	35211
2501 20th Place South	Birmingham	AL	35223
1680 Montclair Road	Birmingham	AL	35210
6432 2nd Ave South	Birmingham	AL	35212
5452 Patrick Way	Birmingham	AL	35235
33765 US Hwy 280	Childersburg	AL	35044
256 US Highway 278 East	Cullman	AL	35055
1304 Southfield Drive SE	Decatur	AL	35603
1632 Beltline Rd Sw	Decatur	AL	35601
104 S Woodburn Dr	Dothan	AL	36305
205 S Ouida St	Enterprise	AL	36330
1394 Eufaula Ave.	Eufaula	AL	36027
302 Godfrey Avenue Ne	Fort Payne	AL	35967
57 Novosel Street	Fort Rucker	AL	36362
733 Main St	Gardendale	AL	35071
930 6th Ave East	Guin	AL	35563
5543 Grove Blvd	Hoover	AL	35226
3014 Allison Bonnett Memorial Drive	Hueytown	AL	35023
4430 Highway 78 East Ste 201	Jasper	AL	35501
401 S 6th St	Lanett	AL	36863
270 US Hwy 78	Leeds	AL	35094
240 Stephens Drive	Montevallo	AL	35115
5990 Monticello Dr	Montgomery	AL	36117
7421 Eastchase Parkway	Montgomery	AL	36117
109 Seaboard Ave	Piedmont	AL	36272
13494 Hwy 43	Russellville	AL	35653
2935 Citizens Pkwy	Selma	AL	36701
440 Patriot Pkwy	Tuscaloosa	AL	35405
3996 U.S. Highway 231	Wetumpka	AL	36093
330 Moosa Blvd	Eunice	LA	70535
2432 West Thomas Street	Hammond	LA	70401
701 Westin Oak Dr	Hammond	LA	70403
5537 I-49 South Service Rd	Opelousas	LA	70470
60097 Highway 11	Slidell	LA	70458
1306 Ridgefield Rd	Thibodaux	LA	70301
1657 St. Mary St, Suite 4	Thibodaux	LA	70301
247 Whitten St	Brownsville	TN	38012
1850 Business Park Dr Ste 101	Clarksville	TN	37040
1235 King St SE	Cleveland	TN	37323
1757 North Pointe Rd	Columbia	TN	38401
2008 South Main St	Columbia	TN	38401
851 S Willow Avenue	Cookeville	TN	38501

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
1265 Interstate Dr	Cookeville	TN	38501
2177 North Royal St	Jackson	TN	38305
919 North Parkway	Jackson	TN	38305
7133 Highway 41 S	Jasper	TN	37347
10417 Wallace Alley St	Kingsport	TN	37663
11517 Kingston Pike	Knoxville	TN	37934
223 South College	Lebanon	TN	37087
145 E Church St	Lexington	TN	38351
1142 Hwy 431 North	Martin	TN	38237
1774 Henry G Lane St	Maryville	TN	37801
24 Circle Dr	Mckenzie	TN	38201
200 Hobson St Suite 42	Mcminnville	TN	37110
2491 Old Hwy 25 E	Morristown	TN	37813
2550 East Morris Boulevard	Morristown	TN	37813
109 Apple Lane, Suite 200	Rogersville	TN	37813
905 Pickwick St	Savannah	TN	38372
707 West Main St	Sevierville	TN	37862
215 Industrial Blvd	Tullahoma	TN	37388

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

FCC Registration Number:

Emp. Unit ID # 13553

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

JEFFERSON, AL

D. Category of Respondent (check applicable box)

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

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

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

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

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

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

1. Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule,

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

SECTION IV ADDITIONAL INFORMATION

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

[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

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

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

Exhibits

2019-2020 Recruitment Initiatives

FCC Unit: 13553 Tennessee/Louisiana/Alabama

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

Birmingham On-Site Hiring Event

- October 1, 2019
- 151 London Parkway - Birmingham, AL
- Charter Representatives: Recruiters, Supervisors & Directors
- Targeted positions: All open positions
- 9 Interviews; 3 Offers

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

Leading a Respectful Workplace

Employees at this Charter FCC unit participated in the Leading a Respectful Workplace training. Leading a Respectful Workplace is a 3 day class room training that provides Charter's leaders with the skills and insights needed to achieve positive business results and engage employees in ways that inspire their best work. The course emphasizes leadership and legal responsibilities needed in addressing our most compelling and urgent priorities for creating and maintaining a professional, productive, and inclusive work environment. Key Learning Objectives: How leaders' behaviors directly impact business results. How leaders model organizational values and how they can best respond to issues when they come up. How leaders hold employees accountable and coach effectively for optimal performance. How inappropriate behavior can compromise even the most effective leadership practices. How leaders behave when they learn of an employee complaint. How social media impacts today's workplace, and understanding the most effective role for leaders.

2020 FCC Unit Outreach Source List

FCC Unit: 13553

FCC Unit Description: Tennessee/Louisiana/Alabama

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
100 Black Men of Metro New Orleans, Inc.	New Orleans	LA	70187	info@100blackmennola.org	
ABLE Network	Tuscaloosa	AL	35405	leslie.dawson@rehab.alabama.gov	205-554-1359
Acadia Career Solutions Center	Crowley	LA	70526	billy.francis@solacc.edu	337-788-7550
Acadia Career Solutions Center	Crowley	LA	70526	etaylor1@lwc.la.gov	337-788-7550
Acadia Career Solutions Center	Crowley	LA	70526	rachelle.duhon@solacc.edu	337-788-7550
Acadia Career Solutions Center	Crowley	LA	70526	valerie.lewis@solacc.edu	337-788-7550
Alabama Business Leadership Network	Birmingham	AL	35209	leslie.dawson@rehab.alabama.gov	
Alabama Career Center - Huntsville	Huntsville	AL	35810	huntsville.careercenter@alcc.alabama.gov	256-851-0537
Alabama Career Center - Huntsville	Huntsville	AL	35810	susan.smith@alcc.alabama.gov	256-851-0537
Alabama Career Center - Huntsville	Huntsville	AL	35810	terris.tatum@alcc.alabama.gov	256-851-0537
Alabama Career Center - Sheffield	Sheffield	AL	35660	eddie.martin@alcc.alabama.gov	256-383-5610
Alabama Career Center - Sheffield	Sheffield	AL	35660	johnny.corbin@alcc.alabama.gov	256-383-5610
Alabama Career Center - Sheffield	Sheffield	AL	35660	sheffield.careercenter@dir.alabama.gov	256-383-5610
Alabama Department of Rehabilitation Services	Tuscumbia	AL	35674	nick.conway@rehab.alabama.gov	
Alabama Department of Rehabilitation Services (Disability:IN Alabama)	Birmingham	AL	35219	gloria.greer@rehab.alabama.gov	205-290-4458
Alabama Department of Rehabilitation Services (Disability:IN Alabama)	Birmingham	AL	35219	h.hollingsworth@rehab.alabama.gov	205-290-4458
Alabama Department of Rehabilitation Services (Disability:IN Alabama)	Birmingham	AL	35219	jaime.laird@rehab.alabama.gov	205-290-4458
Alabama Department of Veteran Affairs	Montgomery	AL	36104	rosalind.burrell@va.gov	
Alabama Dept of Rehabilitation Services	Dothan	AL	36303	tawney.williams@rehab.alabama.gov	334-699-6600
Alabama Indian Affairs	Montgomery	AL	36104	aiac@att.net	334-242-2831
Alabama Institute for the Deaf and Blind	Talladega	AL	35160	mascia.john@aidb.state.al.us	256-761-3214
Alabaster Career Center	Alabaster	AL	35007	ricky.littleton@dir.alabama.gov	205-663-2542
Alabaster Career Center	Alabaster	AL	35007	william.collins@alcc.alabama.gov	205-663-2542
Albertville Career Center	Albertville	AL	35950	Albertville@alcc.alabama.gov	256-878-3031
Albertville Career Center	Albertville	AL	35950	rita.remson@alcc.alabama.gov	256-878-3031
Alexander City Career Center	Alexander City	AL	35010	alexandercity@alcc.alabama.gov	
Alexander City Career Center	Alexander City	AL	35010	julie.wood@alcc.alabama.gov	
Alexander City Career Center	Alexander City	AL	35010	nicole.johnson@alcc.alabama.gov	
Allen Career Solutions Center	Oberlin	LA	70655	cnelson@lwc.la.gov	337-639-2175
Allen Career Solutions Center	Oberlin	LA	70655	cte64003@centurytel.net	337-639-2175
American Job Center at Marshall County	Lewisburg	TN	37091	stephen.webb@sctworkforce.org	931-359-9726
American Job Center at Waynesboro	Waynesboro	TN	38485	Wendi.Jones@sctworkforce.org	931-221-9026
American Job Center in Alamo	Alamo	TN	38001	jbane@nwtworks.org	731-696-2530
American Job Center of Tennessee - Alcoa	Alcoa	TN	37701	david.pope@tn.gov	865-379-5525
American Job Center of Tennessee - Alcoa	Alcoa	TN	37701	dparamore@mchra.com	865-379-5525
American Job Center of Tennessee - Athens	Athens	TN	37303	ceschette@mchra.com	423-745-2028
American Job Center of Tennessee - Chattanooga	Chattanooga	TN	37411	charles.muhammad@tn.gov	423-894-5354

