

2021 FCC Unit Structure

FCC Unit: 13554 West Central Florida

Address	City	State	Postal Zip Code
1004 U.S. Highway 92 W	Auburndale	FL	33823
3520 15th St E	Bradenton	FL	34208
5413 State Road 64 East	Bradenton	FL	34208
607 South Pauls Dr	Brandon	FL	33511
872 Brandon Town Center Mall	Brandon	FL	33511
13101 and 13103 Cortez Blvd	Brooksville	FL	34613
16209 Flight Path Dr	Brooksville	FL	34604
2530 Drew St	Clearwater	FL	33765
27001 US Highway 19	Clearwater	FL	33761
5460 E Bay Drive	Clearwater	FL	33764
2419 S S Hwy 27	Clermont	FL	34711
602 E. Highway 50	Clermont	FL	34711
1050 W Main St	Inverness	FL	34450
109 N Kentucky Avenue Suite 28 & 29	Lakeland	FL	33815
1379 Town Center Drive	Lakeland	FL	33803
3760 US Hwy 98 N	Lakeland	FL	33810
5385 Gateway Blvd.	Lakeland	FL	33811
7000 114th Ave. North	Largo	FL	33773
2850 S. Lecanto Highway	Lecanto	FL	34461
10555 Moon Lake Road	New Port Richey	FL	34654
3302 Redeemer Way	New Port Richey	FL	34655
4414 Southwest College Road	Ocala	FL	34474
4049-4057 Park Blvd	Pinellas Park	FL	33781
7901 66th Street North	Pinellas Park	FL	33781
12972 S US Hwy 301	Riverview	FL	33579
4145 S. Falkenburg Rd	Riverview	FL	33578
7871 113th Street	Seminole	FL	33772
1402 66th Street North	St. Petersburg	FL	33710
700 Carillon Parkway Suite 6	St. Petersburg	FL	33716
1160 Assembly Drive	Tampa	FL	33607
11725 W Hillsborough Avenue	Tampa	FL	33635
15203 N Dale Mabry Hwy, Unit 32	Tampa	FL	33618
3611 Queen Palm Dr	Tampa	FL	33619
4400 W Martin Luther King Blvd	Tampa	FL	33614
5113 Ehrlich Rd	Tampa	FL	33624
5214 W Linebaugh Ave	Tampa	FL	33624
40120 US Highway 19 N	Tarpon Springs	FL	34689
30432 State Road 54	Wesley Chapel	FL	33543
6013 Wesley Grove Blvd	Wesley Chapel	FL	33544
5833 Seven Mile Drive	Wildwood	FL	34785
730 S Main St	Wildwood	FL	34785
10902 Bill Tucker Rd	Wimauma	FL	33598

Federal Communications Commission Washington, D.C. 20554 FCC 396-C	OMB 3060-1033 September 2003 Multi-Channel Video Program Distributor EEO Program Annual Report Read INSTRUCTIONS Before Filling Out Form	FOR FCC USE ONLY FOR COMMISSION USE ONLY FILE NO. -
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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 # 13554

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

HILLSBOROUGH, FL

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.

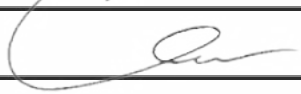
[Exhibit 3]

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: 13554 West Central Florida

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

Central Florida Job Fair

- March 24, 2021
- Central Florida Employment Council Resource Center - Casselberry, FL
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Over 200 Attendees

MacDill AFB Youth Career Fair

- April 29, 2021
- Youth Center MacDill AFB, FL
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Over 100 attendees

- 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.

