

2020 FCC Unit Address List

FCC Unit: **13556**

FCC Unit Description: **Western New York**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
8535 Erie Rd	Angola	NY	14006
29 Cedar St	Batavia	NY	14020
4776 Lake Road S	Brockport	NY	14420
425 Michigan Ave	Buffalo	NY	14203
355 Chicago St	Buffalo	NY	14204
3967 Vineyard Rd.	Dunkirk	NY	14048
349 W Commercial St	East Rochester	NY	14445
660 Jefferson Rd	Henrietta	NY	14623
166 Main St	Hornell	NY	14843
120 E 2nd St	Jamestown	NY	14701
901 Fairmount Avenue	Jamestown	NY	14701
1700 Commerce Parkway	Lancaster	NY	14086
5724 S. Transit Road	Lockport	NY	14094
2604 Seneca Ave	Niagara Falls	NY	14305
1500 Military Road	Niagara Falls	NY	14304
121 Albany Ave	Olean	NY	14760
250 Mile Crossing Blvd.	Rochester	NY	14624
2620 W Henrietta Rd	Rochester	NY	14623
71 Mount Hope Ave	Rochester	NY	14620-1090
100 Town Centre Dr.	Rochester	NY	14623
1393 Mt. Hope Ave.	Rochester	NY	14642
789 Indian Church Rd	West Seneca	NY	14224
720 Maple Rd	Williamsville	NY	14221

Federal Communications Commission Washington, D.C. 20554 <div style="text-align: center;">FCC 396-C</div>	OMB 3060-1033 September 2003 FOR FCC USE ONLY
<div style="text-align: center;">Multi-Channel Video Program Distributor EEO Program Annual Report</div> <div style="text-align: center;">Read INSTRUCTIONS Before Filling Out Form</div>	FOR COMMISSION USE ONLY FILE NO. -

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

FCC Registration Number:

Emp. Unit ID # 13556

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

ERIE, NY

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

SECTION IV ADDITIONAL INFORMATION

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


[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

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

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

Exhibits

2019-2020 Recruitment Initiatives

FCC Unit: 13556 Western New York

1. #10 - Participation in at least two events or programs relating to career opportunities in cable sponsored by educational institutions.

Empire State College Virtual Career Connections

- May 5, 2020
- Charter Representatives: Recruiters & Managers
- Large volume of attendees
- Educational Institute: Empire State College
- Event description: Introduction of Charter, reviewed market & employment trends
- Targeted positions: All open positions

Finger Lakes Community College Informational Session

- May 12, 2020
- Charter Representatives: Recruiters & Managers
- Large volume of attendees
- Educational Institute: Finger Lakes Community College
- Event description: Introduction of Charter, reviewed employment opportunities & tuition reimbursement benefits
- Targeted positions: All open positions

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

Behavioral Interviewing: What is it?

Employees at this Charter FCC unit participated in the Behavioral Interviewing: What is it? training. This course is an overview of basic interviewing, the typical Charter interviewing process- phases and steps, as well as information about a specific type of interview question, behavioral-based. Employees explore behavioral interviewing, what it is, why we use it at Charter and how taking the time to find the right candidate helps them, Charter and the candidate be successful. This course is for all Charter supervisors, managers, and leaders as well as HR persons who interview and help select candidates.