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
American Job Center of Tennessee - Chattanooga	Chattanooga	TN	37411	george.davis@tn.gov	423-894-5354
American Job Center of Tennessee - Chattanooga	Chattanooga	TN	37411	merrill.niswonger@tn.gov	423-894-5354
American Job Center of Tennessee - Chattanooga	Chattanooga	TN	37411	virginia.housley@tn.gov	423-894-5354
American Job Center of Tennessee - Cleveland	Cleveland	TN	37311	mmerck@mchra.com	423-790-5552
American Job Center of Tennessee - Columbia	Columbia	TN	38401	elaine.newcomb@sctworkforce.org	931-490-3800
American Job Center of Tennessee - Columbia	Columbia	TN	38401	stephen.webb@sctworkforce.org	931-490-3800
American Job Center of Tennessee - Dayton	Dayton	TN	37321	ngates@mchra.com	423-570-1107
American Job Center of Tennessee - Johnson City	Johnson City	TN	37601	kpierce@ab-t.org	423-610-0222
American Job Center of Tennessee - Kingsport	Kingsport	TN	37660	asells@netnajt.org	423-224-1800
American Job Center of Tennessee - Kingsport	Kingsport	TN	37660	Brian.Decker@tn.gov	423-224-1800
American Job Center of Tennessee - Kingsport	Kingsport	TN	37660	ivanna.n.stewart@tn.gov	423-224-1800
American Job Center of Tennessee - Kingsport	Kingsport	TN	37660	phillip.fields@tn.gov	423-224-1800
American Job Center of Tennessee - Knoxville	Knoxville	TN	37921	david.m.webb@tn.gov	865-594-5500
American Job Center of Tennessee - Knoxville	Knoxville	TN	37921	dmanning@mchra.com	865-594-5500
American Job Center of Tennessee - Lawrenceburg	Lawrenceburg	TN	38464	Lmorrison@sctdd.org	931-766-1405
American Job Center of Tennessee - Morristown	Morristown	TN	37813	charlotte.ely@tn.gov	423-317-1060
American Job Center of Tennessee - Morristown	Morristown	TN	37813	melissa.kelley@mchra.com	423-317-1060
American Job Center of Tennessee - Morristown	Morristown	TN	37813	rrogers@mchra.com	423-317-1060
American Job Center of Tennessee - Murfreesboro	Murfreesboro	TN	37129	James.Cupp@tn.gov	615-898-8081
American Job Center of Tennessee - Murfreesboro	Murfreesboro	TN	37129	peter.pritchard@tn.gov	615-898-8081
American Job Center of Tennessee - Murfreesboro	Murfreesboro	TN	37129	rpruitt@mchra.com	615-898-8081
American Job Center of Tennessee - Oak Ridge	Oak Ridge	TN	37830	kcox@mchra.com	865-483-7474
American Job Center of Tennessee - Pulaski	Pulaski	TN	38478	stan.smith@sctworkforce.org	931-363-9550
American Job Center of Tennessee - Pulaski	Pulaski	TN	38478	terri.yates@sctworkforce.org	931-363-9550
American Job Center of Tennessee - Sevierville	Sevierville	TN	37862	PGibbons@mchra.com	865-286-6384
American Job Center of Tennessee - Vonore	Vonore	TN	37885	cwest@mchra.com	423-884-2400
Americus Career Center, Georgia Department of Labor	Americus	GA	31709	sherona.towns@gdol.ga.gov	229-931-2520
Andalusia Career Center	Andalusia	AL	36420	donna.fulford@alcc.alabama.gov	334-881-2304
Arkansas Department of Workforce Services	Blytheville	AR	72315	eddie.perdue@arkansas.gov	870-762-2035
Arkansas Department of Workforce Services	Blytheville	AR	72315	felicia.bradley@arkansas.gov	870-762-2035
Asian American Resource Center (AARC)	Duluth	GA	30096	aarc@aarc-atlanta.org	770-270-0663
Assumption Business & Career Solutions Center	Napoleonville	LA	70390	lowens@lwc.la.gov	985-369-1810
Assumption Business & Career Solutions Center	Napoleonville	LA	70390	rdomingue@lwc.la.gov	985-369-1810

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Atlanta Career Center	Atlanta	GA	30303	spdacus@hotmail.com	404-232-3510
Atlanta Chinese Christian Church	Tucker	GA	30084	info@accc.org	770-908-1972
Atlanta Tamil Church	Duluth	GA	30097	info@atlantatamilchurch.org	770-500-1079
Atlanta University Center Consortium Career Planning and Placement Service	Atlanta	GA	30314	crhodes@aucenter.edu	404-880-8000
Atlanta Career Center, Georgia Department of Labor	Atlanta	GA	30303	Patricia.Sharpe@gdol.ga.gov	404-232-6705
Birmingham Career Center	Birmingham	AL	35222	charolette.garner@alcc.alabama.gov	205-585-5200
Birmingham Career Center	Birmingham	AL	35222	cheryl.williams@alcc.alabama.gov	205-585-5200
Birmingham Career Center	Birmingham	AL	35222	crystal.cowan@alcc.alabama.gov	205-585-5200
Birmingham Career Center	Birmingham	AL	35222	Greg.Chapman@alcc.alabama.gov	205-585-5200
Birmingham Career Center	Birmingham	AL	35222	maurice.johnson@alcc.alabama.gov	205-585-5200
Birmingham Career Center	Birmingham	AL	35222	nicarde.sneed@alcc.alabama.gov	205-585-5200
Birmingham Career Center	Birmingham	AL	35222	tlpayne@jeffstateonline.com	205-585-5200
Blountsville Career Center	Blountsville	AL	35031	blountsville@alcc.alabama.gov	205-429-4311
Blountsville Career Center	Blountsville	AL	35031	Cullman@alcc.alabama.gov	205-429-4311
Briggs & Assoc	Roswell	GA	30076	kim@briggsassociates.org	404-290-6855
Briggs & Assoc	Roswell	GA	30076	titus@briggsassociates.org	404-290-6855
Bristol Virginia Workforce Center	Bristol	VA	24209	gerald.smith@vec.virginia.gov	276-642-7350
Camp Fire USA	Birmingham	AL	35209	sdozier@campfire-al.org	205-324-2434
Capital Area Community Action	Tallahassee	FL	32301	melissa.watson@cacaainc.org	850-222-2043
Career Ministry - Catholic Church of St. Ann	Marietta	GA	30062	careerquest-sa@comcast.net	770-552-6400
Career Transition Networking Group - Saint Brigid Catholic Church	Johns Creek	GA	30022	michaeliamiele@comcast.net	
CareerSource Chipola	Marianna	FL	32446	steve@onestopahead.com	850-633-4419
CC Bisbee & Associates	Pike Road	AL	36064	cbisbee@aol.com	334-281-8344
Central Alabama OIC, Inc.	Montgomery	AL	36108	sharper@centralalabamaoic.com	334-265-1594
Cheaha Career Center	Anniston	AL	36207	anniston.careercenter@alcc.alabama.gov	256-832-0147
Cheaha Career Center	Anniston	AL	36207	delilah.holston@alcc.alabama.gov	256-832-0147
Cheaha Career Center	Anniston	AL	36207	lcjackson@alcc.alabama.gov	256-832-0147
Cheaha Career Center	Anniston	AL	36207	shari.vickers@alcc.alabama.gov	256-832-0147
Christ Centered Career Group - Roswell United Methodist Church	Roswell	GA	30075	information@c3g.org	
Clark Atlanta University	Atlanta	GA	30314	cbrown@cau.edu	404-880-8000
Clayton County Career Center	College Park	GA	30359	charlie.pugh@gdol.ga.gov	678-284-0200
Columbus Career Center, Georgia Department of Labor	Columbus	GA	31901	cynthia.pobbig@dol.state.ga.us	706-649-7423
Columbus Career Center, Georgia Department of Labor	Columbus	GA	31901	maurice.marshall@gdol.ga.gov	706-649-7423
Columbus State University	Columbus	GA	31907	CareerCenter@ColumbusState.edu	706-577-8800
Columbus Technical College	Columbus	GA	31904	careerconnections@columbusstech.edu	706-649-1800
Crossroads Career Network - Browns Bridge Community Church	Cumming	GA	30041	rachel.holcomb@brownsbridge.org	678-965-8022
Crossroads Career Network - Buckhead Church	Atlanta	GA	30326	amy.todd@buckheadchurch.org	
Crossroads Career Network - Eastside Baptist Church	Marietta	GA	30068	jeffwesterberg@westerberginccom	770-971-2323
Crossroads Career Network - Intown Community Church	Atlanta	GA	30329	rich_vonbiberstein@yahoo.com	770-500-6285
Crossroads Career Network - McKendree United Methodist Church	Lawrenceville	GA	30043	mckendree.careers@gmail.com	770-339-9801

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Crossroads Career Network - North Atlanta Church of Christ	Dunwoody	GA	30338	smp55smp@yahoo.com	770-399-5222
Crossroads Career Network - Perimeter Church	Duluth	GA	30097	rsnyder485@aol.com	770-552-6690
Crossroads Career Network - Piedmont Church	Marietta	GA	30066	phil.stroud@tiptoppoultry.com	770-422-2566
Crossroads Career Network - Snellville United Methodist Church	Snellville	GA	30078	rrahtz@snellvilleumc.org	
Crossroads Career Network - St. Mark UMC	Columbus	GA	31904	amanda.hicks07@yahoo.com	706-327-3376
Crossroads Career Network - Zion Missionary Baptist Church	Roswell	GA	30075	workforce@zionmbc.org	770-993-8587
CTK Career Ministry - Cathedral of Christ the King	Atlanta	GA	30305	cjonesctk@yahoo.com	404-277-2685
Cullman/Hanceville Career Center	Hanceville	AL	35077	Cullman@alcc.alabama.gov	256-734-4911
Cullman/Hanceville Career Center	Cullman	AL	35055	cullman@alcc.alabama.gov	
Cullman/Hanceville Career Center	Hanceville	AL	35077	Hanceville@alcc.alabama.gov	256-734-4911
Dawson Family of Faith	Birmingham	AL	35209	bill.johnston@dawsonchurch.org	205-871-7324
Decatur Career Center	Decatur	AL	35601	carlston.flemons@alcc.alabama.gov	256-355-0142
Decatur Career Center	Decatur	AL	35601	gerry.sasnette@alcc.alabama.gov	256-355-0142
Decatur Career Center	Decatur	AL	35601	stephanie.pack@alcc.alabama.gov	256-355-0142
Decatur Career Center	Decatur	AL	35601	venessa.edmonds@alcc.alabama.gov	256-355-0142
DeKalb County Career Center, Georgia Department of Labor	Decatur	GA	30032	kenneth.dinkins@dol.state.ga.us	404-298-3970
DeKalb County Solicitor's Office Jobs not Jail Program	Decatur	GA	30030	krstorey@dekalbcountyga.gov	404-371-2280
DeKalb Workforce Center	Decatur	GA	30030	Darlene.Lanier@gdol.ga.gov	404-687-3400
DeKalb Workforce Center	Decatur	GA	30030	fkadkins@dekalbcountyga.gov	404-687-3400
DeKalb Workforce Center	Decatur	GA	30030	kenneth.dinkins@gdol.ga.gov	404-687-3400
Delgado Community College	New Orleans	LA	70119	drobin@dcc.edu	
Department of Veteran Affairs: Vocational Rehabilitation and Employment (VR&E) Program	Columbia	SC	29209	donna.glazer@va.gov	803-647-2397
Disability Rights & Resources	Birmingham	AL	35203	dan.kessler@drradvocates.org	
Dothan Career Center	Dothan	AL	36303	ann.carr@alcc.alabama.gov	334-792-2121
Dothan Career Center	Dothan	AL	36303	britt.redmond@alcc.alabama.gov	334-792-2121
Dothan Career Center	Dothan	AL	36303	dan.perkins@alcc.alabama.gov	334-792-2121
Dothan Career Center	Dothan	AL	36303	dan.reed@alcc.alabama.gov	334-792-2121
Dothan Career Center	Dothan	AL	36303	Dothan@ALCC.Alabama.gov	334-792-2121
Dothan Career Center	Dothan	AL	36303	edna.knight@alcc.alabama.gov	334-792-2121
Dothan Career Center	Dothan	AL	36303	Robbie.Treadwell@alcc.alabama.gov	334-792-2121
East Baton Rouge South Career Solutions Center	Baton Rouge	LA	70806	batonrouge@lwc.la.gov	225-925-4311
East Baton Rouge South Career Solutions Center	Baton Rouge	LA	70806	cgranger@lwc.la.gov	225-925-4311
East Baton Rouge South Career Solutions Center	Baton Rouge	LA	70806	mmansfield@lwc.la.gov	225-925-4311
East Baton Rouge South Career Solutions Center	Baton Rouge	LA	70806	rhartman@lwc.la.gov	225-925-4311
East Baton Rouge South Career Solutions Center	Baton Rouge	LA	70806	sturner@lwc.la.gov	225-925-4311
East St. Mary Career Solutions Center	Morgan City	LA	70380	bmalik@lwc.la.gov	985-380-2448
East St. Mary Career Solutions Center	Morgan City	LA	70380	jkysiak@lwc.la.gov	985-380-2448
East Tennessee Human Resource Agency, Inc.	Oak Ridge	TN	37830	kcox@ethra.org	

