

## 2021 FCC Unit Structure

### FCC Unit: 13556 Western New York

Address	City	State	Postal Zip Code
1593 Niagara Falls Blvd	Amherst	NY	14226
8535 Erie Rd	Angola	NY	14006
29 Cedar St	Batavia	NY	14020
6660 4th Section Road	Brockport	NY	14420
355 Chicago St	Buffalo	NY	14204
425 Michigan Ave	Buffalo	NY	14203
3967 Vineyard Rd.	Dunkirk	NY	14048
349 W Commercial St	East Rochester	NY	14445
3670 South McKinley Parkway	Hamburg	NY	14219
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
1500 Military Road	Niagara Falls	NY	14304
2604 Seneca Ave	Niagara Falls	NY	14305
121 Albany Ave	Olean	NY	14760
1747 Plaza Drive	Olean	NY	14760
4066 N Buffalo Rd	Orchard Park	NY	14127
100 Town Centre Dr.	Rochester	NY	14623
1393 Mt. Hope Ave.	Rochester	NY	14642
250 Mile Crossing Blvd.	Rochester	NY	14624
2620 W Henrietta Rd	Rochester	NY	14623
71 Mount Hope Ave	Rochester	NY	146201090
789 Indian Church Rd	West Seneca	NY	14224
15-17 East Main St	Westfield	NY	14787

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

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 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) 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: 13556 Western New York

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

## **Recruiting on the Road**

- September 25, 2020
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 100 attendees

## **Brockport University Job Fair**

- March 10, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 employees

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

## **Workplace Expectations: Equal Employment Opportunity Requirements for Leaders and Human Resources**

Are you a Leader involved in hiring or promotion decisions? Or, are you a Human Resources professional responsible for addressing Equal Employment Opportunity (EEO) requirements? By welcoming and leveraging differences, we all help build a stronger Charter. Your expertise with Charter's EEO Policy and your adherence to Federal requirements ensures all qualified individuals have equal opportunities in employment at Charter. This course will help you identify federal EEO requirements. In addition, you will learn about affirmative action plans and the role you play in applying Charter's EEO Policy relative to these topics. This required course is assigned at new hire and reassigned annually for Leaders and Human Resources employees.