2020 FCC Unit Outreach Source List

FCC Unit: 13556

FCC Unit Description: Western New York

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
AccessCNY	Syracuse	NY	13208	kenneth.mack@accesscny.org	315-455-7591
ACCESS-VR NYS Office of Adult Career & Continuing Educational Services Vocational Rehabilitation	Buffalo	NY	14203	dennis.martinez@nysed.gov	800-222-5627
ACCES-VR/BUFFALO DISTRICT OFFICE	Buffalo	NY	14202	dmartine@mail.nysed.gov	716-848-8015
ACCES-VR/ROCHESTER OFFICE	Rochester	NY	14607	jennifer.geiger@nysed.gov	
Action for a Better Community	Rochester	NY	14604	pclark@abcinfo.org	585-325-5116
ALBANY BRANCH UNIT #2127	Albany	NY	12220	dybj324@yahoo.com	51846211246
ALBANY COMMUNITY ACTION PARTNERSHIP	Albany	NY	12206	abentley@albanycap.org	518-463-3175
ALTAMONT PROGRAM	Albany	NY	12202	judyc@pyhit.org	518-465-1020
Aurora of CNY, Inc.	Syracuse	NY	13203	cashworth@auroraofcny.org	315-422-7263
BADEN STREET SETTLEMENT	Rochester	NY	14605	mjackson@badenstreet.org	585-325-4910
Bath Career Center	Bath	NY	14810	kelli.everett@labor.ny.gov	607-776-7712 or 1-800-553-2033 ext.152
Bath Career Center	Bath	NY	14810	rusaka@proactioninc.org	607-776-7712 or 1-800-553-2033 ext.152
Brain Injury Association	Albany	NY	12206	info@bianys.org	
BRYANT & STRATTON COLLEGE	Syracuse	NY	13203	slschmidt@bryantstratton.edu	315-472-6603
Buffalo & Erie County Workforce Development Consortium, Inc	Buffalo	NY	14210	pdepronio@wdcinc.org	716-819-9845
Buffalo Employment and Training Center	Buffalo	NY	14202	carolyn.bright@labor.state.ny.us	716-851-2600
Buffalo Employment and Training Center	Buffalo	NY	14203	dlloyd@wdcinc.org	716-856-5627
Buffalo Employment and Training Center	Buffalo	NY	14202	greg.corral@labor.ny.gov	716-851-2600
Buffalo Employment and Training Center	Buffalo	NY	14202	michael.farkas@labor.state.ny.us	716-851-2600
Buffalo Employment and Training Center	Buffalo	NY	14203	spattersonwhite@wdcinc.org	716-856-5627
Capital District Women's Employment & Resource Center	Albany	NY	12206	madams@cdwerc.org	518-462-7600
Career Central	Albany	NY	12206	Albany@labor.ny.gov	
Career Central	Albany	NY	12206	cathy.bucci@labor.ny.gov	
Carr Recruiting	Baldwinsville	NY	13027	jdardaris@carr-recruiting.com	315-579-0384
Catholic Charities	Syracuse	NY	13208	rjneid@ccoc.us	315-474-7428
CATHOLIC CHARITIES	Geneva	NY	14456	rzettlem@dor.org	315-789-2235
Cattaraugus Career Center - Olean	Olean	NY	14760	blmarvin@cattco.org	716-373-1880
Cattaraugus Career Center - Olean	Olean	NY	14760	scott.warner@labor.ny.gov	716-373-1880
Cayuga Works Career Center	Auburn	NY	13021	akubarek@cayugacounty.us	315-253-1590
Center for Employment Opportunities	Suite 400	NY	14614	dschneider@ceoworks.org	585-362-4082
CHARLES SETTLEMENT HOUSE	Rochester	NY	14608	scbcharles@aol.com	585-277-0810
Chautauqua Works	Dunkirk	NY	14048	jcheney@chautauquaworks.com	716-366-9015
Chautauqua Works	Dunkirk	NY	14048	vicky.america@labor.state.ny.us	716-366-9015
CHILDREN & FAMILY SVC	Albany	NY	12205	john.e.johnson@ocfs.state.ny.us	518-438-8044
CNY Works Incorporated	Syracuse	NY	13204	lbush@cnyworks.com	315-477-6908
CNY Works Incorporated	Syracuse	NY	13204	matthew.sheehan@labor.ny.gov	315-477-6908
CNY Works Incorporated	Syracuse	NY	13204	usawpb@nysemail.state.ny.us	315-477-6908
CNY Works Incorporated	Syracuse	NY	13204	william.burns@labor.ny.gov	315-477-6908
Commission for the Blind & Visually Handicapped	Rensselaer	NY	12144	barbara.kellerman@ocfs.ny.gov	518-473-7793
COMMUNITY HELPING HANDS INC	Jamestown	NY	14701	office.chh@gmail.com	716-487-1488
Community Options	East Syracuse	NY	13057	cynthia.barnaby@comop.org	315-431-9859
DePaul Community Services/WorkGuide	Rochester	NY	14620	dsmythe@depaul.org	
DUNBAR ASSOCIATION	Syracuse	NY	13205	sre4u@hotmail.com	3154764269