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Easter Seals - Opportunity Center	Anniston	AL	36202	marty@opportunity-center.com	
Emory Candler School of Theology	Atlanta	GA	30322	lhanna@emory.edu	404-727-6322
Emory University School of Law	Atlanta	GA	30322	emily.liu@emory.edu	404-727-5503
Employer Support of the Guard and Reserve	Ellenwood	GA	30294	tonia.r.randall.ctr@mail.mil	678-569-5740
Enterprise Career Center	Enterprise	AL	36330	donna.fulford@alcc.alabama.gov	334-347-0044
Enterprise Career Center	Enterprise	AL	36330	enterprise.careercenter@alcc.alabama.gov	334-347-0044
Enterprise Career Center	Enterprise	AL	36330	james.hathaway@alcc.alabama.gov	334-347-0044
Enterprise Career Center	Enterprise	AL	36330	michael.warren@alcc.alabama.gov	334-347-0044
Epilepsy Foundation	Decatur	GA	30030	gscott@nfbga.org	404-527-7155
Evangeline Career Solutions Center	Ville Platte	LA	70586	billy.francis@solacc.edu	337-363-6241
Faith Alliance of Metro Atlanta (FAMA)	Atlanta	GA	30316	worldpilgrims@bellsouth.net	404-662-3399
Fort Campbell Onestop Employment Center	Fort Campbell	KY	42223	kyle.ballard@ky.gov	270-798-6507
FORT McPHERSON CAMPUS	Atlanta	GA	30310	tracy.roberts3@va.gov	404-713-2915
Fort Payne Career Center	Fort Payne	AL	35968	fortpayne.careercenter@dir.alabama.gov	(256) 854-2900
Fort Payne Career Center	Fort Payne	AL	35968	Roger.treadaway@alcc.alabama.gov	(256) 854-2900
Frontier Health	Bristol	TN	37620	dhenning@frontierhealth.org	865-588-8567
Gadsden Career Center	Gadsden	AL	35901	john.reed@alcc.alabama.gov	(256) 546-4667
Gadsden Career Center	Gadsden	AL	35901	johnny.brothers@alcc.alabama.gov	(256) 546-4667
Gadsden Career Center	Gadsden	AL	35901	lc.jackson@alcc.alabama.gov	(256) 546-4667
Gadsden State Community College	Gadsden	AL	35903	ccephus-vickers@gadsdenstate.edu	256598200
Gainesville Career Center, Georgia Department of Labor	Gainesville	GA	30504	kevin.hankinson@dol.state.ga.us	770-535-5484
Gateway House, Inc.	Greenville	SC	29609	pemory@gateway-sc.org	864-242-9193
Georgia Advocacy Office	Decatur	GA	30030	info@thegao.org	404-885-1234
Georgia Council of Developmental Disabilities	Atlanta	GA	30303	eejacobson@dhr.state.ga.us	404-657-2126
Georgia Department of Labor Rehabilitation Services	Gainesville	GA	30504	gainesville_cc@dol.state.ga.us	770-535-5484
Georgia Gwinnett College Career Center	Lawrenceville	GA	30043	careerservices@ggc.edu	678-407-5702
Georgia Stand-UP	Atlanta	GA	30312	dscott@georgiastandup.org	404-581-0061
Georgia State University College of Law	Atlanta	GA	30303	vmbrown@gsu.edu	404-413-9000
Georgia Tech - Center for Career Discovery and Development	Atlanta	GA	30332	dennis.lindsay@gatech.edu	404-385-0290
Georgia Tech - Center for Career Discovery and Development	Atlanta	GA	30332	elaine.damon@gatech.edu	404-894-2553
Georgia Tech - Center for Career Discovery and Development	Atlanta	GA	30332	karen.houston@gatech.edu	404-894-1346
Georgia Tech - Center for Career Discovery and Development	Atlanta	GA	30332	rob.rogers@gatech.edu	404-894-1348
Georgia Tech - Center for Career Discovery and Development	Atlanta	GA	30332	sonia.anderson@gatech.edu	404-894-1923
Georgia Vocational Rehabilitation Agency	Dallas	GA	30132	joye.carroll@gvs.ga.gov	770-443-3717
Georgia Vocational Rehabilitation Agency	Columbus	GA	31902	paul.workman@gvs.ga.gov	706-649-7400
Goodwill Career Center - Simpsonville	Simpsonville	SC	29681	jcsimpsonville@goodwillsc.org	864-967-4217
Goodwill Career Services	Montgomery	AL	36109	cpalmer@algoodwill.org	334-263-4633
Goodwill Career Services	Montgomery	AL	36109	jrichardson@algoodwill.org	334-263-4633
Goodwill Career Services	Oakwood	GA	30566	jvarner@ging.org	770-538-4209
Goodwill Career Services	Athens	GA	30605	rthomas@ging.org	706-395-1553
Goodwill Career Services	Montgomery	AL	36109	shicks@algoodwill.org	334-263-4633
Goodwill Industries Career Training Center	Tallahassee	FL	32304	daustin@goodwillbigbend.com	
Goodwill of Middle Tennessee	Nashville	TN	37208	matt.gloster@givegw.org	615-346-1249
Goodwill of North Georgia	Decatur	GA	30033	careerservices@ging.org	404-420-9900
Goodwill of South Carolina	Powdersville	SC	29611	jcpowdersville@goodwillsc.org	864-295-8650

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Gulf Coast Community College	Gulfport	MS	39507	beverly.clark@mgccc.edu	228-896-3355
Gwinnett Career Center, Georgia Department of	Norcross	GA	30071	abram.holland@gdol.ga.gov	770-840-2200
Gwinnett Career Center, Georgia Department of	Norcross	GA	30071	diana.billups@dol.state.ga.us	770-840-2200
Gwinnett Career Center, Georgia Department of	Norcross	GA	30071	Osvaldo.Montalvo@gdol.ga.gov	770-840-2200
Gwinnett Career Center, Georgia Department of	Norcross	GA	30071	timothy.moses@gdol.ga.gov	770-840-2200
Gwinnett Career Center, Georgia Department of	Norcross	GA	30071	Tomika.Singh@gdol.ga.gov	770-840-2200
Gwinnett Tech	Lawrenceville	GA	30043	amiller@gwinnettttech.edu	770-962-7580
Gwinnett WIA Career Resource Center	Duluth	GA	30096	jhorse@winnettwiacrc.org	770-806-2020
Haleyville Career Center	Haleyville	AL	35565	hamilton@alcc.alabama.gov	205-486-4154
Haleyville Career Center	Haleyville	AL	35565	sheffieldcareercenter@alcc.alabama.gov	205-486-4154
Harrison County WIN Job Center	Gulfport	MS	39503	abrooken@mdes.ms.gov	228-897-6900
Hero 2 Hired		TN		vernon.j.nelson.ctr@mail.mil	803-299-4311
Hero 2 Hired Georgia		GA		charlene.l.anderson2.ctr@mail.mil	
Hire Heroes USA	Alpharetta	GA	30004	mkohler@hireheroesusa.org	844-634-1520
Hispanic Interest Coalition of Alabama	Birmingham	AL	35209	info@hispanicinterest.org	205-942-5505
Hmong Cultural Organization, Inc	Winder	GA	30680	vang2true@gmail.com	678-963-0468
HOPKINSVILLE COMMUNITY COLLEGE	Hopkinsville	KY	42241	kanya.allen@kctcs.edu	270-707-3827
Huntingdon College	Montgomery	AL	36106	ccv@huntingdon.edu	334-833-4497
Independent Living Centers	Decatur	GA	30030	ssimmons@silcga.org	770-270-6860
INROADS	Atlanta	GA	30303	labarca@inroads.org	404-586-0352
Interdenominational Theological Center (ITC)	Atlanta	GA	30314	jjones@itc.edu	404-527-7792
Jasper Career Center	Jasper	AL	35501	Jasper@alcc.alabama.gov	205-221-2576
Jefferson Career Solutions - West	Gretna	LA	70053	grodgers@lwc.la.gov	504-227-1283
Jefferson Career Solutions - West	Gretna	LA	70053	ieverett@lwc.la.gov	504-227-1283
Jefferson Career Solutions Center - East	Metairie	LA	70001	ereed@lwc.la.gov	504-838-5678
Jefferson State Community College One Stop Career Center	Birmingham	AL	35215	birmingham.careercenter@alcc.alabama.gov	205-856-8538
Jefferson State Community College One Stop Career Center	Birmingham	AL	35215	tlpayne@jeffstateonline.com	205-856-8538
Jewish Federation of Greater Atlanta	Atlanta	GA	30309	jsegal@jfga.org	404-873-1661
JOB 1 and Orleans Youth Career Center	New Orleans	LA	70119	lbrinkley@nola.gov	504-456-2622
JOB 1 and Orleans Youth Career Center	New Orleans	LA	70119	lpgreen@nola.gov	504-456-2622
JOB 1 and Orleans Youth Career Center	New Orleans	LA	70119	rdefillo@nola.gov	504-456-2622
John Marshall Law School	Atlanta	GA	30309	rkirk@johnmarshall.edu	404-872-3593
Johns Creek United Methodist Church	Duluth	GA	30097	flugelca@aol.com	770-497-8215
Kentucky Career Center - Bowling Green	Bowling Green	KY	42102	franklinm.garabato@ky.gov	270-746-7425
LA Technical College (Westbank)	Harvey	LA	70058	dpayne@dcc.edu	
LA Workforce Commission (Office of Workforce Development)	Metairie	LA		rstadler@lwc.la.gov	
Lafayette Business & Career Solution Center	Lafayette	LA	70501	mchavis@lwc.la.gov	337-262-5592
Lafayette Business & Career Solution Center	Lafayette	LA	70501	mguillory@lwc.la.gov	337-262-5592
Lafayette Business & Career Solution Center	Lafayette	LA	70501	mpritchard@lwc.la.gov	337-262-5592
Lafayette Business & Career Solution Center	Lafayette	LA	70501	plejeune1@lwc.la.gov	337-262-5592
Lafourche Career Solutions Center	Thibodaux	LA	70301	rdomingue@lwc.la.gov	985-446-3016
Lawson State Community College One Stop Career Center	Birmingham	AL	35221	dhenry@lawsonstate.edu	205-929-6384
League of United Latin American Citizens - Georgia	Woodstock	GA	30188	ordoquia@bellsouth.net	
Learning Disabilities Association of America	Atlanta	GA	30345	ldaga@bellsouth.net	404-303-7774
Livingston Career Solutions Center	Walker	LA	70785	bhebert1@lwc.la.gov	225-667-1874
Miami Dade Business Leadership Network	Tallahassee	FL	32301	leslie@wilres.com	850-386-2022
Montgomery Career Center	Montgomery	AL	36116	Apinya.curtis@alcc.alabama.gov	334-286-1746
Montgomery Career Center	Montgomery	AL	36116	cpalmer@algoodwill.org	334-286-1746
Montgomery Career Center	Montgomery	AL	36116	david.banks@alcc.alabama.gov	334-286-1746
Montgomery Career Center	Montgomery	AL	36116	james.ramsey@alcc.alabama.gov	334-286-1746
Montgomery Career Center	Montgomery	AL	36116	jrichardson@algoodwill.org	334-286-1746
Montgomery Career Center	Montgomery	AL	36116	shicks@algoodwill.org	334-286-1746
Montgomery Career Center	Montgomery	AL	36116	teresa.johnson@alcc.alabama.gov	334-286-1746
Montgomery Job Corps Center	Montgomery	AL	36108	morris.jerry@jobcorps.org	334-262-8883
NAACP	Birmingham	AL	35203	answer.hjacks@hotmail.com	205-516-9806
NAACP Coffee County Branch #5017	Enterprise	AL	36330	naacp5017@yahoo.com	334-347-6139
NAACP DeKalb County Branch Unit #5192	Decatur	GA	30034	naacpdek@comcast.net	404-241-8006