2021 FCC Outreach Sources

FCC Unit: 13554 West Central Florida						
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
AARP Foundation - Senior Community Service Employment Program	VHudgins@aarp.org	(407) 852-1608	1707 Orlando Central Parkway	Orlando	FL	32809
Agency for Persons with Disabilities - Gainesville	jennifer.valenzuela@apdcare.org	(352) 955-6061	1621 Northeast Waldo Road	Gainesville	FL	32609
Agency for Persons with Disabilities - Suncoast Region	Mike.Lacey@apdcare.org	(813) 233-4449	1313 North Tampa Street	Tampa	FL	33602
Agency for Persons with Disabilities - Wildwood	sharon.lundberg@apdcare.org	(407) 245-0440	1601 West Gulf Atlantic Highway	Wildwood	FL	34785
Agency for Workforce Innovation	shawn.forehand@flaawi.com	850-245-7424	107 East Madison Street	Tallahassee	FL	32399
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928
American Business Women's Association - Lakeland Downtown	lakelandabwa@gmail.com	(863) 698-0073	3839 Don Emerson Drive	Lakeland	FL	33811
American Society of Women Accountants - West Palm Beach	Bsheetz1@comcast.net	561-339-4599	Chapter #049	West Palm Beach	FL	33401
Asian American Journalists Association - Florida	ivetteyee@hotmail.com	(561) 243-6538	Miami, FL	Miami	FL	33101
Austin Community College	jpcairn@austinncc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	TX	78752-4390
Bill J. Priest Institute for Economic Development	eccjobs@dccc.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111
Brookhaven College	bhcjobs@dccc.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906
Broward College - South Campus	rsalee1@broward.edu	954-201-8100	7200 Pines Boulevard Pembroke	Tallahassee	FL	33024
Career Central Hernando	J.Mascaro@careersourcepascohernando.com	(352) 200-3022	7361 Forest Oaks Boulevard	Spring Hill	FL	34606
Career Central Hernando	jflaherty@careersourcepascohernando.com	(352) 200-3022	7361 Forest Oaks Boulevard	Spring Hill	FL	34606
Career Source Central Florida	frodriquez@careersourcecf.com	(407) 531-1227	5784 South Semoran Boulevard	Orlando	FL	32822
Career Source Pasco Hernando	jflaherty@careersourcepascohernando.com	(352) 200-3022	4440 Grand Boulevard	New Port Richey	FL	34652
Career Source Pasco Hernando	jflaherty@careersourcepascohernando.com	(352) 200-3022	15000 Citrus Country Drive	Dade City	FL	33523
Career Source Pinellas	aamer@careersourcepinellas.com	727-608-2465	3420 8th Avenue South	St. Petersburg	FL	33711
CareerSource Central Florida	aobrien@careersourcecf.com	407-531-1222 x4716	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	dgray@careersourcecf.com	(407) 531-1227	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	imurphy@careersourcecf.com	407-531-1227 x4234	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	jsafford@careersourcecf.com	407-531-1222 x4018	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	kdeendyal@careersourcecf.com	407-531-1222 x4018	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	mbiggs@careersourcecf.com	(407) 705-1555	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	MMcDaniel@careersourcecf.com	(407) 705-1555	5784 South Semoran Boulevard	Orlando	FL	32822
CareerSource Central Florida	oroberts@careersourcecf.com	(407) 705-1555	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida	vdiaz@careersourcecf.com	(407) 705-1555	1563 Florida Mall Avenue	Orlando	FL	32809
CareerSource Central Florida - West Orange County	jpatton@careersourcecf.com	407-835-5615	609 North Powers Drive	Orlando	FL	32818
CareerSource Citrus Levy Marion	joborder@careersourceclm.com	(352) 840-5700	2703 Northeast 14th Street	Ocala	FL	34470
CareerSource Citrus Levy Marion	MBarrington@careersourceclm.com	352-249-3278	2703 Northeast 14th Street	Ocala	FL	34470
CareerSource Flagler Volusia	kennethrtorres@careersourcecfv.com	(386) 561-9550	846 Saxon Boulevard	Orange City	FL	32763
CareerSource Heartland	bstayer@careersourceheartland.com	863-111-2231	2160 Northeast Roan Street	Arcadia	FL	34266
CareerSource Pinellas	aamer@careersourcepinellas.com	727-608-2465	682 East Klosterman Road	Tarpon Springs	FL	34689
CareerSource Pinellas	jsanaxay@careersourcepinellas.com	(727) 524-4344	3420 8th Avenue South	St. Petersburg	FL	33711
CareerSource Pinellas - Gulf-to-Bay	DWright@careersourcepinellas.com	727-608-2519	2312 Gulf to Bay Boulevard	Clearwater	FL	33765