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
Educational Opportunity Center	Buffalo	NY	14203	keyson@buffalo.edu	716-849-6727
Elmira Career Center, CSS Workforce NY	Elmira	NY	14901	elmira@labor.ny.gov	607-733-7131
Elmira Career Center, CSS Workforce NY	Elmira	NY	14901	frank.vaughan@labor.ny.gov	607-733-7131
Elmira Career Center, CSS Workforce NY	Elmira	NY	14901	gary.hogate@labor.ny.gov	607-733-7131
Elmira Career Center, CSS Workforce NY	Elmira	NY	14901	madden@corning-cc.edu	607-733-7131
EMPIRE STATE COLLEGE	Buffalo	NY	14203	eric.bridges@esc.edu	716-853-7706
Express Employment Professional	Amherst	NY	14226	jenny.harris@expresspros.com	716-833-3348
FAMILY COUNSELING SERVICE	Geneva	NY	14456	familycounseling@fcsfl.org	315-789-2613
Finger Lakes Works - Geneva	Geneva	NY	14456	michelle.coomber@labor.ny.gov	315-789-1771
Finger Lakes Works - Ontario	Canandaigua	NY	14424	michelle.coomber@labor.ny.gov	585-396-4020
Finger Lakes Works - Ontario	Canandaigua	NY	14424	ontariowfd@dfa.state.ny.us	585-396-4020
Finger Lakes Works - Seneca	Waterloo	NY	13165	jvlabel@co.seneca.ny.us	315-539-1798
Finger Lakes Works - Seneca	Waterloo	NY	13165	mgranger@co.seneca.ny.us	315-539-1798
Finger Lakes Works -Wayne	Lyons	NY	14489	lyons.dews@labor.ny.gov	315-946-7270
Foley Vocational Services	Buffalo	NY	14202	ianfoley.crc@outlook.com	716-892-1983
Fulton Montgomery Community College	Johnstown	NY	12095	andrea.scribner@fmcc.edu	518-736-3622
Fulton Montgomery Workforce Career Center in Amsterdam	Amsterdam	NY	12010	maryh@fmsworkforcesolutions.org	518-842-3676
Fulton Montgomery Workforce Career Center in Amsterdam	Amsterdam	NY	12010	ralph.grugnale@labor.ny.gov	518-842-3676
Fulton Montgomery Workforce Career Center in Gloversville	Gloversville	NY	12078	maryh@fmsworkforcesolutions.org	518-842-3676
Fulton Montgomery Workforce Career Center in Gloversville	Gloversville	NY	12078	ralph.grugnale@labor.ny.gov	518-842-3676
Genesee County Career Center - Batavia	Batavia	NY	14020	jdb@co.genesee.ny.us	585-344-2042
HOBART & WILLIAM SMITH COLLEGES	Geneva	NY	14456	cso@hws.edu	315-781-3514
HOMELESS & TRAVELERS AID SOCIETY	Albany	NY	12206	rgoman@hatas.org	518-463-2124
HORIZON CAREER OPPORTUNITY CTR	Buffalo	NY	14207	sjust@horizon-health.org	716-836-3247
Hornell Career Center, CSS Workforce NY	Hornell	NY	14843	frank.vaughan@labor.ny.gov	607-324-8388
Hornell Career Center, CSS Workforce NY	Hornell	NY	14843	kelli.everett@labor.ny.gov	607-324-8388
Hornell Career Center, CSS Workforce NY	Hornell	NY	14843	labordewshornell@labor.ny.gov	607-324-8388
HUDSON MOHAWK RECOVERY CENTER INC	Troy	NY	12180	hudsonmohawk16@msn.com	5182723918
IBERO American Action League	Rochester	NY	14605	information@iaal.org	585-256-8900
IBERO-AMERICAN ACTION LEAGUE	Rochester	NY		yolanda@iaal.org	585-256-8900
INTERFAITH PARTNERSHIP-HOMELESS	Albany	NY	12210	janiner@interfaithpartnership.com	518-434-8021
Isaiah 61 Project	Niagara Falls	NY	14305	roger.amati@yahoo.com	716-634-7670
JEWISH FEDERATION OF CNY	Syracuse	NY	13214	jstander@jewishfederationcny.org	315-445-0161
JEWISH HOME OF ROCHESTER	Rochester	NY	14618	cchamot@jewishseniorlife.org	585-427-7760
JOB CORPS	Syracuse	NY	13202	dfowler@chpinternational.com	3154785529
L.E.A.P.	Fort Edward	NY	12828	kevin.wells@labor.state.ny.us	518-746-2390
L.E.A.P.	Fort Edward	NY	12828	mary.jarvis-caro@leapservices.org	518-746-2390
L.E.A.P.	Fort Edward	NY	12828	megan.laporte@leapservices.org	518-746-2390
Labor Ready	Syracuse	NY	13206	drucker@laborready.com	315-434-9499
Livingston County Center -Office of Workforce Decelopment	Geneseo	NY	14454	david.eley@labor.ny.gov	585-243-7047
Livingston County Center -Office of Workforce Decelopment	Geneseo	NY	14454	geneseo.does@labor.ny.gov	585-243-7047
Livingston County Center -Office of Workforce Decelopment	Geneseo	NY	14454	mguldenschuh@co.livingston.ny.us	585-243-7047
Lockport WorkforceOne Center	Lockport	NY	14094	deborah.arbutina@labor.ny.gov	716-433-6766
MERCY HOUSE	Albany	NY	12210	seniormercy@yahoo.com	518-434-3531
National Alliance on Mental Illness	Albany	NY	12207	info@namins.org	518-462-2000
National Statler Center	Buffalo	NY	14209	chinton@statlercenter.org	716-882-5690
National Tractor Trailer School	Liverpool	NY	13088	jsather@ntts.edu	800-243-9300