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Natchitoches Career Solutions Center - West	Natchitoches	LA	71457	cdnatch@bellsouth.net	318-357-3275
Natchitoches Career Solutions Center - West	Natchitoches	LA	71457	vminchew@lwc.la.gov	318-357-3275
Nepalese Association in Southeast America (NAS)	Atlanta	GA	30359	yessapkota@gmail.com	770-943-0140
New Orleans Regional Black Chamber of Commerce	New Orleans	LA	70158	communications@norbchamber.org	
New Orleans Urban League Workforce Development	New Orleans	LA	70130	cduckworth@urbanleagueneuorleans.org	504-620-2332
North America Shirdi Sai Temple of Atlanta	Suwanee	GA	30024	webmaster@templeofpeace.org	678-455-7200
North Fulton Career Center	Sandy Springs	GA	30350	ebony.vines-jackson@fultoncountyga.gov	404-613-4480
North Fulton Career Center	Sandy Springs	GA	30350	joann.barber@rescare.com	404-613-4480
North Metro Career Center, Georgia Department of Labor	Atlanta	GA	30329	crystal.davis@gdol.ga.gov	404-679-5200
North Metro Career Center, Georgia Department of Labor	Atlanta	GA	30329	kenneth.dinkins@gdol.ga.gov	404-679-5200
North Metro Career Center, Georgia Department of Labor	Atlanta	GA	30329	william.moore@gdol.ga.gov	404-679-5200
Opelika Career Center	Opelika	AL	36801	brian.scannell@alcc.alabama.gov	334-749-5065
Opelika Career Center	Opelika	AL	36801	linda.savage@alcc.alabama.gov	334-749-5065
Opelika Career Center	Opelika	AL	36801	opelika.careercenter@alcc.alabama.gov	334-749-5065
Opelika Career Center	Opelika	AL	36801	wanda.magana@alcc.alabama.gov	334-749-5065
Operation Stand Down	Nashville	TN	37203	tim.pearsall@osdtn.org	615-248-1981
Opportunity Center Foundation	Anniston	AL	36201	mikealmaroad@aol.com	256-238-8385
Pell City Career Center	Pell City	AL	35125	anniston@alcc.alabama.gov	205-338-5440
Pell City Career Center	Pell City	AL	35125	latonya.williams@alcc.alabama.gov	205-338-5440
People Incorporated of Virginia - Bristol	Bristol	VA	24201	info@peopleinc.net	276-466-5587
Phenix City Career Center	Phenix City	AL	36869	linda.savage@alcc.alabama.gov	334-214-4828
Phenix City Career Center	Phenix City	AL	36869	phenixcity.careercenter@alcc.alabama.gov	334-214-4828
Phenix City Career Center	Phenix City	AL	36869	wanda.magana@alcc.alabama.gov	334-214-4828
Phil Campbell Career Center	Phil Campbell	AL	35581	hamilton@alcc.alabama.gov	256-331-6285
Plaquemines Business & Career Solutions Center	Belle Chasse	LA	70037	robin.lwc.business.solutions@gmail.com	504-392-5803
Prattville First Baptist Church	Prattville	AL	36067	joebaker1@charter.net	334-365-0606
Rainesville Career Center	Rainesville	AL	35986	fortpayne@alcc.alabama.gov	
Red Bird Mission - Beverly	Beverly	KY	40913	tnolan@rbmission.org	606-598-0520
Rehabilitation Services Division	Augusta	GA	30909	Alana.Amaro@ablegeorgia.ga.gov	706-650-5600
Rehabilitation Services Division	Augusta	GA	30909	Walker.Merritt@ablegeorgia.ga.gov	706-650-5600
RightChanges	Atlanta	GA	30328	judi@rightchanges.biz	770-713-4311
Rome Career Center, Georgia Department of Labor	Rome	GA	30162	rome_cc@dol.state.ga.us	706-295-6051
Sabine Career Solutions Center	Many	LA	71449	devcorpc@bellsouth.net	318-256-2698
Sabine Career Solutions Center	Many	LA	71449	vminchew@lwc.la.gov	318-256-2698
Saved & Out of Work (SOW) - Cathedral of Faith	Atlanta	GA	30310	sowcof@gmail.com	404-752-8960
SC Works Center Easley	Easley	SC	29642	sstockton@dew.sc.gov	864-220-8990
SC Works Center Easley	Easley	SC	29642	tacker@worklinkweb.com	864-220-8990
SC Works McAlister Square	Greenville	SC	29607	dejones@greenvillecounty.org	864-467-8080
SC Works McAlister Square	Greenville	SC	29607	kstanton@dew.sc.gov	864-467-8080
SC Works McAlister Square	Greenville	SC	29607	wiainfo@greenvillecounty.org	864-467-8080
Scottsboro Career Center	Scottsboro	AL	35769	huntsville.careercenter@alcc.alabama.gov	256-574-1720
Scottsboro Career Center	Scottsboro	AL	35769	scottsboro@alcc.alabama.gov	256-574-1720
Scottsboro Career Center	Scottsboro	AL	35769	teresa.mattox@alcc.alabama.gov	256-574-1720
SENIOR CITIZENS	Graceville	FL	32440	jcsenior@bellsouth.net	8502634650
Simpson Street Church of Christ	Atlanta	GA	30314	sscoc@simpnrite.org	404-688-4756
Soldier for Life - Transition Assistance Program	Fort Rucker	AL	36362	usarmy.rucker.usag.mbx.sfl-tap-center@mail.mil	334-255-2558

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
South Central Tennessee Workforce Alliance	Columbia	TN	38401	suzy.pruitt@sctworkforce.org	803-737-2593
Southeast Kentucky Community and Technical College	Middlesboro	KY	40965	felicia.carroll@kctcs.edu	606-248-0768
Southeast Kentucky Community and Technical College	Middlesboro	KY	40965	joe.sutton@kctcs.edu	606-248-0768
Southeast Kentucky Community and Technical College	Middlesboro	KY	40965	kim.hobbsl@kctcs.edu	606-248-0768
Southern Union State Community College	Opelika	AL	36801	vgrubbs@suscc.edu	334-745-6437
Southern University of New Orleans	New Orleans	LA	70126	jmarion@suno.edu	
Southwest Community College	Olive Branch	MS	38654	wwalker@southwest.tn.edu	901-333-4264
Spelman College	Atlanta	GA	30314	tireland@spelman.edu	404-681-3643
St. Bernard/Plaquemines/ Career Solutions Center	Chalmette	LA	70043	fflake@lwc.la.gov	504-355-4439
St. Bernard/Plaquemines/ Career Solutions Center	Chalmette	LA	70043	wiastbernard@yahoo.com	504-355-4439
St. Charles Business & Career Solutions Center	Luling	LA	70070	rplwia14@gmail.com	985-783-5030
St. James Business and Career Solutions Center	Vacherie	LA	70090	susan.bailey8350@att.net	225-265-4116
St. John Business and Career Solutions Center	LaPlace	LA	70068	sschayot@lwc.la.gov	985-652-3471
St. Landry Career Solutions Center	Opelousas	LA	70570	etaylor@lwc.la.gov	337-948-1330
St. Landry Career Solutions Center	Opelousas	LA	70570	gganier@lwc.la.gov	337-948-1330
St. Landry Career Solutions Center	Opelousas	LA	70570	mbear@lwc.la.gov	337-948-1330
St. Tammany Business & Career Solutions Center	Slidell	LA	70458	fflake@lwc.la.gov	985-646-6410
St. Tammany Business & Career Solutions Center	Slidell	LA	70458	jkimble@lwc.la.gov	985-646-6410
St. Tammany Business & Career Solutions Center	Slidell	LA	70458	slidell@lwc.la.gov	985-646-6410
Still Serving Veterans	Opelika	AL	36801	clivings@stillservingveterans.org	334-759-9600
Still Serving Veterans	Fort Benning	GA	31905	clivings@stillservingveterans.org	334-759-9600
Still Serving Veterans	Huntsville	AL	35801	wkoch@stillservingveterans.org	256-883-7054
Still Serving Vets	Montgomery	AL	36043	jellis@stillservingveterans.org	334-759-9600
Stillman College	Tuscaloosa	AL	35401	jcurrie@stillman.edu	205-349-4240
Talladega Career Center	Talladega	AL	35160	gwen.taylor@alcc.alabama.gov	256-480-2109
Talladega Career Center	Talladega	AL	35160	Talladega@alcc.alabama.gov	256-480-2109
Tallahassee Community College Career Center	Tallahassee	FL	32304	careercenter@tcc.fl.edu	850-201-6200
Tangipahoa Business and Career Solutions Center	Hammond	LA	70403	bhebert1@lwc.la.gov	985-902-4200
Tangipahoa Business and Career Solutions Center	Hammond	LA	70403	mmansfield@lwc.la.gov	985-902-4200
Temple Sinai	Atlanta	GA	30327	warren@zindlers.com	404-252-3073
Tennessee Career Center at Savannah	Savannah	TN	38372	mary.driskell@tn.gov	731-926-9694
Tennessee American Job Center - McMinnville	McMinnville	TN	37110	mittchell.norton@tn.gov	931-473-2153
Tennessee American Job Center - MetroCenter	Nashville	TN	37243	sarah.yandell@nashville.gov	615-253-8920
Tennessee Career Center - Dresden	Dresden	TN	38225	jbane@nwtworks.org	731-364-2554
Tennessee Career Center - Johnson City	Johnson City	TN	37601	kpierce@ab-t.org	423-610-0222
Tennessee Career Center - White County	Sparta	TN	38583	laustin@mchra.com	931-738-6255
Tennessee Career Center at Brownsville	Brownsville	TN	38012	ahenderson@mchra.com	731-779-0868
Tennessee Career Center at Camden	Camden	TN	38320	stewart@dsc.edu	731-584-1711
Tennessee Career Center at Clarksville	Clarksville	TN	37040	jbagwell@workforceessentials.com	931-648-5530
Tennessee Career Center at Clarksville	Clarksville	TN	37040	michael.elliott@tn.gov	931-648-5530
Tennessee Career Center at Cookeville	Cookeville	TN	38506	james.simpson@tn.gov	931-526-9701
Tennessee Career Center at Covington	Covington	TN	38019	jbane@nwtworks.org	901-475-2529
Tennessee Career Center at Gallatin	Gallatin	TN	37066	mark.may@tn.gov	615-451-5800
Tennessee Career Center at Gallatin	Gallatin	TN	37066	michael.needel@tn.gov	615-451-5800
Tennessee Career Center at Paris	Paris	TN	38242	jbane@nwtworks.org	731-644-7355
Tennessee Career Center at Selmer	Selmer	TN	38375	fbarnes@swhra.org	731-645-7264
Tennessee Career Center at Talbott	Talbott	TN	37877	charlotte.ely@tn.gov	423-317-1060
Tennessee Career Center at Tullahoma	Tullahoma	TN	37388	mittchell.norton@tn.gov	931-454-1905
Tennessee Career Center at Union City	Union City	TN	38261	stanley.ragland@vec.virginia.gov	731-884-3868
Tennessee Career Center of Wilson County in Lebanon	Lebanon	TN	37087	heather.gleaves@nashville.gov	615-444-9355
Tennessee Career Center of Wilson County in Lebanon	Lebanon	TN	37087	peter.pritchard@tn.gov	615-444-9355
Tennessee Career Center Shelbyville	Shelbyville	TN	37160	james.cupp@tn.gov	931-685-5000
Tennessee Career Center-Carthage	Carthage	TN	37030	ssadler@mchra.com	615-735-0476
Terrebonne Business and Career Solutions Center	Houma	LA	70360	cblanchard1@lwc.la.gov	985-876-8990
Terrebonne Business and Career Solutions Center	Houma	LA	70360	rdomingue@lwc.la.gov	985-876-8990
The Able Trust	Tallahassee	FL	32308	guenevere@abletrust.org	
The ARC of Madison County, Inc	Huntsville	AL	35801	rbridges@hsvarc.org	256-539-2266
The ARC of New Orleans	Metairie	LA	70001	llewis@arcno.org	504-837-5140