CareerSource Polk	Daniel.Coy@careersourcepolk.com	(863) 508-1100	309 North Ingraham Avenue	Lakeland	FL	33801
CareerSource Polk	latonya.mays@careersourcepolk.com	(863) 508-1100	309 North Ingraham Avenue	Lakeland	FL	33801
CareerSource Southwest Florida	sallen@careersourcesouthwestflorida.com	(941) 235-5900	3745 Tamiami Trail	Port Charlotte	FL	33952
CareerSource Suncoast	dphelps@careersourcecf.com	941-358-4200	1112 Manatee Avenue East	Bradenton	FL	34208
CareerSource Tampa Bay	farnandb@careersourcecf.com	(813) 930-7400	9350 Bay Plaza Boulevard	Tampa	FL	33619
CareerSource Tampa Bay	farnandb@careersourcecf.com	(813) 930-7400	9215 North Florida Avenue	Tampa	FL	33612
CareerSource Tampa Bay	floydh@careersourcecf.com	813-930-7540	9215 North Florida Ave. Suite 101	Tampa	FL	33613
CareerSource Tampa Bay	loeunh@workforcetampa.com	813-930-7832	9350 Bay Plaza Boulevard	Tampa	FL	33619
CareerSource Tampa Bay	schneckenburgerd@careersourcecf.com	(813) 930-7400	9215 North Florida Avenue	Tampa	FL	33612
Christian HELP	cfec@cfec.org		450 Seminola Boulevard	Casselberry	FL	32707
Clearwater Vet Center	Daniel.Rodriguez@va.gov	(727) 549-3600	29259 US Highway 19 North	Clearwater	FL	33761
Columbia Southern University	Chasity.Douyon@columbiasouthern.edu	(877) 297-6192	21982 University Lane	Orange Beach	AL	36561
Disabled American Veterans - Bay Pine Holiday Island #13	merrickv1919@yahoo.com	(850) 678-3525	4801 37th Street North	St. Petersburg	FL	33714
Division of Vocational Rehabilitation - Inverness Unit 10AA	ashley.harper@vr.fl.doe.org	352-560-6029	204 South Apopka Avenue	Inverness	FL	34452
Division of Vocational Rehabilitation - Kissimmee Unit 12F	Evelyn.Montalvo@vr.fl.doe.org	(407) 846-5260	111 East Monument Avenue	Kissimmee	FL	34741
Division of Vocational Rehabilitation - Leesburg Unit 12 G	Jesse.Riddle@vr.fl.doe.org	(352) 742-6100	8112 Centralia Court	Leesburg	FL	34788
Division of Vocational Rehabilitation - St. Petersburg Unit 14D	Michael.Robinson@vr.fl.doe.org	(727) 552-1589	525 Mirror Lake Drive North	St. Petersburg	FL	33701
Division of Vocational Rehabilitation - Tampa	Mike.Jones@vr.fl.doe.org	(813) 233-3613	701 94th Avenue North	St. Petersburg	FL	33702
Division of Vocational Rehabilitation - Winter Garden Unit 12H (WEST ORLANDO)	Sharon.Crusan@vr.fl.doe.org	(407) 554-0252	12200 West Colonial Drive	Winter Garden	FL	34787
Division of Vocational Rehabilitation-Pinellas County 14B and 14C	Lori.Kennison@vr.fl.doe.org	941-721-2850	701 94th Avenue North	St. Petersburg	FL	33702
Employer Partnership of the Armed Forces - Orlando	Rachel.A.Foster.ctr@mail.mil	404-313-2526	9500 Armed Forces Reserve Drive	Orlando	FL	32827
ESGR - Employer Support of the Guard and Reserve - St. Augustine	douglas.h.corbett@us.army.mil	(904) 823-0336	82 Marine Street	St. Augustine	FL	32084
Everglades University - Orlando Branch Campus	jpilson@evergladesuniversity.edu	(407) 277-0311	850 Trafalgar Court	Maitland	FL	32751
Everglades University - Sarasota Branch Campus	kconboy@evergladesuniversity.edu	(941) 907-2262	6001 Lake Osprey Drive	Sarasota	FL	34240
Experience Works - FL	ataylor@experienceworks.org	813-421-8350	1079 Atlantic Boulevard	Atlantic Beach	FL	32233
Florida Abilities and Inclusion Network, Inc.	Maria.Cherjovsky@FAINinc.org	(407) 676-4900	16877 East Colonial Drive	Orlando	FL	32820
Florida Keys Community College	shai.foy@fkcc.edu		5901 College Road	Key West	FL	33040
Florida Memorial University	kareem.coney@fmuniv.edu	(305) 626-3782	15800 Northwest 42nd Avenue	Miami Gardens	FL	33054
Florida State Hispanic Chamber of Commerce	arlen@fshcc.com	561-790-7501	8461 Lake Worth Road	Lake Worth	FL	33467
Florida State University	jgaris@admin.fsu.edu	850-644-6431	University Center	Tallahassee	FL	32306
Gainesville Vet Center	Ingrid.Rincon@va.gov	(352) 331-1408	105 Northwest 75th Street	Gainesville	FL	32607
Heartland Workforce, Hardee One-Stop Career Center	AConover@careersourceheartland.com		324 North 6th Avenue	Wauchula	FL	33873
Hernando County Florida - Veterans Services	tgraham@co.hernando.fl.us	352-754-4033	621 West Jefferson Street	Brooksville	FL	34601
Hillsborough Community College - Plant City Campus	tharris101@hccfl.edu		1206 North Park Road	Plant City	FL	33563
Hillsborough Community College - Ybor City	akeaton@hccfl.edu	813-253-7590	2001 N. 14th St.	Tallahassee	FL	33605
International Association of Women - Ocala Chapter	kbogolin@theifl.com	847-340-9487	2015 Southwest 17th Street	Ocala	FL	34471