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
NEW YORK CIVIL LIBERTIES UNION	Albany	NY	12207	mtrimble@nycclu.org	518-436-8594
NEW YORK DEPT OF HUMAN SERVICES	Rochester	NY	14620	lauri.follette@dfa.state.ny.us	585-753-6357
Niagara's WorkSourceOne	Niagara Falls	NY	14301	kathryn.krebs@niagaracounty.com	716-278-8109
NORTHEAST CAREER PLANNING	Albany	NY	12204	nrider@northeastcareer.org	5184655201
NY CITY COLLEGE OF TECHNOLOGY/CUNY	Brooklyn	NY		dguerrero@citytech.cuny.edu	7182605290
Oneida Working Solutions	Oneida	NY	13421	kimberly.haley@labor.ny.gov	315-363-2400
Oneida Working Solutions	Oneida	NY	13421	mfay@workingsolutionsrome.org	315-363-2400
Oneida Working Solutions	Oneida	NY	13421	tom.reichel@madisoncounty.ny.gov	315-363-2400
Orleans Center for Workforce Development - Albion	Albion	NY	14411	stephen.bragg@labor.state.ny.us	585-589-5335
Orleans Center for Workforce Development - Albion	Albion	NY	14411	usastb@labor.state.ny.us	585-589-5335
Oswego County One-Stop Center	Fulton	NY	13069	weaver@oswegocounty.com	315-591-9000
PA CareerLink McKean County	Bradford	PA	16701	bysutton@pa.gov	814-363-9100
PA CareerLink McKean County	Bradford	PA	16701	tecole@pa.gov	814-363-9100
PA CareerLink Warren County	Warren	PA	16365	gmeier@warrencareerlink.org	814-723-2350
PA CareerLink Warren County	Warren	PA	16365	jnidiffer@pa.gov	814-723-2350
PATHSTONE	Rochester	NY	14607	ntorres@pathstone.org	585-340-7180
Protection & Advocacy Systems	Albany	NY	12207	info@ndrn.org	51843212207
REFUGEE ASSISTANCE PROGRAM	Syracuse	NY	13203	marykane9@aim.com	315-435-4991
Rehabilitation Initiatives, LLC	Albany	NY	12205	rky4919@gmail.com	518-588-4445
Rensselaer County One Stop Employment Center	Troy	NY	12180	brian@capreg.org	518-270-2860
Rensselaer County One Stop Employment Center	Troy	NY	12180	cori.beck@labor.state.ny.us	518-270-2860
Rensselaer County One Stop Employment Center	Troy	NY	12180	marcd@capreg.org	518-270-2860
RENSELAER COUNTY SOCIAL SVC	Troy	NY		Theresa.Beaudoin@dfa.state.ny.us	5188336005
RENSELAER POLYTECHNIC	Troy	NY	12180	perrys2@rpi.edu	5182766234
Rochester Works! Career Center	Rochester	NY	14609	kevin.melia@labor.ny.gov	585-266-7760
Rochester Works! Career Center	Rochester	NY	14609	Louis.Lopez@labor.ny.gov	585-266-7760
RochesterWorks! Career Center	Rochester	NY	14607	jpremo@rochesterworks.org	585-258-3500
SAFEHOUSE OF CHAUTAUQUA CO	Jamestown	NY	14701	tberg@chautopp.org	716-661-9446
SAGE COLLEGES	Albany	NY	12208	roberp@sage.edu	518-292-1793
Saratoga County One Stop Center	Ballston Spa	NY	12020	daniel.perkins@labor.ny.gov	518-884-4170
Saratoga County One Stop Center	Ballston Spa	NY	12020	kevin.wells@labor.state.ny.us	518-884-4170
Saratoga County One Stop Center	Ballston Spa	NY	12020	kimberly.haviland@labor.ny.gov	518-884-4170
Seneca Highlands Area Vocational Technical School	Port Allegheny	PA	16743	rkjohnson@iu9.org	814-642-2573
Statler Center for Careers in Hospitality Service	Buffalo	NY	14209	eporter@statlercenter.org	716-888-4632
Statler Center for Careers in Hospitality Service	Buffalo	NY	14209	jskelton-hawkins@olmstedcenter.org	716-888-4632
Steuben County JOBS - Bath	Bath	NY	14810	kelli.everett@labor.ny.gov	607-776-7611
SYRACUSE HOUSING AUTHORITY	Syracuse	NY	13204	dnencetti@syrhousing.org	3154704429
SYRACUSE-ONONDAGA NAACP BRANCH #2825	Syracuse	NY	13205	fagan.preston@syr.sysco.com	315-422-6933
THE COMMUNITY PLACE OF GRTR ROCHESTER	Rochester	NY	14605	lburgos@communityplace.org	585-327-7200
Urban League Workforce Development Rochester	Rochester	NY	14605	hrjobs@ulr.org	585-325-6530
VA Behavioral Health Outpatient Center	Syracuse	NY	13204	ernest.bullock@va.gov	315-425-4400
Veterans Outreach Center	Rochester	NY	14620	vena.siverd@veteransoutreachcenter.org	866-906-8387
VILLAGE OF COLONIE	Albany	NY	12205	sueb@colonievillage.org	518-218-1030
Warsaw One-Stop	Warsaw	NY	14569	david.eley@labor.ny.gov	585-786-3145
Warsaw One-Stop	Warsaw	NY	14569	louis.lopez@labor.ny.gov	585-786-3145
Williamsville Career Center	Williamsville	NY	14221	clopez@wdcinc.org	716-634-9081
Williamsville Career Center	Williamsville	NY	14221	matejka.baumgardner@labor.ny.gov	716-634-9081

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Wyoming County Community Action	Perry	NY	14530	bcaton@wccainc.org	585-237-2600
Wyoming County Community Action	Perry	NY	14530	louis.lopez@labor.ny.gov	585-237-2600
YMCA	Albany	NY		oabrahams@cdymca.org	518-449-7196

2020 FCC Source Evaluation Report

FCC Unit: 13556

FCC Unit Description: Western New York

<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
Ad - Print	5	5	4
Ad - TV Commercial Advertisement	2	2	1
College - Campus Recruiting	2	2	2
Contractor - Conversion	5	4	5
Direct Sourcing - Indeed	34	34	29
Direct Sourcing - LinkedIn	7	7	6
Direct Sourcing - Other	4	4	4
Direct Sourcing - Recruiter Networking	2	2	2
Direct Sourcing - Sourcing Specialist	4	4	4
Former Employee - Rehire	19	18	17
Hiring Event for Customer Service Rep- Video Repair	1	0	0
Indeed- Virtual Hiring Event	1	0	0
Internal - Internal Hire	37	35	33
Internet - Career Builders	2	2	2
Internet - Facebook.com	2	2	2
Internet - Glassdoor.com	2	2	0
Internet - Google	1	1	1
Internet - Indeed	381	373	262
Internet - LinkedIn	3	3	2
Internet - Other	2	2	2
Internet - RecruitMilitary.com	1	1	1
Internet - Ziprecruiter	2	2	1
Job Fair - Brockport State College	1	0	0
Job Fair - Bryant & Stratton College- Henrietta campus- Recruitm	1	0	0
Job Fair - Bryant & Stratton College Informational Table	1	0	0
Job Fair - Bryant & Stratton Virtual Career Fair	1	0	0
Job Fair - Empire State College Virtual "Career Connections"	2	0	0
Job Fair - External	3	3	2
Job Fair - Finger Lakes Community College Informational Session	1	0	0
Job Fair - Internal	43	43	33
Job Fair - Monroe Community College Information Table	1	0	0
Job Fair - Western New York Association of College Career Cente	1	0	0
Recruiting on the Road	1	0	0
Recruiting Round Rochester	1	0	0
Referral - Employee Referral	132	128	107
Referral - Manager Referral	8	8	6
RochesterWorks Career Conference & Job Fair	1	0	0
SUNY Brockport Jobs and Internships Fair	1	0	0
Website - External Career Site	8297	981	61
Grand Total	9015	1668	589