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Transition Assistance Program, Ft. Benning	Fort Benning	GA	31905	edwin.g.perez3.civ@mail.mil	
TROY STATE UNIVERSITY	Dothan	AL	36303	jkrist@troy.edu	3349836556
TROY STATE UNIVERSITY	Fort Rucker	AL	36362	shenry@troy.edu	3349836556
Tuscaloosa Area Career Center	Tuscaloosa	AL	35405	Charles.Williams@alcc.alabama.gov	205-758-7591
Tuscaloosa Area Career Center	Tuscaloosa	AL	35405	cody.shelby@alcc.alabama.gov	205-758-7591
Tuscaloosa Area Career Center	Tuscaloosa	AL	35405	dave.drake@alcc.alabama.gov	205-758-7591
Tuscaloosa Area Career Center	Tuscaloosa	AL	35405	susan.smith@alcc.alabama.gov	205-758-7591
Tuscaloosa Area Career Center	Tuscaloosa	AL	35405	Tuscaloosa@alcc.alabama.gov	205-758-7591
Tuscaloosa VA Center	Tuscaloosa	AL	35404	damon.stevenson@va.gov	205-554-2000
UAB Disability Support Services	Birmingham	AL	35294	asolomon@uab.edu	
UNITED WAY	Enterprise	AL	36331	mindy@uwu.org	3343931072
University of New Orleans (Lake Front)	New Orleans	LA	70148	career@uno.edu	
University of North Georgia - Gainesville	Oakwood	GA	30566	careerservices-gvl@ung.edu	678-717-3964
University of TN Career Services	Knoxville	TN	37996	mmahoney@utk.edu	865-974-5435
Urban League of Knoxville	Knoxville	TN	37917	bmyers@thekaul.org	865-524-5511
Urban League of Middle Tennessee	Nashville	TN	37228	charris@urbanleagueofmdtn.org	615-254-0525
Valley Career Center	Valley	AL	36854	linda.savage@alcc.alabama.gov	334-756-0024
Veterans of Foreign Wars	Daleville	AL	36322	meproductsgifts@yahoo.com	334-598-6211
Vietnam Veterans of America	Atlanta	GA	30310	vvachapter883@yahoo.com	770-896-9586
View Point Health	Lawrenceville	GA	30046	rocave64@gmail.com	
Vocational Rehabilitation	Marianna	FL	32446	Nicole.lamar@vr.fldoe.org	850-482-9600
Vocational Rehabilitation Agency	Cumming	GA	30040	victoria.tarver@gvs.ga.gov	770-781-6781
Workforce Essentials, Inc	Clarksville	TN	37040	shancock@workforceessentials.com	931-905-3544
Workforce Essentials, Inc./ American Job Center	Franklin	TN	37067	mmurphy@workforceessentials.com	615-370-6004
WorkNola.com	Entire State	LA		dgreatrex@gnoinc.org	
WorkOne Southwest	Evansville	IN	47713	jbarnabee@dwd.in.gov	812-424-4473
WorkSource Atlanta	Atlanta	GA	30315	bcooke@atlantaga.gov	404-546-3000
Wounded Warrior Project	Nashville	TN	37203	cdiazwoodall@woundedwarriorproject.org	615-782-7226
Xavier University of Louisiana	New Orleans	LA	70125	kreese@xula.edu	

2020 FCC Source Evaluation Report

FCC Unit: 13553

FCC Unit Description: Tennessee/Louisiana/Alabama

Source	Applicant Count	Interview Count	Hire Count
Ad - Print	1	1	0
Ad - TV Commercial Advertisement	1	1	1
Campaign - Indeed	1	1	1
Contractor - Conversion	6	4	5
Direct Sourcing - Agency	2	2	1
Direct Sourcing - ATS	61	55	34
Direct Sourcing - Indeed	113	101	55
Direct Sourcing - Introduce Yourself	6	6	5
Direct Sourcing - LinkedIn	5	5	4
Direct Sourcing - Other	3	1	1
Direct Sourcing - Recruiter Networking	2	2	1
Direct Sourcing - Sourcing Specialist	17	12	11
Former Employee - Rehire	28	23	19
Internal - Internal Hire	17	17	15
Internet - Glassdoor.com	1	1	1
Internet - Google	2	2	2
Internet - Indeed	219	218	145
Internet - LinkedIn	7	7	5
Internet - Monster	1	1	1
Internet - Other	6	6	4
Internet - RecruitMilitary.com	1	1	0
Internet - SimplyHired	8	8	6
Internet - Ziprecruiter	10	7	4
Job Fair - Birmingham On Site Hiring Event	1	0	0
Job Fair - External	16	16	12
Job Fair - Internal	34	34	18
Job Fair - RecruitMilitary	1	0	0
Onsite Hiring Event	1	0	0
Organization - Military/Veteran	1	1	0
Referral - Employee Referral	113	106	78
Referral - Manager Referral	7	7	6
TextRecruit TextApply Ad	4	4	1
Website - External Career Site	10086	1114	60
Grand Total	10782	1764	496