2021 FCC Outreach Sources

FCC Unit: 13556 Western New York							
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip	
100 Hispanic Women-Westchester Chapter	Nereida@100HispanicWomenofWestchester.org	914-428-3710	81 Pondfield Road	Bronxville	NY	10708	
Ahrcnyc Employment & Business Services Corp	belma.dautovic@ahrcnyc.org	718-639-5500	38-18 Woodside Avenue	Queens	NY	11104	
Albion Career Center	nicholas.brown@labor.ny.gov	585-266-7760	458 West Avenue	Albion	NY	14411	
Albion Career Center	stephen.bragg@labor.ny.gov	585-589-5335	458 West Avenue	Albion	NY	14411	
Alfred University	crandallj@alfred.edu	(607) 871-2798	1 Saxon Drive	Alfred Station	NY	14803	
Association of Black Journalists -Hofstra University	kristal.zook@hofstra.edu	(800) 463-7872	1000 Hempstead Turnpike	Hempstead	NY	11550	
Brown Girls Doc Mafia	bgdmoutreach@gmail.com		570 Jamaica Avenue	Brooklyn	NY	11208	
BUFFALO Dept of Veteran Affairs	ramona.estrada@va.gov	(800) 827-1000	130 South Elmwood Avenue	Buffalo	NY	14202	
Buffalo & Erie County Workforce Development Consortium	clopez@wdcinc.org	716-634-9081	726 Exchange Street	Buffalo	NY	14210	
Buffalo Downtown - Career Center	Evette.spencer@labor.ny.gov	(716) 851-2600	284 Main Street	Buffalo	NY	14202	
Buffalo Downtown - Career Center	greg.corral@labor.ny.gov	716-851-2600	284 Main Street	Buffalo	NY	14202	
Buffalo Downtown - Career Center	walter.wallace@labor.ny.gov	716-851-2656	284 Main Street	Buffalo	NY	14202	
Buffalo State College	joneska@buffalostate.edu	716-878-6210	415 Cleveland Hall	Buffalo	NY	14222	
Buffalo Vet Center	robert.zynda@va.gov	(716) 862-7350	2372 Sweet Home Road	Buffalo	NY	14203	
Bureau of Blindness and Visual Services - Erie	dsokol@pa.gov	814-871-4401	4200 Lovell Place	Erie	PA	16503	
Catholic Family Center	dcampbell@cfcrochester.org	(585) 546-7220	87 North Clinton Avenue	Rochester	NY	14604	
Center For Employment Opportunities HQ (CEO)	cwatler@ceoworks.org	(212) 422-4430	50 Broadway	New York	NY	10004	
Centerstate CEO	CEO@centerstateceo.com	315-470-8000	572 South Salina Street	Syracuse	NY	13202	
Chautauqua Works and New York State Department of Labor	dunkirk@labor.ny.gov	716-366-9015	323 Central Ave	Dunkirk	NY	14048	
Chautauqua Works One-Stop	daniel.culbreth@labor.ny.gov	716-487-5192	407 and 419 Central Ave	Dunkirk	NY	14048	
Chautauqua Works One-Stop	vicky.america@labor.ny.gov	716-366-9015	407 and 419 Central Ave	Dunkirk	NY	14048	
City College of New York	rchristian@ccny.cuny.edu	212-650-5327	Convent Ave. @138th Street	New York	NY	10031	
Community Action Organization of Western New York, Inc.	adaniels@caowny.org		45 Jewett Avenue	Buffalo	NY	14214	
Community Action Organization of Western New York, Inc.	jmillazzo@caowny.org	(716) 881-5150	45 Jewett Avenue	Buffalo	NY	14214	
Community Action Organization of Western New York, Inc.	tingram@caowny.org	716-881-5150	45 Jewett Avenue	Buffalo	NY	14214	
CSS Workforce New York - Elmira Career Center	gary.hogate@labor.ny.gov	607-733-7131	318 Madison Avenue	Elmira	NY	14901	
Disabled American Veterans - Canandaigua #4	nicholas.conrad@med.va.gov		400 Fort Hill Avenue	Canandaigua	NY	14424	
Disciples for Christ Community Outreach, Inc	disciplescommunityoutreach@yahoo.com	585-719-8721	71 Rockview Terrace	Rochester	NY	14606	