2020 FCC Source Report

FCC Unit: 13556
FCC Unit Description: Western New York

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
243471BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	251	17	5
		Internet - Indeed	23	23	19
		Referral - Employee Referral	5	5	4
		Internet - Ziprecruiter	1	1	0
244289BR	Account Executive Exempt				
		Website - External Career Site	13	1	1
244727BR	Asst Mgr, Store Exempt				
		Website - External Career Site	56	8	0
		Internal - Internal Hire	2	2	2
		Referral - Manager Referral	1	1	1
		Referral - Employee Referral	1	1	1
244986BR	Account Executive Exempt				
		Website - External Career Site	22	4	1
245118BR	Direct Sales Rep Exempt				
		Website - External Career Site	14	0	0
		Internet - Indeed	10	10	5
		Internal - Internal Hire	1	1	1
245185BR	Sup, Customer Service Exempt				
		Website - External Career Site	79	15	0
		Internet - Indeed	4	4	3
		Internal - Internal Hire	1	1	1
245431BR	Store Greeter Nonexempt				
		Website - External Career Site	69	5	1
		Direct Sourcing - Indeed	1	1	1
245559BR	Field Technician I Nonexempt				
		Website - External Career Site	48	11	0
		Job Fair - Internal	1	1	1
245560BR	Field Technician I Nonexempt				
		Website - External Career Site	10	1	0
		Internet - Indeed	1	1	1
245561BR	Field Technician I Nonexempt				
		Website - External Career Site	20	5	0
		Internet - Indeed	1	1	1
		Job Fair - Internal	1	1	1
245563BR	Field Technician I Nonexempt				
		Website - External Career Site	18	3	0
		Contractor - Conversion	1	1	1
245564BR	Field Technician I Nonexempt				
		Website - External Career Site	35	9	0
		Referral - Employee Referral	1	1	1
		Internal - Internal Hire	1	1	1
		Job Fair - Internal	1	1	1
245566BR	Field Technician I Nonexempt				
		Website - External Career Site	32	3	0
		Internet - RecruitMilitary.com	1	1	1
		Job Fair - Internal	1	1	1
245708BR	Direct Sales Rep Exempt				
		Website - External Career Site	7	0	0
		Referral - Employee Referral	1	1	1
245759BR	Rep 1, CustSvc SB Tech Support Nonexempt				
		Website - External Career Site	167	18	2
		Internet - Indeed	5	5	4
		Referral - Employee Referral	4	4	3
		Former Employee - Rehire	3	3	3
		Internal - Internal Hire	2	2	2