2020 FCC Source Report

FCC Unit: 13553
FCC Unit Description: Tennessee/Louisiana/Alabama

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
244054BR	Administrative Assistant Nonexempt				
		Website - External Career Site	106	7	0
		Internet - Indeed	1	1	1
244064BR	Field Technician I Nonexempt				
		Website - External Career Site	50	6	1
		Contractor - Conversion	1	1	0
244147BR	Field Technician I Nonexempt				
		Website - External Career Site	57	14	1
		Internet - Indeed	1	1	1
244315BR	Area Manager Exempt				
		Website - External Career Site	138	12	0
		Internet - Indeed	1	1	1
244388BR	Store Associate Nonexempt				
		Website - External Career Site	107	8	0
		Internet - Indeed	1	1	1
244409BR	Store Associate Nonexempt				
		Website - External Career Site	73	4	0
		Internet - Indeed	2	2	2
244527BR	Asst Mgr, Store Exempt				
		Website - External Career Site	43	3	0
		Internet - Indeed	1	1	1
244649BR	Account Executive Exempt				
		Website - External Career Site	8	0	0
		Referral - Employee Referral	1	1	1
244661BR	Direct Sales Rep Exempt				
		Website - External Career Site	22	1	0
		Referral - Employee Referral	1	1	1
244686BR	PPI Mgr Exempt				
		Website - External Career Site	33	3	0
		Direct Sourcing - LinkedIn	1	1	1
244774BR	Field Technician I Nonexempt				
		Website - External Career Site	100	12	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
244803BR	Field Technician I Nonexempt				
		Website - External Career Site	142	20	1
		Job Fair - External	11	11	10
		Internet - Indeed	3	3	3
		Referral - Employee Referral	2	2	1
		Internet - Google	1	1	1
		Referral - Manager Referral	1	1	0
		Internet - Glassdoor.com	1	1	1
		Former Employee - Rehire	1	1	0
		Job Fair - Internal	1	1	1
244820BR	Field Technician I Nonexempt				
		Website - External Career Site	30	2	0
		Referral - Employee Referral	2	2	2
244837BR	Store Associate Nonexempt				
		Website - External Career Site	52	6	0
		Internet - Indeed	1	1	1
245049BR	Direct Sales Rep Exempt				
		Website - External Career Site	46	5	1
		Direct Sourcing - Indeed	7	0	3
		Direct Sourcing - Sourcing Specialist	6	2	5
		Job Fair - Internal	3	3	2
		Referral - Employee Referral	2	1	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
245050BR		Direct Sourcing - ATS	1	0	0
		Job Fair - RecruitMilitary	1	0	0
245053BR	Direct Sales Rep Exempt				
		Website - External Career Site	34	3	0
		Direct Sourcing - ATS	5	5	2
		Referral - Employee Referral	1	1	1
		Direct Sourcing - Indeed	1	0	0
245071BR	Direct Sales Rep Exempt	Website - External Career Site	8	1	0
		Direct Sourcing - ATS	1	1	1
245170BR	Field Technician II Nonexempt				
		Website - External Career Site	1	1	1
245174BR	Store Associate Nonexempt				
		Website - External Career Site	55	5	0
		Referral - Employee Referral	1	1	0
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	1
245222BR	Account Executive Exempt	Website - External Career Site	2	0	0
		Referral - Employee Referral	1	1	1
245298BR	Field Technician I Nonexempt				
		Website - External Career Site	39	9	1
245309BR	Direct Sales Rep Exempt				
		Website - External Career Site	31	0	0
		Direct Sourcing - ATS	2	2	2
		Referral - Employee Referral	1	0	0
245591BR	Asst Mgr, Store Exempt	Website - External Career Site	68	4	0
		Internet - Indeed	1	1	1
245799BR	Mgr, ISP Exempt	Website - External Career Site	15	0	0
		Former Employee - Rehire	1	1	1
245933BR	Mgr, Store Exempt	Website - External Career Site	71	10	0
		Internet - Indeed	1	1	1
245961BR	Store Associate Nonexempt				
		Website - External Career Site	81	4	0
		Internet - Indeed	2	2	1
		Direct Sourcing - Sourcing Specialist	1	1	1
246047BR	Field Technician I Nonexempt				
		Website - External Career Site	36	11	0
		Referral - Employee Referral	2	2	2
246078BR	Direct Sales Rep Exempt	Internet - Indeed	1	1	0
		Website - External Career Site	66	7	0
		Referral - Employee Referral	2	2	1
		Internet - Indeed	2	2	2
		Direct Sourcing - ATS	1	1	1
		Internet - LinkedIn	1	1	0
246080BR	Direct Sales Rep Exempt				
		Website - External Career Site	29	3	0
		Job Fair - Internal	7	7	1
		TextRecruit TextApply Ad	2	2	0
		Direct Sourcing - Sourcing Specialist	2	2	0
		Direct Sourcing - Introduce Yourself	1	1	1
		Internet - Indeed	1	1	0
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
246348BR	Store Associate - PT Nonexempt	Website - External Career Site	49	8	0
		Internet - Indeed	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
246367BR	Store Associate Nonexempt	Website - External Career Site	29	2	0
		Internet - Indeed	1	1	1
246373BR	Store Associate Nonexempt	Website - External Career Site	26	0	0
		Internet - Indeed	1	1	1
246416BR	Store Associate Nonexempt	Website - External Career Site	1	0	0
		Job Fair - Internal	1	1	1
246472BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	28	0	0
		Direct Sourcing - Indeed	1	1	1
246567BR	Field Technician II Nonexempt	Former Employee - Rehire	1	0	1
246574BR	Asst Mgr, Store Exempt	Website - External Career Site	44	3	0
		Internet - Indeed	1	1	1
246753BR	Account Executive Exempt	Website - External Career Site	5	0	0
		Referral - Employee Referral	1	1	1
246770BR	Store Associate - PT Nonexempt	Website - External Career Site	75	3	0
		Campaign - Indeed	1	1	1
		Former Employee - Rehire	1	1	1
246773BR	Store Associate Nonexempt	Website - External Career Site	7	0	0
		Internet - Indeed	1	1	1
246781BR	Store Associate Nonexempt	Website - External Career Site	64	4	2
		Internet - Indeed	1	1	1
246790BR	Asst Mgr, Store Exempt	Website - External Career Site	14	1	0
		Internet - Indeed	1	1	1
246796BR	Store Associate Nonexempt	Website - External Career Site	25	3	0
		Internet - Indeed	2	2	1
246832BR	Store Associate Nonexempt	Website - External Career Site	35	8	1
		Direct Sourcing - Sourcing Specialist	2	2	1
		Internet - Indeed	1	1	1
246847BR	Store Associate Nonexempt	Website - External Career Site	17	4	0
		Internet - Indeed	1	1	1
246863BR	Store Associate - PT Nonexempt	Website - External Career Site	18	1	0
		Internal - Internal Hire	1	1	1
		Job Fair - Internal	1	1	1
246903BR	Store Associate Nonexempt	Website - External Career Site	47	4	0
		Job Fair - Internal	3	3	2
246904BR	Store Associate Nonexempt	Website - External Career Site	21	0	0
		Internet - Indeed	1	1	1
246914BR	Store Associate Nonexempt	Website - External Career Site	22	5	1
		Internal - Internal Hire	1	1	1
		Job Fair - Internal	1	1	1
	Sr Data & Reporting Analyst Exempt	Website - External Career Site	59	5	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
		Direct Sourcing - LinkedIn	1	1	1
246934BR	Store Associate Nonexempt				
		Website - External Career Site	50	8	1
		Internet - Indeed	1	1	1
246935BR	Store Associate Nonexempt				
		Website - External Career Site	95	8	0
		Job Fair - External	2	2	0
		Referral - Manager Referral	1	1	1
246984BR	Store Associate Nonexempt				
		Website - External Career Site	22	6	0
		Internet - Indeed	2	2	2
247067BR	Store Associate Nonexempt				
		Website - External Career Site	49	10	0
		Job Fair - Internal	2	2	1
		Internal - Internal Hire	1	1	1
247148BR	Store Associate Nonexempt				
		Website - External Career Site	70	3	0
		Internet - Indeed	2	2	0
		Job Fair - Internal	1	1	1
247160BR	Direct Sales Rep Exempt				
		Website - External Career Site	36	5	0
		Direct Sourcing - Indeed	6	3	4
		Referral - Employee Referral	4	1	3
		Internet - Ziprecruiter	2	0	1
		Direct Sourcing - Sourcing Specialist	2	1	0
		Direct Sourcing - Other	1	0	1
		Direct Sourcing - ATS	1	0	0
247299BR	Store Associate Nonexempt				
		Website - External Career Site	93	5	0
		Internet - Indeed	1	1	1
247326BR	Direct Sales Rep Exempt				
		Website - External Career Site	23	3	0
		Referral - Employee Referral	2	2	1
		Direct Sourcing - Indeed	2	2	1
		Direct Sourcing - ATS	1	1	0
247331BR	Direct Sales Rep Exempt				
		Website - External Career Site	38	3	0
		Direct Sourcing - ATS	2	2	1
		TextRecruit TextApply Ad	1	1	0
		Internet - Indeed	1	1	0
247383BR	Direct Sales Rep Exempt				
		Website - External Career Site	28	1	0
		Referral - Employee Referral	1	1	1
247385BR	Direct Sales Rep Exempt				
		Website - External Career Site	46	8	0
		Referral - Employee Referral	4	4	1
		Internet - Indeed	2	2	2
247455BR	Store Associate Nonexempt				
		Website - External Career Site	60	4	0
		Job Fair - Internal	1	1	1
247463BR	Store Associate Nonexempt				
		Website - External Career Site	65	3	0
		Internet - Indeed	1	1	1
247691BR	Field Technician I Nonexempt				
		Website - External Career Site	52	5	0
		Referral - Employee Referral	1	1	1
247721BR	Field Technician I Nonexempt				
		Website - External Career Site	33	3	0
		Internet - Indeed	1	1	1
247786BR	Field Technician I Nonexempt				
		Website - External Career Site	42	6	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
247788BR	Field Technician I Nonexempt	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
247823BR	Store Associate Nonexempt	Website - External Career Site	31	4	0
		Referral - Employee Referral	1	1	1
247917BR	Store Associate Nonexempt	Website - External Career Site	47	2	0
		Internet - Indeed	1	1	1
248167BR	Field Technician I Nonexempt	Website - External Career Site	94	4	1
		Website - External Career Site	16	1	0
248351BR	Store Associate Nonexempt	Ad - TV Commercial Advertisement	1	1	1
		Internet - Indeed	1	1	1
248535BR	Store Associate Nonexempt	Website - External Career Site	42	1	1
		Job Fair - Internal	1	1	1
248575BR	Store Associate Nonexempt	Website - External Career Site	15	1	0
		Internet - Indeed	1	1	1
248612BR	Store Associate Nonexempt	Website - External Career Site	16	0	0
		Job Fair - Internal	1	1	1
248731BR	Field Technician I Nonexempt	Website - External Career Site	143	7	0
		Internet - Indeed	1	1	1
248773BR	Direct Sales Rep Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	16	4	0
248789BR	Direct Sales Rep Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	15	1	0
248830BR	Direct Sales Rep Exempt	Direct Sourcing - Indeed	2	2	1
		Internet - SimplyHired	1	1	1
248854BR	Field Technician I Nonexempt	Internal - Internal Hire	1	1	1
		Website - External Career Site	75	9	0
248875BR	Field Technician I Nonexempt	Referral - Employee Referral	2	2	2
		Internet - Indeed	1	1	1
249007BR	Store Associate Nonexempt	Website - External Career Site	39	2	0
		Direct Sourcing - ATS	2	2	0
249043BR	Field Technician I Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	77	5	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	3	3	2
		Job Fair - External	3	3	2
		Internet - Indeed	2	2	1
		Internet - Other	2	2	1
		Internet - LinkedIn	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Job Fair - Birmingham On Site Hiring Event	1	0	0