Johnson & Wales University-Miami Beach Campus	thania.amaro@jwu.edu	(305) 892-5377	1701 Northeast 127th Street	North Miami	FL	33181
Lakeland Vet Center	Sherri.Alip@va.gov		1370 Ariana Street	Lakeland	FL	33803
Lake-Sumter State College	careers@lssc.edu	352-323-3603	9501 U.S. 441	Leesburg	FL	34788
Lighthouse for the Blind - Winter Haven	dana.dawson@tampalighthouse.org	(863) 299-3633	206 Avenue D Northwest	Winter Haven	FL	33881
Marion County Veterans Helping Veterans, Inc.	jeffrey.askew@marioncountyfl.org	352-671-8422	1515 East Silver Springs Boulevard	Ocala	FL	34470
Miami Dade College - Kendall Campus	imartine@mdc.edu	305-237-1044	11011 Southwest 104th Street	Miami	FL	33176
Multicultural Student Center	mscculture@ucf.edu	(407) 823-0401	4000 Central Florida Boulevard	Orlando	FL	32816
Multicultural Student Center	mscculture2@ucf.edu	(407) 823-0401	4000 Central Florida Boulevard	Orlando	FL	32816
National AMVETS Riders - Chapter 444	wilsonbrat@hotmail.com	352-214-9109	13751 N.E. 52 Place	Williston	FL	32696
National Association of Black Accountants	bcamp10331@aol.com	813-951-7699	P.O. Box 5051	Tampa	FL	33675
Orlando Jaycees	orlandojaycees@gmail.com	407-896-0474	P. O. Box 2047	Orlando	FL	32802
Palm Beach State College	jakubows@palmbeachstate.edu	(561) 862-4325	3000 St. Lucie Ave	Boca Raton	FL	33431
Pasco - Hernando Community College	J.Mascaro@careersourcepascohernando.com	(352) 200-3022	10230 Ridge Road	New Port Richey	FL	34654
Pasco County Florida - Veterans Services	dbarnes@pascocountyfl.net		8620 Galen Wilson Boulevard	Port Richey	FL	34668
Phi Sigma Rho -The University of Florida	psruf.vpscholarship@gmail.com	(386) 846-0526	655 Reitz Union Drive	Gainesville	FL	32603
Pinellas County Veterans Services	mhill@co.pinellas.fl.us	(727) 464-8460	2189 Cleveland Street	Clearwater	FL	33765
Sarasota County Veterans Services	veterans@scgov.net	(941) 861-3047	4000 South Tamiami Trail	Venice	FL	34293
South Florida Veterans	southfloridavets@aol.com	954-791-8603	930 Thomasville Road	Tallahassee	FL	32303
St. Petersburg College	Sabourin.Sara@spcollege.edu	(727) 791-2631	P.O. Box 13489	St. Petersburg	FL	33733
Tampa Bay LGBT Chamber	admin@diversitytampabay.org	813-362-6203	107 North 11th Street	Tampa	FL	33602
Tampa Crossroads, Inc.	WBolin@tampacrossroads.com	(813) 238-8557	5109 North Nebraska Avenue	Tampa	FL	33603
The Arc of Nature Coast, Inc.	Donna.DaCosta@tancinc.org	(727) 376-2777 x226	5283 Neff Lake Road	Brooksville	FL	34601
The Helen Gordon Davis Centre for Women, Inc.	ccoombes@thecentre.org	(813) 210-9719	305 South Hyde Park Avenue	Tampa	FL	33606
The National Association of Hispanic Journalists - Orlando	ybruzual@cfnews13.com		123 West Church Street	Orlando	FL	32801
U.S. Department of Veteran Affairs-St. Petersburg Regional Office	knahrwold@usf.edu	(800) 827-1000	9500 Bay Pines Boulevard	Saint Petersburg	FL	33708
University of South Carolina - Beaufort	careerservices@uscb.edu	843-521-4100	801 Carerret Street	Beaufort	SC	29902
University of South Florida Sarasota-Manatee	tripo@sar.usf.edu	(941) 359-4200	8350 North Tamiami Trail	Sarasota	FL	34243
USO - Jacksonville Pathfinder Transition Center	bburt@uso.org	904-574-8792	6801 Roosevelt Boulevard	Jacksonville	FL	32212
USO - Jacksonville Pathfinder Transition Center	MGarcia@uso.org	(904) 574-8792	6801 Roosevelt Boulevard	Jacksonville	FL	32212
USO - Jacksonville Pathfinder Transition Center	nbrewer@uso.org	(904) 574-8792	6801 Roosevelt Boulevard	Jacksonville	FL	32212
Valencia Community College	kcharles36@valenciacollege.edu	(407) 582-2259	701 North Econlockhatchee Trail	Orlando	FL	32825
Veterans' Employment & Training Service	faulkner.lacarole@dol.gov	215-861-5390	170 South Independence Mall West	Philadelphia	PA	19106
Vocational Rehabilitation - Tampa	Mike.Jones@vr.fl.doe.org	(813) 233-3613	1313 North Tampa Street	Tampa	FL	33602
Women Marines Association (Area 3)	AD3@womenmarines.org	843-747-5478	6134F Rolling Rock Fork Rd.	Raleigh	NC	29406
Wounded Warrior Project	JLRobinson@woundedwarriorproject.org	904-405-1327	4899 Belfort Road	Jacksonville	FL	32256
Wounded Warrior Project	llamon@woundedwarriorproject.org	(904) 405-1327	4899 Belfort Road	Jacksonville	FL	32256
WTS - South Florida Chapter	kkiselewski@citiesthatwork.com		3674 Lakeview Boulevard	Delray Beach	FL	33445