East End Disability Associates, Inc.	services@eed-a.org	631-369-7345	107 Roanoke Avenue	Riverhead	NY	11901	
ESGR - Employer Support of the Guard and Reserve - New York	darlene.a.stanton.ctr@mail.mil	518-786-4911		New York	NY	10286	
Finger Lakes Works - Seneca	mgranger@co.seneca.ny.us	315-539-1798	One DiPronio Drive	Waterloo	NY	13165	
Finger Lakes Works - Seneca	workforcedev@co.seneca.ny.us	315-539-1905	One DiPronio Drive	Waterloo	NY	13165	
Fordham University - Lincoln Center Campus	casingal@fordham.edu	212-636-6284	Lincoln Center Campus	New York	NY	10023	
Genesee County Career Center - Batavia	neil.gagne@labor.ny.gov	585-344-2042 x4211	587 East Main Street	Batavia	NY	14020	
Genesee County Career Center - Batavia	nicholas.brown@labor.ny.gov	585-266-7760	587 East Main Street	Batavia	NY	14020	
Greece Chamber of Commerce	sarah@greecechamber.org	(585) 227-7272	2402 West Ridge Road	Greece	NY	14626	
Hornell Career Center	frank.vaughan@labor.ny.gov	607-733-7131	107 Broadway	Hornell	NY	14843	
Hornell Career Center	kelli.everett@labor.ny.gov	607-776-7712 or 1-800-553-2033 ext.152	107 Broadway	Hornell	NY	14843	
Hostos Community College-City University of New York	gventura@hostos.cuny.edu	718-518-4468	120 E. 149th Street	Bronx	NY	13081	
Houghton College	brian.reitnour@houghton.edu	585-567-9622	One Willard Ave.	Houghton	NY	14744	
Jewish Disability Empowerment Centre	lweinstein@yadempowers.org	212-284-6936	576 5th Avenue	New York	NY	10036	
LDA of New York - Western New York	arodriguez@ldaofwny.org		2555 Elmwood Avenue	Buffalo	NY	14217	
Lehman College Art Gallery	career.services@lehman.cuny.edu	718-960-8232	250 Bedford Park Boulevard West	The Bronx	NY	10468	
Livingston County Center - Office of Workforce Development	david.carman@labor.ny.gov	(585) 243-7047	6 Court Street Room 105	Genesee	NY	14454	
Lockport Workforce Center	william.allen@labor.ny.gov	716-433-6766	81 Walnut St	Albany	NY	12205	
Long Island University - C.W. Post Campus	post-careersuccess@liu.edu	(516) 299-3214	CW Post Campus	Brookville	NY	11548	
Managed Care Network	battaglia@managedcarenetwork.com	585-314-3057	1625 Buffalo Avenue	Niagara Falls	NY	14303	
Managed Care Network	jkubek@managedcarenetwork.com	585-314-3057	1625 Buffalo Avenue	Niagara Falls	NY	14303	
Manhattan College	bernadette.blocker@manhattan.edu	718-862-7965	Manhattan College Parkway	Riverdale	NY	10471	
Marine For Life - Buffalo	kara.blome@sig.com	(716) 885-6529	3 Porter Avenue	Buffalo	NY	14202	
Montclair State University	freedmand@mail.montclair.edu	973-655-5194		Montclair	NJ	7043	
NABJ National Association of Black Journalists - New York	rwatson@buffnews.com			Buffalo	NY	14240	
New York State Department of Labor	walter.wallace@labor.ny.gov	716-851-2656	284 Main Street	Buffalo	NY	14202	
North Country Community College	jcarpenter@nccc.edu	(518) 891-2915	23 Santanoni Avenue	Saranac Lake	NY	12983	
NYS Division of Veterans Services - Albany	dvsinfo@veterans.ny.gov	(518) 626-5680	113 Holland Avenue	Albany	NY	12208	
Pride Center of Western New York	DVerzelloni@pridecenterwny.org	(716) 852-7743	200 South Elmwood Avenue	Buffalo	NY	14201	
Regional Center for Independent Living	jsimiatis@rcil.org		497 State Street	Rochester	NY	14608	
Rochester Association of Black Journalists	rmccollo@gmail.com	(585) 442-3728	P.O. Box 60210	Rochester	NY	14603	