249132BR	Field Technician I Nonexempt				
		Website - External Career Site	38	5	0
		Referral - Employee Referral	2	2	2
		Internet - Indeed	1	1	1
249149BR	Direct Sales Rep Exempt				
		Website - External Career Site	38	8	0
		Direct Sourcing - Indeed	6	5	5
		Direct Sourcing - ATS	5	1	3
		Referral - Employee Referral	4	4	2
		TextRecruit TextApply Ad	1	1	1
		Internet - Ziprecruiter	1	0	0
249159BR	Direct Sales Rep Exempt				
		Website - External Career Site	8	0	0
		Former Employee - Rehire	2	2	2
		Direct Sourcing - Indeed	1	1	1
249170BR	Field Technician I Nonexempt				
		Website - External Career Site	43	3	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Internet - Monster	1	1	1
249326BR	Field Technician I Nonexempt				
		Website - External Career Site	55	6	0
		Referral - Employee Referral	1	1	1
		Internet - Indeed	1	1	1
		Internet - Ziprecruiter	1	1	0
249328BR	Area Manager Exempt				
		Website - External Career Site	38	3	0
		Internet - Indeed	1	1	1
249351BR	ISP Engineer I Exempt				
		Website - External Career Site	25	2	0
		Direct Sourcing - ATS	1	1	1
249447BR	Field Technician I Nonexempt				
		Website - External Career Site	30	8	0
		Internet - Indeed	2	2	1
249472BR	Direct Sales Rep Exempt				
		Website - External Career Site	15	1	0
		Internet - SimplyHired	1	1	1
		Referral - Employee Referral	1	1	0
249547BR	Account Executive Exempt				
		Website - External Career Site	27	2	1
		Internal - Internal Hire	1	1	1
249580BR	Mgr, Store Exempt				
		Website - External Career Site	33	5	0
		Internet - Indeed	1	1	1
249585BR	Store Associate Nonexempt				
		Website - External Career Site	29	2	1
		Internal - Internal Hire	1	1	1
249719BR	Field Technician II Nonexempt				
		Internet - Indeed	1	0	1
		Internal - Internal Hire	1	1	1
249820BR	Field Technician I Nonexempt				
		Website - External Career Site	24	5	1
249876BR	Account Executive Exempt				
		Website - External Career Site	18	2	1
249957BR	Sup, Direct Sales Exempt				
		Website - External Career Site	12	1	1
250050BR	Field Technician I Nonexempt				
		Website - External Career Site	22	3	0
		Referral - Employee Referral	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
250114BR	Field Technician II Nonexempt	Referral - Employee Referral	1	0	1
250221BR	Field Technician II Nonexempt	Website - External Career Site	1	0	1
250234BR	Field Technician I Nonexempt	Website - External Career Site	42	3	0
		Referral - Employee Referral	1	1	1
250236BR	Field Technician I Nonexempt	Website - External Career Site	15	1	0
		Internet - Indeed	1	1	1
250293BR	Field Technician II Nonexempt	Referral - Employee Referral	1	0	1
250536BR	Dir, Regional Direct Sales Exempt	Website - External Career Site	15	3	0
		Former Employee - Rehire	1	1	1
250622BR	Direct Sales Rep Exempt	Website - External Career Site	29	7	0
		Internet - Indeed	3	3	1
250633BR	Account Executive Exempt	Website - External Career Site	27	2	0
		Referral - Employee Referral	1	1	1
250776BR	Store Associate Nonexempt	Website - External Career Site	81	10	2
		Former Employee - Rehire	1	1	0
250866BR	Account Executive Exempt	Website - External Career Site	7	2	0
		Former Employee - Rehire	1	1	1
250902BR	Field Technician I Nonexempt	Website - External Career Site	68	5	0
		Referral - Employee Referral	2	2	1
		Internet - Indeed	1	1	1
		Internet - Other	1	1	1
250960BR	Field Technician I Nonexempt	Website - External Career Site	22	2	0
		Referral - Employee Referral	1	1	1
250970BR	Field Technician I Nonexempt	Website - External Career Site	10	1	0
		Referral - Employee Referral	1	1	1
251009BR	Asst Mgr, Store Exempt	Website - External Career Site	13	2	0
		Internet - Indeed	1	1	1
251086BR	Direct Sales Rep Exempt	Website - External Career Site	100	7	0
		Internet - Indeed	5	5	2
		Referral - Employee Referral	4	4	3
		Direct Sourcing - ATS	1	1	1
251110BR	Direct Sales Rep Exempt	Website - External Career Site	47	8	1
		Direct Sourcing - Introduce Yourself	4	4	3
		Referral - Employee Referral	1	1	1
		Former Employee - Rehire	1	1	0
		Direct Sourcing - Indeed	1	1	1
		Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Other	1	0	0
251114BR	Direct Sales Rep Exempt	Website - External Career Site	53	9	0
		Internet - Indeed	5	5	3
		Referral - Employee Referral	1	1	0
		Direct Sourcing - Recruiter Networking	1	1	0
		Internet - Ziprecruiter	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
251159BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	22	4	0
		Direct Sourcing - Indeed	2	2	2
251430BR	Store Associate Nonexempt				
		Website - External Career Site	36	4	0
		Internet - Indeed	1	1	1
251756BR	Direct Sales Rep Exempt				
		Website - External Career Site	4	2	0
		Direct Sourcing - Indeed	2	2	1
251767BR	Warehouse Technician Nonexempt				
		Website - External Career Site	38	6	0
		Internet - Indeed	1	1	1
251927BR	Field Technician I Nonexempt				
		Website - External Career Site	13	3	0
		Contractor - Conversion	1	1	1
251955BR	Store Associate Nonexempt				
		Website - External Career Site	47	9	2
251960BR	Store Associate Nonexempt				
		Website - External Career Site	22	1	0
		Internet - Indeed	1	1	1
252022BR	Store Associate Nonexempt				
		Website - External Career Site	25	3	0
		Internet - Indeed	2	2	2
252044BR	Store Associate Nonexempt				
		Website - External Career Site	75	8	1
		Internet - Indeed	3	3	2
252192BR	Store Associate Nonexempt				
		Website - External Career Site	16	3	0
		Internet - Indeed	1	1	1
252234BR	Account Executive Exempt				
		Website - External Career Site	31	2	0
		Former Employee - Rehire	1	1	1
252238BR	Account Executive Exempt				
		Website - External Career Site	45	2	1
252369BR	Direct Sales Rep Exempt				
		Website - External Career Site	37	5	0
		Referral - Employee Referral	1	1	1
		Internal - Internal Hire	1	1	0
		Job Fair - Internal	1	1	0
252390BR	Mgr, Sales Strategic Accts Exempt				
		Website - External Career Site	163	1	0
		Referral - Manager Referral	1	1	1
252432BR	Store Associate Nonexempt				
		Website - External Career Site	15	3	0
		Direct Sourcing - Sourcing Specialist	2	2	2
252447BR	Store Associate Nonexempt				
		Website - External Career Site	17	3	0
		Internet - Indeed	2	2	2
252582BR	Direct Sales Rep Exempt				
		Website - External Career Site	57	1	0
		Referral - Employee Referral	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
252584BR	Direct Sales Rep Exempt				
		Website - External Career Site	25	6	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
252718BR	Mgr, Store Exempt				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
252777BR	Sup, MTSR Exempt	Website - External Career Site	27	5	0
		Internet - LinkedIn	1	1	1
252808BR	Account Executive Exempt	Website - External Career Site	35	3	0
		Direct Sourcing - Indeed	1	1	1
252859BR	Asst Mgr, Store Exempt	Website - External Career Site	32	5	0
		Direct Sourcing - ATS	1	1	1
252860BR	Store Associate Nonexempt	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	18	2	0
252890BR	Store Associate Nonexempt	Internal - Internal Hire	1	1	1
		Website - External Career Site	89	13	0
252979BR	Asst Mgr, Store Exempt	Internet - Indeed	3	3	1
		Website - External Career Site	11	3	0
252991BR	Asst Mgr, Store Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	23	1	0
253209BR	Direct Sales Rep Exempt	Internal - Internal Hire	1	1	1
		Website - External Career Site	8	1	0
253214BR	Direct Sales Rep Exempt	Internet - Ziprecruiter	1	1	1
		Website - External Career Site	18	2	0
253296BR	Direct Sales Rep Exempt	Internet - SimplyHired	3	3	2
		Direct Sourcing - ATS	2	2	2
253307BR	Sup, Direct Sales Nesting Exempt	Internet - SimplyHired	2	2	1
		Website - External Career Site	14	5	0
253319BR	Account Executive Exempt	Job Fair - Internal	2	2	1
		Direct Sourcing - ATS	2	2	0
253325BR	Field Technician I Nonexempt	Internet - SimplyHired	2	2	1
		Website - External Career Site	47	8	0
253333BR	Store Associate Nonexempt	Direct Sourcing - Indeed	6	6	1
		Referral - Employee Referral	1	1	1
253428BR	Field Technician I Nonexempt	Direct Sourcing - Introduce Yourself	1	1	1
		Direct Sourcing - Other	1	1	0
253486BR	Account Executive Exempt	Website - External Career Site	23	2	0
		Internet - Indeed	1	1	1
253492BR	Store Associate Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	0	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	23	3	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
253646BR		Internet - Indeed	1	1	1
	Field Technician I Nonexempt				
		Website - External Career Site	28	4	0
		Internet - Indeed	2	2	1
253718BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	26	0	0
		Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	0
253900BR					
	Field Technician I Nonexempt				
		Website - External Career Site	39	11	1
		Internet - Indeed	1	1	1
254003BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	37	7	0
		Internet - Indeed	5	5	0
		Direct Sourcing - Indeed	2	2	1
		Referral - Employee Referral	1	1	0
254057BR					
	Maintenance Technician I Nonexempt				
		Website - External Career Site	39	2	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
254096BR					
	Store Associate Nonexempt				
		Website - External Career Site	24	4	0
		Internet - Indeed	1	1	1
254188BR					
	Store Associate - PT Nonexempt				
		Website - External Career Site	32	6	1
254298BR					
	Asst Mgr, Store Exempt				
		Website - External Career Site	43	4	0
		Internet - Indeed	1	1	1
254318BR					
	Field Technician I Nonexempt				
		Website - External Career Site	44	8	0
		Referral - Employee Referral	5	5	4
		Internet - Indeed	2	2	0
254339BR					
	MAE - Healthcare Exempt				
		Website - External Career Site	64	0	0
		Direct Sourcing - ATS	1	1	1
		Direct Sourcing - LinkedIn	1	1	0
254346BR					
	Account Executive Exempt				
		Website - External Career Site	11	0	0
		Referral - Employee Referral	1	1	1
254357BR					
	MAE - Major Account Exec Exempt				
		Website - External Career Site	42	6	0
		Direct Sourcing - Agency	2	2	1
		Internet - LinkedIn	1	1	0
		Direct Sourcing - LinkedIn	1	1	1
254423BR					
	Account Executive Exempt				
		Website - External Career Site	40	1	0
		Referral - Employee Referral	1	1	1
254472BR					
	Store Associate Nonexempt				
		Website - External Career Site	25	1	0
		Internet - Indeed	1	1	1
254501BR					
	Strategic Account Spec - G/E Exempt				
		Website - External Career Site	30	0	0
		Direct Sourcing - ATS	1	1	0
		Direct Sourcing - LinkedIn	1	1	1
254556BR					
	Field Technician V Nonexempt				
		Former Employee - Rehire	1	0	1
254574BR					
	Asst Mgr, Store Exempt				
		Website - External Career Site	30	1	0
		Internet - Indeed	1	1	1
254679BR					