2021 FCC Source Evaluation Report

FCC Unit: 13554 West Central Florida

Source	Applicant Count	Interview Count	Hire Count
Ad - TV Commercial Advertisement	1	1	0
Brazen	24	24	10
Campaign - Indeed	98	98	55
Contractor - Conversion	5	3	5
Direct Sourcing - ATS	247	243	132
Direct Sourcing - Indeed	157	157	71
Direct Sourcing - LinkedIn	5	5	5
Direct Sourcing - Other	5	5	3
Former Employee - Rehire	60	57	41
Internal - Internal Hire	60	58	4
Internet - Facebook.com	2	2	1
Internet - Google	1	1	1
Internet - Indeed	723	713	369
Internet - LinkedIn	9	9	6
Internet - Other	6	6	4
Internet - Ziprecruiter	5	5	2
Organization - Community Outreach	1	1	0
Other	5	5	3
Referral - Employee Referral	426	426	261
Referral – Manager Referral	9	9	8
TextRecruit TextApply Ad	2	1	0
Website - External Career Site	21677	1507	93
Total	23528	3336	1074

2021 FCC Source Report

FCC Unit: 13554 West Central Florida

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
265274BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	809	187	0
266396BR	Direct Sales Rep	Direct Sourcing - ATS	6	6	1
		Website - External Career Site	9	1	0
266451BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	22	22	10
		Organization - Community Outreach	1	1	0
		Referral - Employee Referral	5	5	2
		Website - External Career Site	392	27	1
266945BR	Residential Inbound Sales Rep	Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	446	126	0
267252BR	Recruiter I	Referral - Manager Referral	1	1	1
		Website - External Career Site	147	3	0
267669BR	Rep 1, Cust Svc Internet/Voice	Internet - Indeed	12	12	7
		Internet - LinkedIn	1	1	1
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	11	11	9
		Website - External Career Site	481	34	3
268028BR	Rep 1, Cust Svc Billing	Brazen	13	13	2
		Campaign - Indeed	12	12	4
		Internet - Indeed	65	65	13
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	4	4	1
		Website - External Career Site	2003	102	0
268129BR	Residential Inbound Sales Rep	Campaign - Indeed	3	3	1
		Direct Sourcing - Indeed	7	7	0
		Former Employee - Rehire	9	9	4
		Internal - Internal Hire	1	1	0
		Internet - Indeed	47	47	19
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	32	32	14
		Referral - Manager Referral	1	1	1
		Website - External Career Site	259	33	4
268335BR	Dir, Human Resources	Website - External Career Site	131	11	1
268604BR	Account Executive	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	75	11	0
268608BR	Account Executive	Referral - Employee Referral	2	2	1
		Website - External Career Site	72	8	0
268608BR-1	Account Executive	Website - External Career Site	74	10	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
269107BR	Residential Retention Rep	Brazen	1	1	0
		Campaign - Indeed	2	2	0
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	2	2	0
		Internet - Facebook.com	1	1	0
		Internet - Indeed	31	31	0
		Internet - LinkedIn	1	1	0
		Internet - Other	1	1	0
		Other	2	2	0
		Referral - Employee Referral	28	28	1
		Referral - Manager Referral	1	1	0
		TextRecruit TextApply Ad	1	1	0
		Website - External Career Site	285	26	0
269203BR	Regional Operations Analyst	Internal - Internal Hire	1	1	0
		Website - External Career Site	58	6	1
269426BR	Mgr, Offline Customer Support	Former Employee - Rehire	1	1	1
		Website - External Career Site	59	3	0
269539BR	Intern	Brazen	1	1	1
		Website - External Career Site	90	0	0
269544BR	Mgr, MAC	Referral - Employee Referral	1	1	1
		Website - External Career Site	39	3	0
269652BR	Residential Inbound Sales Rep	Brazen	1	1	0
		Campaign - Indeed	31	31	17
		Direct Sourcing - Indeed	55	55	14
		Former Employee - Rehire	2	2	1
		Internet - Indeed	22	22	13
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	19	19	7
		Website - External Career Site	309	16	1
269756BR	Client Success Coordinator Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	51	4	0
269765BR	Client Success Planner Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	33	3	0
269996BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	14	0	0
270005BR	Direct Sales Rep	Direct Sourcing - ATS	4	4	1
		Internet - Indeed	1	1	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	7	0	0
270010BR	Direct Sales Rep	Direct Sourcing - ATS	30	30	4
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	85	5	0
270012BR	Direct Sales Rep	Direct Sourcing - ATS	5	5	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	13	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270174BR	Project Manager	Internal - Internal Hire	1	1	0
		Website - External Career Site	72	35	1
270303BR	Business Sales Representative	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	2	2	0
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	66	9	0
270307BR	Account Executive	Referral - Manager Referral	2	2	2
		Website - External Career Site	109	9	0
270317BR	Residential Retention Rep	Direct Sourcing - Indeed	2	2	1
		Internet - Indeed	31	31	5
		Internet - Other	3	3	2
		Referral - Employee Referral	18	18	2
		TextRecruit TextApply Ad	1	0	0
		Website - External Career Site	244	16	0
270340BR	Sr Dir, Regl Business Planning	Website - External Career Site	19	4	1
270455BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	21	2	0
270527BR	Rep 1, Cust Svc Internet/Voice	Direct Sourcing - ATS	4	4	1
		Direct Sourcing - Indeed	2	2	1
		Internet - Indeed	10	10	7
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	18	18	11
		Website - External Career Site	382	35	5
270549BR	Intern	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	45	5	0
270562BR	Facilitator	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	105	3	0
270664BR	Recruiter I	Internet - Indeed	1	1	1
		Website - External Career Site	105	1	0
270715BR	MAC Coordinator I Nonexempt	Former Employee - Rehire	1	1	1
		Internet - Indeed	23	23	19
		Referral - Employee Referral	18	18	16
		Referral - Manager Referral	1	1	1
		Website - External Career Site	425	35	1
270885BR	Store Associate	Direct Sourcing - ATS	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	27	1	0
270925BR	EAE-Enterprise Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	70	0	0
271211BR	Sup, Resi Retention	Internet - Indeed	1	1	1
		Website - External Career Site	37	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271265BR	Residential Retention Rep	Former Employee - Rehire	2	2	1