Rochester Vet Center	Amy.Rodriguez@va.gov	585-393-7608	2000 South Winton Road	Brighton	NY	14618	
Rochester Works! Career Center	kevin.Melia@labor.ny.gov	585-266-7760	255 North Goodman	Rochester	NY	14607	
Rochester Works! Career Center	nicholas.brown@labor.ny.gov	585-266-7760	255 North Goodman	Rochester	NY	14607	
Rochester Works! Career Center	ryan.trevas@labor.ny.gov	(585) 258-8887	276 Waring Road	Rochester	NY	14609	
Seneca Nation of Indians	darcy.kettle@sni.org	716-532-4900	90 Ohio Way	Salamanca	NY	14779	
Sheltering Arms	bkimbiz@shelteringarmsny.org	212-675-1000	305 7th Avenue	New York	NY	10001	
Soldier for Life Transition Assistance Program - Fort Myer	juan.c.rodriquez64.civ@mail.mil		126 Forrest Circle	Arlington	VA	22211	
Soldiers for Life Transition Assistance Program - Fort Drum	santina.e.doldo.ctr@mail.mil	315-772-2048	10000 10th Mountain Division Drive	Watertown	NY	13602	
St. Bonaventure University	career@sbu.edu			St. Bonaventure	NY	14778	
St. Francis College	chughes@sfc.edu	(718) 489-5360	180 Remsen Street	Brooklyn	NY	11201	
SUNY - Cobleskill	pestadh@cobleskill.edu		State Route 7	Cobleskill	NY	12043	
SUNY - Oswego	gmorris@oswego.edu	315-312-2255	7060 Route 104	Oswego	NY	13126	
SUNY - Purchase College	rachael.remenyi@purchase.edu		735 Anderson Hill Road	Harrison	NY	10577	
SUNY College - Brockport	jalston@brockport.edu		350 New Campus Drive	Brockport	NY	14420	
SUNY Plattsburgh	urbanse@plattsburgh.edu	(518) 564-2000	101 Broad Street	Plattsburgh	NY	12901	
Trott Access Center - Niagara County Employment & Training	ian.bone@labor.ny.gov	(716) 278-8148	1001 11th Street	Niagara Falls	NY	14301	
Trott Access Center - Niagara County Employment & Training	kerrie.heffernan@niagaracounty.com	(716) 278-8148	1001 11th Street	Niagara Falls	NY	14301	
University at Buffalo - The State University of New York	jca@buffalo.edu	716-645-2231		Buffalo	NY	14260	
University of Rochester	Dleyburn@admin.rochester.edu	585-276-4143		1111 Rochester	NY	14627	
VA Western New York. Healthcare System / Health Care for Homeless Veterans Program	Michael.Throm@va.gov	(716) 862-8885	1325 Main Street	Buffalo	NY	14209	
Veteran Career Center- Syracuse University	jrpluta@syr.edu	(315) 443-3616	820 Comstock Avenue	Syracuse	NY	13210	
Veterans One-Stop Center of Western New York	JBHiggins@vocwny.org		1280 Main Street	Buffalo	NY	14209	
Veterans One-Stop Center of Western New York	jnowak@vocwny.org	(716) 898-0110	1280 Main Street	Buffalo	NY	14209	
Veterans Service Agency Livingston County	jskinner@co.livingston.ny.us	(585) 243-7960	Murray Hill Drive	Mount Morris	NY	14510	
Vocational Rehabilitation Services - Erie	ccowan@pa.gov	(814) 871-4551	3200 Lovell Place	Erie	PA	16503	
Vocational Rehabilitation Services - Erie	cfalkenhag@pa.gov	(814) 871-4551	3200 Lovell Place	Erie	PA	16503	
Vocational Rehabilitation Services - Erie	kgarnon@pa.gov	814-871-4551	3200 Lovell Place	Erie	PA	16503	
Vocational Rehabilitation Services - Erie	sjares@pa.gov	(814) 871-4551	3200 Lovell Place	Erie	PA	16503	
Warren County Pennsylvania - Veterans Services	eburris@warren-county.net	814-728-3478	204 4th Avenue	Warren	PA	16365	
Warsaw One-Stop	Shawn.Murphy@labor.ny.gov	(585) 786-3145	448 North Main Street	Warsaw	NY	14569	
Western New York Independent Living, Inc.	JRoman@wnyil.org	(716) 836-0822	3108 Main Street	Buffalo	NY	14214	