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
245761BR		Ad - TV Commercial Advertisement	1	1	1
		Job Fair - Internal	1	1	1
		College - Campus Recruiting	1	1	1
		Job Fair - External	1	1	1
		Internet - LinkedIn	1	1	1
245956BR	Direct Sales Rep Exempt	Website - External Career Site	13	1	0
		Internet - Indeed	1	1	1
245958BR	Store Associate Nonexempt	Website - External Career Site	13	1	0
		Direct Sourcing - Indeed	1	1	1
246106BR	Store Associate Nonexempt	Website - External Career Site	109	11	1
		Referral – Manager Referral	3	3	1
		Referral - Employee Referral	2	2	2
		Internal - Internal Hire	2	2	2
		Direct Sourcing - Indeed	1	1	1
		Internet - Other	1	1	1
246141BR	Store Associate Nonexempt	Website - External Career Site	162	27	0
		Direct Sourcing - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
246237BR	Store Greeter Nonexempt	Website - External Career Site	17	2	0
		Direct Sourcing - Indeed	1	1	1
246429BR	RSC Rep I Nonexempt	Website - External Career Site	14	1	1
246646BR	Store Associate Nonexempt	Website - External Career Site	85	12	2
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
		Internal - Internal Hire	1	1	1
		Job Fair - Internal	1	1	1
246685BR	Store Associate Nonexempt	Website - External Career Site	24	3	0
		Referral - Employee Referral	1	1	1
246828BR	Store Associate Nonexempt	Website - External Career Site	39	4	0
		Direct Sourcing - Indeed	1	1	1
		Direct Sourcing - Sourcing Specialist	1	1	1
246972BR	Account Executive Exempt	Website - External Career Site	29	4	0
		Referral - Employee Referral	1	1	1
247051BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	2	0	0
		Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	0
247152BR	Sup, Direct Sales Exempt	Website - External Career Site	21	0	0
		Internet - Indeed	2	2	1
247279BR	Direct Sales Rep Exempt	Website - External Career Site	11	0	0
		Internet - Indeed	6	6	2
		Referral - Employee Referral	1	1	0
247500BR	Direct Sales Rep Exempt	Website - External Career Site	17	0	0
		Internet - Indeed	3	3	2
		Referral - Employee Referral	1	1	1
247539BR	Sup, Direct Sales Exempt	Website - External Career Site	17	2	0
		Former Employee - Rehire	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
247764BR	RSC Rep I Nonexempt	Website - External Career Site	114	33	2
		Job Fair - Internal	4	4	4
		Referral - Employee Referral	2	2	2
		Internet - Indeed	1	1	1
		Internal - Internal Hire	1	1	1
247872BR	Field Technician I Nonexempt	Website - External Career Site	26	7	1
		Internet - Indeed	2	2	2
		Contractor - Conversion	1	1	1
248181BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	400	59	6
		Internet - Indeed	34	34	23
		Referral - Employee Referral	10	10	8
		Internet - Career Builders	1	1	1
		Internal - Internal Hire	1	1	1
		Internet - Glassdoor.com	1	1	0
248261BR	Store Associate Nonexempt	Website - External Career Site	52	9	0
		Direct Sourcing - Indeed	2	2	2
248463BR	Producer Exempt	Website - External Career Site	56	2	0
		Contractor - Conversion	1	1	1
		Direct Sourcing - Recruiter Networking	1	1	1
248563BR	Store Greeter Nonexempt	Website - External Career Site	75	15	0
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
248776BR	Store Associate - PT Nonexempt	Website - External Career Site	58	5	0
		Direct Sourcing - Indeed	1	1	1
248974BR	Sup, Direct Sales Exempt	Website - External Career Site	5	2	0
		Referral - Employee Referral	1	1	1
249100BR	Store Associate Nonexempt	Website - External Career Site	51	12	0
		Direct Sourcing - Indeed	3	3	1
249263BR	Direct Sales Rep Exempt	Website - External Career Site	12	0	0
		Internet - Indeed	2	2	2
249349BR	RSC Rep I Nonexempt	Website - External Career Site	98	32	8
		Referral - Employee Referral	6	6	6
		Internal - Internal Hire	4	4	4
		Internet - Indeed	2	2	2
		Former Employee - Rehire	1	1	1
249568BR	Multimedia Journalist Exempt	Website - External Career Site	14	0	0
		Direct Sourcing - LinkedIn	1	1	1
249595BR	Account Executive Exempt	Website - External Career Site	21	4	0
		Direct Sourcing - Indeed	1	1	1
249746BR	Direct Sales Rep Exempt	Website - External Career Site	13	0	0
		Internet - Indeed	2	2	1
250116BR	Field Technician I Nonexempt	Website - External Career Site	38	10	2
		Internet - Indeed	1	1	1
250116BR	Direct Sales Rep Exempt	Website - External Career Site	24	1	0
		Internet - Indeed	14	14	5
		Referral - Employee Referral	2	2	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
250605BR	RSC Rep I Nonexempt				
		Website - External Career Site	76	22	2
		Internet - Indeed	3	3	2
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
250792BR	Producer Exempt				
		Website - External Career Site	19	0	0
		Internet - Facebook.com	1	1	1
251012BR	Sup, Customer Service Exempt				
		Website - External Career Site	161	20	0
		Internet - Indeed	6	6	4
		Internal - Internal Hire	2	2	1
251103BR	Store Associate Nonexempt				
		Website - External Career Site	8	0	0
		Direct Sourcing - Indeed	1	1	1
251104BR	Asst Mgr, Store Exempt				
		Website - External Career Site	19	2	0
		Direct Sourcing - Other	1	1	1
251225BR	Store Associate Nonexempt				
		Website - External Career Site	29	1	0
		Direct Sourcing - Indeed	1	1	1
251349BR	Rep 1, CustSvc SB Tech Support Nonexempt				
		Website - External Career Site	236	33	1
		Job Fair - Internal	7	7	4
		Referral - Employee Referral	4	4	4
		Internet - Indeed	4	4	3
		Former Employee - Rehire	3	3	2
		Internal - Internal Hire	2	2	2
		Ad - Print	1	1	1
		Direct Sourcing - Other	1	1	1
251371BR	Store Greeter Nonexempt				
		Website - External Career Site	33	6	0
		Direct Sourcing - Indeed	2	2	1
		Direct Sourcing - LinkedIn	1	1	0
251613BR	Intern Nonexempt				
		Website - External Career Site	35	0	3
251616BR	Intern Nonexempt				
		Website - External Career Site	21	0	1
251641BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	122	22	5
		Internet - Indeed	8	8	4
		Referral - Employee Referral	3	3	2
251651BR	Direct Sales Rep Exempt				
		Website - External Career Site	13	2	0
		Internet - Indeed	9	9	3
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	0
251923BR	SAM - Strategic AM Hospitality Exempt				
		Website - External Career Site	18	0	0
		Direct Sourcing - LinkedIn	1	1	1
252196BR	Store Associate Nonexempt				
		Website - External Career Site	71	7	0
		Internal - Internal Hire	3	3	3
		Referral - Manager Referral	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
252362BR	Direct Sales Rep Exempt				
		Website - External Career Site	20	5	0
		Internet - Indeed	9	9	6
		Referral - Employee Referral	1	1	0
252595BR	Human Resources Generalist Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
252752BR	Account Executive Exempt	Website - External Career Site	33	2	0
		Internet - Indeed	1	1	1
252806BR	Store Associate Nonexempt	Website - External Career Site	11	4	0