		Internet - Indeed	21	21	7
		Referral - Employee Referral	24	24	11
		Website - External Career Site	141	16	2
271322BR	Enterprise Voice MSS Spec Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	36	3	0
271380BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	29	3	0
271391BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	99	1	0
271397BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	84	2	0
271404BR	Store Associate	Direct Sourcing - ATS	2	2	2
		Internal - Internal Hire	1	1	0
		Website - External Career Site	105	2	0
271536BR	Sup, Customer Service	Internet - Indeed	1	1	1
		Website - External Career Site	62	3	0
271783BR	Ent Acct Receivable Analyst II	Website - External Career Site	114	34	1
271958BR	Direct Sales Rep	Direct Sourcing - ATS	9	9	5
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	4	4	3
		Website - External Career Site	32	5	0
271965BR	Direct Sales Rep	Direct Sourcing - ATS	5	5	4
		Website - External Career Site	18	3	0
271972BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	17	1	0
271977BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	0	0
272088BR	Rep 1, Cust Svc Internet/Voice	Internal - Internal Hire	1	1	0
		Internet - Indeed	6	6	6
		Internet - LinkedIn	1	1	1
		Other	1	1	1
		Referral - Employee Referral	17	17	15
		Website - External Career Site	258	21	4
272103BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	11	2	0
272116BR	Business Sales Representative	Direct Sourcing - Indeed	2	2	0
		Internal - Internal Hire	3	3	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	3	3	3
		Website - External Career Site	60	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272129BR	Residential Retention Rep	Direct Sourcing - Indeed	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	5	5	1
		Referral - Employee Referral	6	6	2
		Website - External Career Site	175	11	2
272148BR	Field Technician II	Contractor - Conversion	1	1	1
		Direct Sourcing - ATS	5	5	3
		Former Employee - Rehire	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	101	29	0
272150BR	Field Technician II	Direct Sourcing - ATS	8	8	5
		Former Employee - Rehire	1	1	1
		Website - External Career Site	62	22	0
272189BR	Rep 1, Cust Svc Billing	Brazen	6	6	6
		Campaign - Indeed	6	6	4
		Former Employee - Rehire	1	1	0
		Internet - Indeed	25	25	16
		Referral - Employee Referral	1	1	1
		Website - External Career Site	1140	148	0
272266BR	Network Engineer II	Website - External Career Site	40	3	1
272421BR	Residential Retention Rep	Direct Sourcing - Indeed	7	7	6
		Internet - Indeed	9	9	5
		Referral - Employee Referral	3	3	3
		Website - External Career Site	117	1	1
272434BR	Store Greeter Nonexempt	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	108	1	0
272438BR	Store Greeter Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	74	3	0
272439BR	Store Greeter Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	43	0	0
272442BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	29	0	0
272443BR	Rep 1, Cust Svc Internet/Voice	Former Employee - Rehire	1	1	1
		Internet - Indeed	13	13	9
		Other	2	2	2
		Referral - Employee Referral	13	13	10
		Website - External Career Site	345	22	2
272466BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	17	0	0
272477BR	MAC Coordinator I Nonexempt	Internet - Indeed	18	18	11
		Referral - Employee Referral	1	1	1
		Website - External Career Site	207	24	0
272539BR	MAC Coordinator I Nonexempt	Internet - Indeed	36	36	26
		Referral - Employee Referral	18	18	15
		Website - External Career Site	218	31	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272587BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	32	6	0
272641BR	Mgr, Training Delivery	Referral - Employee Referral	1	1	1
		Website - External Career Site	83	8	0
272692BR	Sup, Resi Inbound Sales	Direct Sourcing - ATS	1	1	1
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	4	4	0
		Website - External Career Site	29	6	0
272696BR	Sup, Resi Inbound Sales	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	4	4	0
		Website - External Career Site	76	8	0
272761BR	Account Executive	Ad - TV Commercial Advertisement	1	1	0
		Internet - Indeed	3	3	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	41	12	0
272761BR-1	Account Executive	Website - External Career Site	46	17	1
272816BR	SAM - Strategic AM Healthcare	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	9	0	0
272883BR	Residential Inbound Sales Rep	Campaign - Indeed	12	12	7
		Direct Sourcing - Indeed	28	28	15
		Former Employee - Rehire	6	6	6
		Internet - Indeed	10	10	7
		Referral - Employee Referral	11	11	6
		Website - External Career Site	188	8	1
272897BR	Rep 1, Cust Svc Billing	Brazen	2	2	1
		Internet - Indeed	9	9	7
		Website - External Career Site	1106	91	0
272903BR	Residential Inbound Sales Rep	Campaign - Indeed	2	2	0
		Former Employee - Rehire	9	9	5
		Internal - Internal Hire	2	2	0
		Internet - Indeed	55	55	33
		Referral - Employee Referral	28	28	18
		Website - External Career Site	251	24	2
272969BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	13	3	0
273259BR	Sr Instructional Designer	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	52	4	0
273401BR	Intern	Referral - Manager Referral	1	1	1
		Website - External Career Site	17	5	0
273506BR	Maintenance Technician III Nonexempt	Former Employee - Rehire	1	1	1
273742BR	Field Technician II	Direct Sourcing - ATS	3	3	2
		Internal - Internal Hire	1	1	0
		Website - External Career Site	66	7	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273743BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	101	12	0
273899BR	Rep 1, Cust Svc Billing	Campaign - Indeed	4	4	3
		Internet - Indeed	8	8	5
		Internet - Ziprecruiter	1	1	1
		Website - External Career Site	1216	97	0
273946BR	Residential Retention Rep	Direct Sourcing - Indeed	9	9	7
		Former Employee - Rehire	1	1	1
		Internet - Indeed	10	10	3
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	7	7	5
		Website - External Career Site	170	17	4
273974BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	2	2	0
		Website - External Career Site	32	24	0
274020BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	17	16	0
274070BR	Direct Sales Rep	Direct Sourcing - ATS	4	4	1
		Website - External Career Site	18	10	0
274072BR	Direct Sales Rep	Direct Sourcing - ATS	6	6	2