## 2021 FCC Source Evaluation Report

FCC Unit: 13556 Western New York

Source	Applicant Count	Interview Count	Hire Count
Ad - Print	3	3	3
Contractor - Conversion	3	3	3
Direct Sourcing - Indeed	51	51	27
Direct Sourcing - LinkedIn	2	2	1
Direct Sourcing - Other	1	1	1
Direct Sourcing - Recruiter Networking	1	1	1
Former Employee - Rehire	13	13	12
Internal - Internal Hire	16	16	0
Internet - Google	1	1	1
Internet - Indeed	179	176	100
Internet - LinkedIn	6	6	5
Internet - Other	3	3	2
Internet - Ziprecruiter	2	2	2
Other	5	5	2
Referral - Employee Referral	74	74	59
Referral - Manager Referral	7	7	6
Website - External Career Site	3576	438	22
<b>Total</b>	<b>3943</b>	<b>802</b>	<b>247</b>

## 2021 FCC Source Report

FCC Unit: 13556 Western New York

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
268141BR	Rep 1, Cust Svc Video Repair	Internet - Indeed	26	26	4
		Referral - Employee Referral	5	5	1
		Website - External Career Site	269	101	0
269272BR	Store Associate	Direct Sourcing - Indeed	3	3	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	62	8	0
269458BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	1	1	1
		Internet - Indeed	11	11	7
		Referral - Employee Referral	6	6	6
		Website - External Career Site	335	100	0
270199BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	33	5	0
270225BR	Planning Editor Nonexempt	Direct Sourcing - Recruiter Networking	1	1	1
		Internal - Internal Hire	2	2	0
		Website - External Career Site	35	6	0
270227BR	Planning Editor Nonexempt	Internal - Internal Hire	2	2	0
		Referral - Manager Referral	1	1	1
		Website - External Career Site	31	3	0
270361BR	Direct Sales Rep	Internet - Indeed	5	5	2
		Website - External Career Site	11	9	0
270620BR	Reports Specialist	Former Employee - Rehire	1	1	1
		Website - External Career Site	11	0	0
270889BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	43	2	1
271208BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	37	2	0
271223BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	35	4	0
271310BR	Account Executive	Internal - Internal Hire	1	1	0
		Referral - Manager Referral	1	1	1
		Website - External Career Site	30	2	0
271549BR	Rep 1, Community Solutions Nonexempt	Ad - Print	1	1	1
		Direct Sourcing - Indeed	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Google	1	1	1
		Internet - Indeed	5	5	4
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	342	130	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271587BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	11	11	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	52	52	0
271641BR	Rep 1, Cust Svc Video Repair	Former Employee - Rehire	2	2	2
		Internet - Indeed	13	13	9
		Internet - Ziprecruiter	1	1	1
		Referral - Employee Referral	6	6	6
		Referral - Manager Referral	1	1	1
		Website - External Career Site	219	86	7
271953BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	19	19	0
272010BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	5	0
272156BR	Sup, Customer Service	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	36	10	0
272281BR	Store Greeter Nonexempt	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	35	0	0
272309BR	Asst Mgr, Store	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	24	1	0
272389BR	Mgr, Carrier Relations	Website - External Career Site	19	2	1
272527BR	Maintenance Technician I Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	13	2	0
272572BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	12	2	0
272575BR	Store Associate	Referral - Employee Referral	2	2	2
		Website - External Career Site	24	1	0
272584BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	27	0	0
272700BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	18	18	0
272796BR	Multimedia Journalist	Former Employee - Rehire	1	1	1
		Website - External Career Site	20	1	0
272867BR	Rep 1, Community Solutions Nonexempt	Ad - Print	1	1	1
		Internet - Indeed	8	8	2
		Website - External Career Site	142	34	1
272884BR	Account Executive	Internet - LinkedIn	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	22	9	0



Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273095BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	19	0	0
273120BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	2	2	1
		Website - External Career Site	11	4	0
273123BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	28	5	0
273127BR	Field Technician II	Referral - Employee Referral	3	3	2
		Website - External Career Site	49	8	1
273195BR	Direct Sales Rep	Direct Sourcing - Indeed	12	12	3
		Former Employee - Rehire	1	1	1
		Website - External Career Site	13	11	0
273407BR	Intern	Internet - LinkedIn	1	1	1
		Website - External Career Site	9	3	0
273454BR	Human Resources Generalist	Internet - Indeed	2	2	1
		Website - External Career Site	46	21	0
273493BR	Direct Sales Rep	Internet - Indeed	7	7	5
		Website - External Career Site	36	34	0
273554BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	29	4	0
273796BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	10	0	0
273823BR	Account Executive	Internet - LinkedIn	1	1	1
		Website - External Career Site	6	0	0
274201BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	8	0	0
274843BR	Photojournalist Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	12	2	0
274881BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	15	5	0
274883BR	Field Technician II	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	38	10	0
274884BR	Field Technician II	Referral - Employee Referral	3	3	2
		Website - External Career Site	13	3	1
274885BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	3	3	2
		Referral - Employee Referral	3	3	2
		Website - External Career Site	34	4	0
274886BR	Field Technician II	Internet - Indeed	1	1	0
		Website - External Career Site	16	6	2