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
254867BR	Store Associate Nonexempt	Website - External Career Site	67	11	0
		Internet - Indeed	2	2	1
254905BR	Field Technician I Nonexempt	Website - External Career Site	59	6	0
		Internet - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
254946BR	Store Associate Nonexempt	Website - External Career Site	37	6	3
255019BR	Warehouse Technician Nonexempt	Website - External Career Site	120	8	0
		Contractor - Conversion	1	1	1
255021BR	Maintenance Technician II Nonexempt	Former Employee - Rehire	1	1	1
255042BR	Direct Sales Rep Exempt	Website - External Career Site	54	4	0
		Direct Sourcing - ATS	2	2	1
255112BR	Direct Sales Rep Exempt	Website - External Career Site	69	14	0
		Direct Sourcing - Indeed	14	14	8
		Former Employee - Rehire	3	2	0
		Referral - Employee Referral	1	1	0
255178BR	Direct Sales Rep Exempt	Website - External Career Site	23	5	0
		Direct Sourcing - Indeed	4	4	3
		Referral - Employee Referral	1	1	1
255279BR	Store Associate Nonexempt	Website - External Career Site	34	5	0
		Internet - Indeed	1	1	1
255283BR	Direct Sales Rep Exempt	Website - External Career Site	74	12	0
		Referral - Employee Referral	2	2	1
		Internet - Indeed	1	1	0
255287BR	Field Technician I Nonexempt	Website - External Career Site	34	2	0
		Referral - Employee Referral	2	2	2
255288BR	Field Technician I Nonexempt	Website - External Career Site	49	11	2
		Internet - Indeed	4	4	1
255300BR	Field Technician I Nonexempt	Website - External Career Site	23	6	0
		Referral - Employee Referral	1	1	1
255302BR	Field Technician I Nonexempt	Website - External Career Site	48	4	0
		Internet - Indeed	2	2	2
255303BR	Field Technician I Nonexempt	Website - External Career Site	100	22	0
		Internet - Indeed	5	5	2
		Referral - Employee Referral	4	4	2
		Ad - Print	1	1	0
		Organization - Military/Veteran	1	1	0
255304BR	Field Technician I Nonexempt	Website - External Career Site	38	9	0
		Internet - Indeed	3	3	1
255308BR	Field Technician I Nonexempt	Website - External Career Site	39	5	0
		Internet - Indeed	2	2	2
	Field Technician I Nonexempt	Website - External Career Site	16	1	0
		Internet - Indeed	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
255431BR	Store Associate Nonexempt	Referral - Employee Referral	1	1	0
		Website - External Career Site	28	4	0
255688BR	Direct Sales Rep Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	11	0	0
255693BR	Account Executive Exempt	Internal - Internal Hire	2	2	2
		Direct Sourcing - Indeed	2	2	0
255698BR	Store Associate Nonexempt	Direct Sourcing - ATS	1	1	0
		Former Employee - Rehire	1	1	1
255708BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	31	2	0
		Direct Sourcing - Sourcing Specialist	1	1	1
255853BR	Direct Sales Rep Exempt	Referral - Employee Referral	1	1	0
		Website - External Career Site	52	10	0
255885BR	Field Technician II Nonexempt	Internet - Indeed	2	2	1
		Website - External Career Site	14	4	0
255897BR	Field Technician III Nonexempt	Direct Sourcing - Indeed	1	1	1
		Contractor - Conversion	2	0	2
255996BR	Direct Sales Rep Exempt	Former Employee - Rehire	1	0	1
		Website - External Career Site	83	0	0
256006BR	Direct Sales Rep Exempt	Internet - SimplyHired	1	1	1
		Referral - Employee Referral	1	1	0
256009BR	Digital Account Coordinator Nonexempt	Website - External Career Site	67	3	0
		Direct Sourcing - ATS	11	11	6
256103BR	Store Associate Nonexempt	Website - External Career Site	12	2	0
		Referral - Employee Referral	1	1	1
256170BR	Direct Sales Rep Exempt	Website - External Career Site	30	5	0
		Internet - Indeed	1	1	1
256174BR	Direct Sales Rep Exempt	Website - External Career Site	38	0	0
		Internal - Internal Hire	2	2	2
256258BR	Direct Sales Rep Exempt	Referral - Employee Referral	1	1	1
		Direct Sourcing - Indeed	1	1	0
256376BR	Store Associate Nonexempt	Website - External Career Site	42	4	0
		Internet - Indeed	4	4	2
256387BR	Asst Mgr, Store Exempt	Referral - Employee Referral	2	2	1
		Direct Sourcing - Indeed	1	1	0
256388BR	Field Technician I Nonexempt	Website - External Career Site	18	3	0
		Internet - Indeed	4	4	1
		Website - External Career Site	40	10	1
		Website - External Career Site	37	1	0
		Former Employee - Rehire	1	1	1
		Website - External Career Site	24	6	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
256405BR	Asst Mgr, Store Exempt	Referral - Employee Referral	4	4	4
		Internet - Indeed	1	1	0
256407BR	Asst Mgr, Store Exempt	Website - External Career Site	27	3	0
		Internet - LinkedIn	1	1	1
256511BR	Store Associate Nonexempt	Website - External Career Site	43	3	0
		Internet - Indeed	1	1	1
256568BR	Store Associate Nonexempt	Website - External Career Site	57	6	1
		Internet - Indeed	1	1	1
256614BR	Direct Sales Rep Exempt	Website - External Career Site	31	1	0
		Referral - Employee Referral	1	1	1
256635BR	Direct Sales Rep Exempt	Website - External Career Site	13	3	0
		Internet - Indeed	2	2	1
256656BR	Direct Sales Rep Exempt	Website - External Career Site	9	4	0
		Direct Sourcing - Indeed	3	3	1
256659BR	Direct Sales Rep Exempt	Website - External Career Site	51	13	1
		Direct Sourcing - Indeed	19	19	10
		Former Employee - Rehire	1	1	0
256676BR	Field Technician II Nonexempt	Website - External Career Site	27	1	0
		Direct Sourcing - Indeed	7	7	2
256689BR	Store Associate Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	40	5	1
256697BR	Store Associate Nonexempt	Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	1
		Website - External Career Site	39	6	0
256767BR	Store Associate Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	48	3	1
256873BR	Field Technician I Nonexempt	Website - External Career Site	24	5	0
		Internet - Indeed	1	1	1
256912BR	Direct Sales Rep Exempt	Website - External Career Site	48	5	0
		Internet - Indeed	3	3	2
257026BR	Field Technician I Nonexempt	Website - External Career Site	97	32	1
		Job Fair - Internal	8	8	3
		Internet - Indeed	6	6	2
		Internet - Other	2	2	1
		Referral - Employee Referral	1	1	1
		Onsite Hiring Event	1	0	0
257030BR	Field Technician I Nonexempt	Website - External Career Site	61	3	0
		Internet - Indeed	1	1	1
257035BR	Field Technician I Nonexempt	Website - External Career Site	28	8	0
		Internet - Indeed	1	1	1
		Internet - RecruitMilitary.com	1	1	0
257037BR	Field Technician I Nonexempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
257042BR	Field Technician I Nonexempt	Website - External Career Site	61	0	0
		Referral - Employee Referral	2	2	1
257044BR	Field Technician I Nonexempt	Website - External Career Site	13	2	1
		Internet - Indeed	1	1	0
		Internet - Ziprecruiter	1	1	0
257232BR	Direct Sales Rep Exempt	Website - External Career Site	47	2	0
		Internet - Indeed	1	1	1
257246BR	Direct Sales Rep Exempt	Website - External Career Site	14	3	0
		Internet - Indeed	2	2	1
257331BR	Store Associate Nonexempt	Website - External Career Site	17	1	0
		Internet - Indeed	2	2	1
257429BR	Direct Sales Rep Exempt	Website - External Career Site	22	0	0
		Referral – Manager Referral	1	1	1
257514BR	Field Technician I Nonexempt	Website - External Career Site	19	1	0
		Internet - Indeed	5	5	1
		Internet - Ziprecruiter	2	2	1
257585BR	Direct Sales Rep Exempt	Website - External Career Site	47	8	0
		Internet - Indeed	1	1	1
257706BR	Account Executive Exempt	Website - External Career Site	21	0	0
		Direct Sourcing - ATS	1	1	1
257723BR	Field Technician I Nonexempt	Website - External Career Site	39	1	1
257800BR	Maintenance Technician I Nonexempt	Website - External Career Site	24	5	0
		Internet - Indeed	1	1	0
		Internet - Other	1	1	1
257837BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	12	0	0
		Internet - Indeed	1	1	1
257927BR	Store Associate Nonexempt	Website - External Career Site	23	2	0
		Direct Sourcing - Indeed	2	2	1
257933BR	Asst Mgr, Store Exempt	Website - External Career Site	47	6	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
258091BR	Direct Sales Rep Exempt	Website - External Career Site	37	4	0
		Direct Sourcing - Recruiter Networking	1	1	1
258375BR	Store Associate Nonexempt	Website - External Career Site	10	0	0
		Internet - Indeed	3	3	1
258378BR	Store Associate Nonexempt	Website - External Career Site	83	5	1
258549BR	Store Associate Nonexempt	Website - External Career Site	24	2	1
		Internet - Indeed	1	1	1
258558BR	Store Associate Nonexempt	Website - External Career Site	51	3	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
258561BR	Store Associate Nonexempt	Website - External Career Site	27	4	2
		Internet - Indeed	1	1	1
258562BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	38	4	0
		Internet - Indeed	1	1	1
258947BR	Store Associate Nonexempt	Website - External Career Site	15	6	0
		Direct Sourcing - Indeed	1	1	1
258954BR	Direct Sales Rep Exempt	Website - External Career Site	22	2	1
		Website - External Career Site	14	1	0
258964BR	Store Associate Nonexempt	Direct Sourcing - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
		Referral - Manager Referral	1	1	1
258971BR	Direct Sales Rep Exempt	Website - External Career Site	15	1	0
		Referral - Manager Referral	1	1	1
		Website - External Career Site	41	9	0
259220BR	Store Associate Nonexempt	Direct Sourcing - Indeed	8	8	2
		Direct Sourcing - ATS	1	1	0
		Referral - Manager Referral	16	0	0
259381BR	Asst Mgr, Store Exempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	20	3	0
259419BR	Asst Mgr, Store Exempt	Internet - LinkedIn	1	1	1
		Website - External Career Site	84	11	0
259469BR	Asst Mgr, Store Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	17	0	0
259523BR	Direct Sales Rep Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	25	2	0
		Internet - Ziprecruiter	1	1	0
259527BR	Direct Sales Rep Exempt	Website - External Career Site	14	0	0
		Direct Sourcing - Indeed	1	1	1
259529BR	Direct Sales Rep Exempt	Website - External Career Site	27	0	0
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
259743BR	Maintenance Technician I Nonexempt	Website - External Career Site	15	0	0
		Former Employee - Rehire	1	0	1
259950BR	Direct Sales Rep Exempt	Website - External Career Site	15	5	1
		Direct Sourcing - Indeed	1	1	0
259962BR	Store Associate Nonexempt	Website - External Career Site	13	3	0
		Internet - Indeed	1	1	1
260072BR	Direct Sales Rep Exempt	Website - External Career Site	29	3	0
		Direct Sourcing - ATS	1	1	1
260103BR	Warehouse Technician Nonexempt	Website - External Career Site	33	2	0
		Contractor - Conversion	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
260297BR	Asst Mgr, Store Exempt	Website - External Career Site	17	5	1
260916BR	Asst Mgr, Store Exempt	Website - External Career Site	18	2	0
		Direct Sourcing - Sourcing Specialist	1	1	1
261051BR	Store Associate Nonexempt	Website - External Career Site	17	3	0
		Internet - Indeed	1	1	1
261179BR	Store Associate Nonexempt	Website - External Career Site	14	1	0
		Internet - Indeed	2	2	2
261342BR	Maintenance Technician II Nonexempt	Former Employee - Rehire	1	1	1
261400BR	Asst Mgr, Store Exempt	Website - External Career Site	42	5	1
261617BR	Store Associate Nonexempt	Website - External Career Site	91	10	0
		Internet - Indeed	2	2	1
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	1
261640BR	Store Associate Nonexempt	Website - External Career Site	31	1	0
		Internet - Indeed	1	1	1
261794BR	Sales Engineer II Exempt	Website - External Career Site	9	0	0
		Internet - LinkedIn	1	1	1
261925BR	ISP Engineer I Exempt	Website - External Career Site	28	3	0
		Direct Sourcing - ATS	1	1	1
261943BR	Store Associate Nonexempt	Website - External Career Site	28	0	0
		Internet - Indeed	1	1	1
262204BR	Store Associate Nonexempt	Website - External Career Site	31	6	0
		Internet - Indeed	1	1	1
262260BR	Store Associate Nonexempt	Website - External Career Site	29	4	0
		Referral - Employee Referral	1	1	1
262756BR	Store Associate Nonexempt	Website - External Career Site	21	2	0
		Internet - Indeed	2	2	2
262920BR	Store Associate Nonexempt	Website - External Career Site	52	3	0
		Internet - Indeed	3	3	3
262992BR	Store Associate Nonexempt	Website - External Career Site	37	4	0
		Referral - Manager Referral	1	1	1
263676BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	5	5	1
263712BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	5	5	5
263732BR	Direct Sales Rep Exempt	Direct Sourcing - Indeed	4	4	1
		Internet - Indeed	1	1	0
263819BR	Direct Sales Rep Exempt	Website - External Career Site	2	2	1
263828BR					

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
263850BR	Direct Sales Rep Exempt	Direct Sourcing - ATS	1	1	1
	Direct Sales Rep Exempt	Website - External Career Site	6	6	4
263914BR	Direct Sales Rep Exempt	Website - External Career Site	1	1	1
Grand Total			10782	1764	496