		Internal - Internal Hire	1	1	0
		Website - External Career Site	18	9	0
274080BR	Direct Sales Rep	Direct Sourcing - ATS	7	7	3
		Website - External Career Site	29	19	0
274083BR	Direct Sales Rep	Direct Sourcing - ATS	4	4	1
		Website - External Career Site	6	5	0
274142BR	EAE-Enterprise Account Exec	Referral - Employee Referral	2	2	1
		Website - External Career Site	33	1	0
274185BR	Traffic Workforce Analyst	Campaign - Indeed	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	33	5	0
274259BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	25	1	0
274413BR	Sales Coordinator Nonexempt	Website - External Career Site	36	4	1
274470BR	Residential Retention Rep	Direct Sourcing - Indeed	9	9	7
		Former Employee - Rehire	1	1	1
		Internet - Indeed	7	7	5
		Referral - Employee Referral	6	6	4
		Website - External Career Site	122	2	1
274534BR	Account Executive	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	57	11	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274701BR	Store Associate	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	38	3	0
274934BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	28	1	0
274994BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	0	0
275031BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	33	1	0
275037BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	31	1	0
275089BR	Field Technician III	Contractor - Conversion	1	0	1
275167BR	HR Coordinator Nonexempt	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	115	2	0
275181BR	Asst Mgr, Store	Referral - Employee Referral	1	1	1
		Website - External Career Site	46	3	0
275253BR	MAC Coordinator I Nonexempt	Internal - Internal Hire	2	2	0
		Internet - Indeed	23	23	14
		Referral - Employee Referral	8	8	7
		Website - External Career Site	137	22	2
275285BR	Master Control Operator Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	44	0	0
275289BR	Production Specialist I Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	83	1	0
275303BR	Business Data Analyst II	Former Employee - Rehire	1	1	1
		Website - External Career Site	45	1	0
275426BR	Sup, Resi Retention	Direct Sourcing - ATS	2	2	2
		Internal - Internal Hire	1	1	0
		Website - External Career Site	45	1	0
275465BR	Field Technician II	Direct Sourcing - ATS	3	3	2
		Internal - Internal Hire	1	1	0
		Website - External Career Site	163	23	0
275479BR	Rep 1, Cust Svc Billing	Campaign - Indeed	1	1	0
		Internet - Indeed	8	8	6
		Website - External Career Site	665	80	0
275518BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	21	3	0
275599BR	Field Technician II	Internet - Indeed	4	4	3
		Referral - Employee Referral	3	3	2
		Website - External Career Site	50	22	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275650BR	Client Success Planner Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	16	3	0
275664BR	Intern	Website - External Career Site	145	31	1
275667BR	Intern	Website - External Career Site	80	22	1
275689BR	Sup, Client Success Exempt	Website - External Career Site	45	4	1
275701BR	Residential Retention Rep	Direct Sourcing - Indeed	2	2	2
		Internet - Facebook.com	1	1	1
		Internet - Indeed	2	2	2
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	4	4	4
		Website - External Career Site	70	5	1
275870BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	21	2	0
275926BR	Residential Inbound Sales Rep	Internet - Indeed	26	26	12
		Referral - Employee Referral	9	9	8
		Website - External Career Site	103	11	1
275933BR	Residential Inbound Sales Rep	Campaign - Indeed	7	7	6
		Direct Sourcing - Indeed	5	5	1
		Internet - Indeed	7	7	3
		Referral - Employee Referral	5	5	3
		Website - External Career Site	91	5	1
276106BR	Store Associate	Direct Sourcing - ATS	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	31	1	0
276121BR	Sup, Customer Service	Internet - LinkedIn	1	1	1
		Website - External Career Site	100	3	0
276129BR	Field Tech & Safety Trainer	Website - External Career Site	10	6	1
276290BR	Workforce Management Admin Exempt	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	15	4	0
276304BR	Regional Operations Analyst	Website - External Career Site	24	2	1
276347BR	Direct Sales Rep	Direct Sourcing - ATS	3	3	3
		Website - External Career Site	6	5	0
276352BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	12	8	0
276355BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	4	3	0
276356BR	Direct Sales Rep	Direct Sourcing - ATS	12	12	3
		Website - External Career Site	47	45	0
276382BR	Recruiter II	Website - External Career Site	49	2	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276453BR	Sup, Customer Service	Campaign - Indeed	1	1	1
		Website - External Career Site	40	1	0
276468BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	19	2	0
276495BR	Field Technician II	Contractor - Conversion	1	1	1
		Direct Sourcing - ATS	8	8	7
		Referral - Manager Referral	1	1	1
		Website - External Career Site	52	8	0
276531BR	Multi-Tenant Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	6	6	0
276613BR	Sup, Resi Inbound Sales	Internal - Internal Hire	2	2	0
		Internet - Indeed	1	1	1
		Website - External Career Site	20	5	0
276621BR	Intern	Internet - Indeed	1	1	1
		Website - External Career Site	33	3	0
276637BR	Field Technician III	Contractor - Conversion	1	0	1
		Internal - Internal Hire	2	0	0
276676BR	Residential Retention Rep	Internal - Internal Hire	1	1	0
		Internet - Indeed	16	16	10
		Referral - Employee Referral	10	10	5
		Website - External Career Site	174	14	0
276806BR	Business Sales Representative	Internal - Internal Hire	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	27	1	0
277090BR	Residential Inbound Sales Rep	Campaign - Indeed	2	2	0
		Direct Sourcing - Indeed	13	13	5
		Direct Sourcing - Other	4	4	2
		Internet - Indeed	7	7	5
		Internet - Other	1	1	1
		Referral - Employee Referral	5	5	5
		Website - External Career Site	148	5	0
277145BR	Store Greeter Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	10	0	0
277210BR	Residential Retention Rep	Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	13	13	6
		Referral - Employee Referral	3	3	2
		Website - External Career Site	91	3	1
277288BR	Field Technician III	Former Employee - Rehire	1	1	1
277444BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	17	0	0
277498BR	Dir, Offline Customer Support	Referral - Manager Referral	1	1	1