		Referral - Manager Referral	1	1	1
252881BR	RSC Rep I Nonexempt	Website - External Career Site	53	3	0
		Direct Sourcing - Sourcing Specialist	1	1	1
252919BR	Rep 1, Cust Svc Video Repair Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	85	6	0
253062BR	Rep 1, Cust Svc Video Repair Nonexempt	Internet - Indeed	6	6	4
		Referral - Employee Referral	3	2	2
253244BR	Recruiter I Exempt	Internal - Internal Hire	2	2	1
		Former Employee - Rehire	1	1	0
253284BR	Rep 1, Cust Svc SB Tech Support Nonexempt	Website - External Career Site	135	11	1
		Internet - Indeed	16	16	11
253401BR	Store Associate Nonexempt	Referral - Employee Referral	3	3	3
		Internal - Internal Hire	1	1	1
253863BR	Photojournalist Nonexempt	Website - External Career Site	214	40	1
		Internet - Indeed	28	28	20
253932BR	Store Greeter Nonexempt	Referral - Employee Referral	6	6	5
		Internal - Internal Hire	1	1	1
253946BR	Store Associate Nonexempt	Ad - Print	1	1	0
		Website - External Career Site	36	3	0
253964BR	Direct Sales Rep Exempt	Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
254013BR	Store Associate Nonexempt	Website - External Career Site	519	63	1
		Job Fair - Internal	18	18	14
254055BR	Store Associate - PT Nonexempt	Referral - Employee Referral	7	7	6
		Internet - Indeed	5	5	3
		College - Campus Recruiting	1	1	1
		Former Employee - Rehire	1	1	1
		Ad - TV Commercial Advertisement	1	1	0
		Internal - Internal Hire	1	1	0
		Website - External Career Site	38	6	0
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	33	1	0
		Contractor - Conversion	1	1	1
		Website - External Career Site	37	0	0
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	19	0	0
		Referral - Employee Referral	1	1	0
		Direct Sourcing - Indeed	1	1	1
		Former Employee - Rehire	1	1	1
		Website - External Career Site	27	6	0
		Internet - Indeed	6	6	4
		Website - External Career Site	3	0	0
		Direct Sourcing - Indeed	1	1	0
		Website - External Career Site	68	4	0
		Referral - Employee Referral	1	0	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
254056BR	Rep 1, CustSvc SB Tech Support Nonexempt				
		Website - External Career Site	536	39	2
		Job Fair - Internal	7	7	5
		Internet - Indeed	4	4	2
		Former Employee - Rehire	2	2	2
		Ad - Print	2	2	2
		Referral - Employee Referral	1	1	1
		Internal - Internal Hire	1	1	1
		Internet - Google	1	1	1
254234BR	Direct Sales Rep Exempt				
		Website - External Career Site	23	4	0
		Internet - Indeed	5	5	2
		Referral - Employee Referral	1	1	1
254407BR	Assignment Editor Nonexempt				
		Website - External Career Site	13	0	0
		Internet - LinkedIn	1	1	1
254584BR	MAE - Major Account Exec Exempt				
		Website - External Career Site	39	2	0
		Direct Sourcing - LinkedIn	1	1	1
254704BR	Store Associate Nonexempt				
		Website - External Career Site	14	2	0
		Direct Sourcing - Indeed	1	1	1
254712BR	Producer, Digital Cont Assoc Nonexempt				
		Website - External Career Site	66	5	1
255335BR	Asst Mgr, Store Exempt				
		Website - External Career Site	41	1	0
		Direct Sourcing - Other	1	1	1
255424BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	309	65	1
		Internet - Indeed	34	34	27
		Referral - Employee Referral	7	7	7
		Job Fair - External	1	1	1
255603BR	Direct Sales Rep Exempt				
		Website - External Career Site	25	5	0
		Internet - Indeed	4	4	3
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
255771BR	Direct Sales Rep Exempt				
		Website - External Career Site	30	11	0
		Internet - Indeed	14	14	7
		Referral - Employee Referral	1	1	1
255968BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	207	29	1
		Internet - Indeed	16	16	13
		Referral - Employee Referral	7	7	5
		Internal - Internal Hire	1	1	1
		Job Fair - Internal	1	1	0
		Job Fair - Monroe Community College Informat	1	0	0
		Recruiting Round Rochester	1	0	0
		Internet - Other	1	1	1
		RochesterWorks Career Conference & Job Fair	1	0	0
		Job Fair - Bryant & Stratton College Informatior	1	0	0
		Hiring Event for Customer Service Rep- Video R	1	0	0
		Job Fair - External	1	1	0
256126BR	Mgr, Sales Strategic Accts Exempt				
		Website - External Career Site	44	1	0
		Direct Sourcing - Other	1	1	1
256411BR	Account Executive Exempt				
		Website - External Career Site	8	4	2
256691BR	Store Associate Nonexempt				
		Website - External Career Site	129	18	0
		Referral - Employee Referral	2	2	1
		Direct Sourcing - Indeed	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
256949BR		Direct Sourcing - Sourcing Specialist	1	1	1
	Direct Sales Rep Exempt				
257215BR		Internet - Indeed	1	1	1
	Store Associate - PT Nonexempt				
		Website - External Career Site	61	5	0
		Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
257341BR					
	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	198	25	1
		Internet - Indeed	23	23	16
		Referral - Employee Referral	9	9	5
		Internal - Internal Hire	1	1	1
		Recruiting on the Road	1	0	0
		Internet - Career Builders	1	1	1
		SUNY Brockport Jobs and Internships Fair	1	0	0
		Internet - LinkedIn	1	1	0
		Job Fair - Bryant & Stratton College- Henrietta c	1	0	0
257697BR					
	Account Executive Exempt				
		Website - External Career Site	17	4	1
257813BR					
	Store Greeter Nonexempt				
		Website - External Career Site	25	1	0
		Direct Sourcing - Indeed	1	1	1
258226BR					
	Field Technician I Nonexempt				
		Website - External Career Site	18	2	0
		Internet - Indeed	8	7	4
		Referral - Employee Referral	1	0	1
258268BR					
	Field Technician I Nonexempt				
		Website - External Career Site	11	2	0
		Internet - Indeed	2	2	2
258270BR					
	Field Technician I Nonexempt				
		Website - External Career Site	46	6	0
		Internet - Indeed	4	4	3
258271BR					
	Field Technician I Nonexempt				
		Website - External Career Site	12	5	0
		Internet - Indeed	2	2	1
258273BR					
	Field Technician I Nonexempt				
		Website - External Career Site	9	2	0
		Internet - Indeed	1	1	1
259080BR					
	Store Associate Nonexempt				
		Website - External Career Site	24	3	0
		Direct Sourcing - Indeed	1	1	1
259254BR					
	EAM-Enterprise Account Manager Exempt				
		Website - External Career Site	11	0	0
		Direct Sourcing - LinkedIn	1	1	1
259329BR					
	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	178	11	2
		Internet - Indeed	8	8	8
		Referral - Employee Referral	6	6	5
		Referral - Manager Referral	1	1	1
259351BR					
	Store Associate Nonexempt				
		Website - External Career Site	18	1	0
		Direct Sourcing - Indeed	1	1	1
259550BR					
	Dir, Corporate Security Exempt				
		Website - External Career Site	117	3	0
		Referral - Employee Referral	1	1	1
259586BR					
	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	5	0	0
		Direct Sourcing - LinkedIn	1	1	1
259668BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	22	2	0