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274989BR	Multimedia Journalist	Internet - Indeed	1	1	1
		Website - External Career Site	40	2	0
275177BR	Rep 1, Spectrum Mobile	Internal - Internal Hire	1	1	0
		Internet - Indeed	10	10	9
		Referral - Employee Referral	8	8	7
		Referral - Manager Referral	1	1	1
		Website - External Career Site	173	67	2
275202BR	Direct Sales Rep	Direct Sourcing - Indeed	8	8	1
		Website - External Career Site	27	21	0
275220BR	Rep 1, Community Solutions Nonexempt	Internet - Indeed	8	8	7
		Internet - Other	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	150	31	0
275347BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	13	12	0
276010BR	Account Executive	Referral - Employee Referral	2	2	1
		Website - External Career Site	12	5	0
276192BR	Field Technician III	Contractor - Conversion	1	1	1
276814BR	Direct Sales Rep	Internet - Indeed	3	3	3
		Website - External Career Site	15	14	0
276845BR	Field Technician II	Former Employee - Rehire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	10	0	0
276855BR	Store Greeter Nonexempt	Internet - Other	1	1	1
		Website - External Career Site	5	1	0
277053BR	Direct Sales Rep	Internet - Indeed	5	5	2
		Website - External Career Site	11	10	0
277066BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	13	3	0
277416BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	2	0	0
277508BR	EAM-Enterprise Account Manager	Direct Sourcing - LinkedIn	2	2	1
		Website - External Career Site	14	2	0
277749BR	Field Technician III	Contractor - Conversion	1	1	1
277992BR	Rep 1, Community Solutions Nonexempt	Internet - Indeed	7	7	4
		Internet - Other	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	59	32	0
278104BR	Field Technician III	Contractor - Conversion	1	1	1
278212BR	Producer	Internet - Indeed	1	1	1
		Website - External Career Site	8	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278404BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	1	0	0
278444BR	Account Executive	Referral - Manager Referral	1	1	1
		Website - External Career Site	14	3	0
278450BR	Maintenance Technician I Nonexempt	Internal - Internal Hire	2	2	0
		Internet - Indeed	1	1	1
		Website - External Career Site	10	1	0
278487BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	14	8	0
278645BR	Acct Exec, Comm Sol Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	3	0	0
278648BR	Rep 1, Spectrum Mobile	Former Employee - Rehire	2	2	2
		Internal - Internal Hire	2	2	0
		Internet - Indeed	11	8	10
		Referral - Employee Referral	7	7	7
		Website - External Career Site	110	46	3
279067BR	Direct Sales Rep	Internet - Indeed	6	6	4
		Website - External Career Site	11	10	0
279127BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	6	6	0
279573BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	26	3	0
279601BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	9	1	0
279602BR	Field Technician II	Internet - Indeed	1	1	1
		Referral - Manager Referral	1	1	0
		Website - External Career Site	11	2	0
279672BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	7	0	0
279714BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	9	1	0
279737BR	Store Associate	Direct Sourcing - Indeed	2	2	2
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	16	2	0
279822BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	2
		Website - External Career Site	5	5	0
279829BR	Store Greeter Nonexempt	Other	1	1	1
		Website - External Career Site	9	2	0
279968BR	Store Associate	Direct Sourcing - Indeed	2	2	2
		Website - External Career Site	23	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
280214BR	Sup, Customer Service	Internal - Internal Hire	1	1	0
		Referral - Manager Referral	1	1	1
		Website - External Career Site	26	7	0
280326BR	Store Associate	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	7	1	0
280357BR	Rep 1, Community Solutions Nonexempt	Ad - Print	1	1	1
		Internet - Indeed	15	15	6
		Internet - LinkedIn	1	1	0
		Other	4	4	1
		Referral - Employee Referral	2	2	0
		Website - External Career Site	280	159	1
280621BR	Producer	Internet - Indeed	1	1	1
		Website - External Career Site	12	0	0
280644BR	Direct Sales Rep	Internet - Indeed	3	3	1
		Website - External Career Site	6	5	0
280917BR	Store Associate	Direct Sourcing - Indeed	1	1	0
		Referral - Employee Referral	2	2	2
		Website - External Career Site	35	6	0
281661BR	Field Technician III	Internet - LinkedIn	1	1	1
281946BR	Store Associate	Website - External Career Site	10	1	1
282033BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	3	3	0
282102BR	Field Technician III	Internet - Indeed	1	1	1
282814BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	4	2	0
282950BR	Store Associate	Direct Sourcing - Other	1	1	1
		Website - External Career Site	4	0	0