		Website - External Career Site	84	3	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277566BR	Offline Customer Support I Nonexempt	Internal - Internal Hire	1	1	0
		Internet - Indeed	11	11	8
		Website - External Career Site	403	22	0
277568BR	Offline Customer Support I Nonexempt	Internet - Indeed	14	14	9
		Website - External Career Site	197	27	0
277656BR	Mgr, Construction	Referral - Employee Referral	1	1	1
		Website - External Career Site	38	3	0
277851BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	20	5	0
277858BR	Store Specialist Nonexempt	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	17	0	0
277943BR	Field Technician II	Direct Sourcing - ATS	5	5	5
		Website - External Career Site	57	11	0
277944BR	Field Technician II	Direct Sourcing - ATS	2	2	2
		Internal - Internal Hire	1	1	1
		Website - External Career Site	93	26	0
277945BR	Field Technician II	Website - External Career Site	72	15	4
278302BR	RSC Rep I	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	44	12	6
278322BR	Store Associate	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	52	0	0
278324BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	26	2	0
278368BR	EAE-Enterprise Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	7	0	0
278431BR	Residential Retention Rep	Internet - Indeed	11	11	6
		Referral - Employee Referral	10	10	10
		Website - External Career Site	119	3	0
278651BR	Sr Instructional Designer	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	18	0	0
278728BR	Asst Mgr, Store	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	9	0	0
278759BR	Business Sales Representative	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	37	6	2
278802BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	8	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278805BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	8	8	0
278809BR	Direct Sales Rep	Direct Sourcing - ATS	19	19	7
		Internal - Internal Hire	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	25	24	0
278822BR	Direct Sales Rep	Direct Sourcing - ATS	4	4	2
		Internal - Internal Hire	1	1	0
		Website - External Career Site	4	2	0
278829BR	Field Technician II	Direct Sourcing - ATS	10	10	9
		Website - External Career Site	40	7	0
279023BR	Store Associate	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	22	2	0
279218BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	23	4	0
279248BR	Field Technician II	Direct Sourcing - ATS	5	5	5
		Internal - Internal Hire	1	1	0
		Website - External Career Site	62	9	0
279501BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	10	0	0
279553BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	11	1	0
279757BR	Field Technician III	Direct Sourcing - ATS	1	0	1
		Website - External Career Site	1	0	0
279869BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	8	1	0
279876BR	Residential Retention Rep	Former Employee - Rehire	1	1	0
		Internet - Indeed	14	14	7
		Referral - Employee Referral	8	8	4
		Website - External Career Site	258	16	0
279883BR	Residential Retention Rep	Internet - Indeed	15	15	9
		Referral - Employee Referral	3	3	2
		Website - External Career Site	108	1	1
280006BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	3	3	2
		Internet - LinkedIn	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	28	6	2
280074BR	Traffic Workforce Analyst	Campaign - Indeed	1	1	1
		Internet - Indeed	1	1	0
		Referral - Employee Referral	2	2	2
		Website - External Career Site	49	13	0
280078BR	Assoc Technical Specialist Nonexempt	Campaign - Indeed	1	1	1
		Website - External Career Site	50	6	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
280106BR	Residential Inbound Sales Rep Nonexempt	Contractor - Conversion	1	1	1
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	2	2	1
		Internet - Indeed	15	15	10
		Referral - Employee Referral	7	7	6
		Website - External Career Site	100	18	3
280135BR	Residential Inbound Sales Rep Nonexempt	Campaign - Indeed	12	12	9
		Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	5	5	3
		Internet - Other	1	1	1
		Referral - Employee Referral	4	4	3
		Website - External Career Site	110	7	0
280298BR	RSC Rep I	Internal - Internal Hire	3	3	2
		Website - External Career Site	87	12	5
280329BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	6	0	0
280401BR	Field Technician III	Website - External Career Site	2	0	1
280786BR	Project Manager	Internet - Google	1	1	1
		Website - External Career Site	40	1	0
280910BR	Project Manager	Former Employee - Rehire	1	1	1
		Website - External Career Site	159	5	0
280913BR	Field Technician II	Website - External Career Site	199	17	8
281205BR	Field Technician II	Direct Sourcing - ATS	4	4	4
		Website - External Career Site	129	21	1
281396BR	Direct Sales Rep	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	17	17	0
281432BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	19	2	0
281442BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	2
		Website - External Career Site	16	15	0
281452BR	Store Associate	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	14	0	0
281468BR	Direct Sales Rep	Direct Sourcing - ATS	19	19	5
		Former Employee - Rehire	2	2	1
		Website - External Career Site	45	41	0
281502BR	Field Business Plan Analyst	Website - External Career Site	18	3	1
281511BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	10	0	0
281610BR	Sup, Resi Inbound Sales	Internal - Internal Hire	5	5	0
		Internet - Indeed	1	1	1
		Website - External Career Site	38	3	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
281783BR	SAM - Strategic AM Hospitality	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	19	1	0
281995BR	Acct Exec, Comm Sol Exempt	Website - External Career Site	7	1	1
282310BR	Residential Retention Rep	Direct Sourcing - Other	1	1	1
		Internet - Indeed	5	5	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	61	1	1
282325BR	Field Technician III	Former Employee - Rehire	1	0	1
282440BR	Field Technician III	Former Employee - Rehire	1	0	1
282468BR	Capital Coordinator Nonexempt	Website - External Career Site	13	2	1
282766BR	MAE - Major Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	17	0	0
282936BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	6	1	0
283634BR	Field Technician III	Former Employee - Rehire	1	0	1