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
		Referral - Employee Referral	1	1	1
259691BR	Store Greeter Nonexempt				
		Website - External Career Site	13	0	0
		Referral - Employee Referral	1	1	1
259806BR	Store Associate Nonexempt				
		Website - External Career Site	97	6	0
		Direct Sourcing - Indeed	1	1	1
		Internal - Internal Hire	1	1	1
259824BR	Direct Sales Rep Exempt				
		Website - External Career Site	10	0	0
		Internet - Indeed	3	3	1
259838BR	Investigator I Exempt				
		Website - External Career Site	66	0	1
259992BR	RSC Rep I Nonexempt				
		Website - External Career Site	52	0	0
		Internet - Indeed	6	0	4
		Former Employee - Rehire	1	0	1
		Internal - Internal Hire	1	0	1
		Referral - Employee Referral	1	0	1
260533BR	Maintenance Technician I Nonexempt				
		Website - External Career Site	17	0	0
		Contractor - Conversion	1	0	1
		Internal - Internal Hire	1	0	1
260703BR	Mgr, Construction Exempt				
		Website - External Career Site	4	1	0
		Internet - Ziprecruiter	1	1	1
261060BR	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	7	0	0
		Direct Sourcing - LinkedIn	1	1	1
261200BR	Store Associate Nonexempt				
		Website - External Career Site	12	3	0
		Direct Sourcing - Indeed	1	1	1
261233BR	Producer, Digital Cont Assoc Nonexempt				
		Website - External Career Site	11	0	0
		Direct Sourcing - Recruiter Networking	1	1	1
261279BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	255	20	1
		Internet - Indeed	16	16	14
		Referral - Employee Referral	6	6	6
		Job Fair - Bryant & Stratton Virtual Career Fair	1	0	0
		Referral - Manager Referral	1	1	1
		Job Fair - Brockport State College	1	0	0
		Job Fair - Finger Lakes Community College Infor	1	0	0
		Job Fair - Empire State College Virtual "Career C	1	0	0
261442BR	Sup, Customer Service Exempt				
		Website - External Career Site	136	14	0
		Referral - Employee Referral	1	1	1
		Internal - Internal Hire	1	1	1
		Job Fair - Empire State College Virtual "Career C	1	0	0
261458BR	Rep 1, CustSvc SB Tech Support Nonexempt				
		Website - External Career Site	316	27	0
		Internet - Indeed	7	7	5
		Referral - Employee Referral	2	2	2
		Indeed- Virtual Hiring Event	1	0	0
		Former Employee - Rehire	1	1	1
		Internet - Facebook.com	1	1	1
261638BR	Acct Exec, Spec Comm Sol Exempt				
		Website - External Career Site	9	0	0
		Internet - Indeed	1	1	1
261707BR	Rep 1, CustSvc SB Tech Support Nonexempt				
		Website - External Career Site	283	19	0
		Referral - Employee Referral	5	5	4

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
262358BR		Internet - Indeed	5	4	4
		Job Fair - Western New York Association of Coll	1	0	0
		Ad - Print	1	1	1
		Internet - Glassdoor.com	1	1	0
	Asst Mgr, Store Exempt				
262388BR		Website - External Career Site	9	0	0
		Direct Sourcing - Indeed	1	1	1
	Producer Exempt				
263093BR		Website - External Career Site	12	0	0
		Internet - Indeed	1	1	1
	Store Associate Nonexempt				
		Website - External Career Site	69	5	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Former Employee - Rehire	1	1	1
Grand Total			9015	1668	589