

2020 FCC Unit Address List

FCC Unit: **13557**

FCC Unit Description: **Wisconsin**

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
1201 Mccann Dr	Altoona	WI	54720
3545 Plank Rd	Appleton	WI	54915
3520 Destination Dr	Appleton	WI	54915
133 N Mall Dr	Appleton	WI	54913
1810 Lakeshore Dr East	Ashland	WI	54806
E10704 State Highway 33	Baraboo	WI	53913
2016 Cranston Rd	Beloit	WI	53511
79 S Main St	Clintonville	WI	54929
813 Burton Blvd	De Forest	WI	53532
2998 Golf Court	Delafield	WI	53018
315 King St	Dodgeville	WI	53533
1090 240th St	Dresser	WI	54009
1048 Mary Lane	Eau Claire	WI	54703
5151 Verona Rd	Fitchburg	WI	53711
2935 S Fish Hatchery Rd	Fitchburg	WI	53711
165 Knights Way Ste 100	Fond Du Lac	WI	54935
279 Trowbridge Dr	Fond Du Lac	WI	54937
243 Winnebago Dr	Fond Du Lac	WI	54935
2580 W Mason St	Green Bay	WI	54303
727 Cormier Road	Green Bay	WI	54304
5300 S 76th St	Greendale	WI	53129
5475 W Abbott Ave	Greenfield	WI	53220
14455 W Chippewa Trail	Hayward	WI	54843
1348 Plainfield Ave	Janesville	WI	53545
N3760 Hwy DJ	Juneau	WI	53039
156 E Geneva Sq	Lake Geneva	WI	53147
2701 Daniels St	Madison	WI	53718
5133 West Terrace Drive	Madison	WI	53718
716 N. Midvale Blvd.	Madison	WI	53705
8413 Excelsior Dr Suite 120	Madison	WI	53717
2257 Zeier Road	Madison	WI	53704
22 E. Mifflin	Madison	WI	53703
3900 Hall Ave	Marinette	WI	54143
503 E Ives St	Marshfield	WI	54449
1020 Meadowhill Dr	Menomonie	WI	54751
1320 N Martin Luther King Jr Dr	Milwaukee	WI	53212
10130 W Appleton Ave	Milwaukee	WI	53225
326 E Capitol Dr	Milwaukee	WI	53212
2226 N Prospect Avenue	Milwaukee	WI	53202
6035 Durand Ave	Mount Pleasant	WI	53406
500 West Drexel Avenue	Oak Creek	WI	53154
1228 12th Ave South	Onalaska	WI	54650
1925 South Koeller Street	Oshkosh	WI	54902
1825 Witzel Ave	Oshkosh	WI	54902
N27 W23750 Paul Rd	Pewaukee	WI	53072
8801 88th Avenue	Pleasant Prairie	WI	53158

<u>Address</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>
9901 77th Street	Pleasant Prairie	WI	53158
2209 Eastern Ave	Plymouth	WI	53073
5812 21st St	Racine	WI	53406
821 Lincoln St	Rhineland	WI	54501
2016 18 3/4 St	Rice Lake	WI	54868
2304 South Main St	Rice Lake	WI	54868
N 8482 Reed St	Ripon	WI	54971
1623 Broadway Ave	Sheboygan	WI	53081
2111 West Wisconsin St	Sparta	WI	54656
B3912 Fairhaven Rd	Spencer	WI	54479
890 Northwestern Dr	Spooner	WI	54801
5024 Heffron St	Stevens Point	WI	54481
530 Nedrest Dr	Stevens Point	WI	54481
5423 US HWY 10	Stevens Point	WI	54482
824 Egg Harbor Rd	Sturgeon Bay	WI	54235
3315 Lincoln Ave	Two Rivers	WI	54241
510 Beloit St	Walworth	WI	53184
853 McIntosh St	Wausau	WI	54403
2751 N Mayfair Rd	Wauwatosa	WI	53222
1511 South 108th St	West Allis	WI	53214
1515 W Washington St	West Bend	WI	53095
2140 8th St South	Wisconsin Rapids	WI	54494
3211 8th St S	Wisconsin Rapids	WI	54494

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

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

FCC Registration Number:

Emp. Unit ID # 13557

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

MILWAUKEE, WI

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.

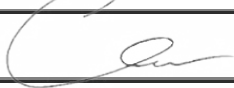
[Exhibit 3]

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: 13557 Wisconsin

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

Diversity Career Fair

- September 19, 2019
- Milwaukee County War Memorial Center – Milwaukee, WI
- Charter Representatives: Recruiters
- Targeted positions: All open positions
- Large volume of attendees

Department of Corrections (DOC) Job Fair

- January 29, 2020
- 2342 N 27th St, Milwaukee, WI
- Charter Representatives: 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.

Workplace Expectations: EEO 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.

2020 FCC Unit Outreach Source List

FCC Unit: 13557

FCC Unit Description: Wisconsin

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
American Council of the Blind of Texas	Beaumont	TX	77704	semien@sbcglobal.net	409-866-5838
ARCIL	Austin	TX	78753	valerie@arcil.com	5128326349
Ashland Job Center	Ashland	WI	54806	jbaron@nwcep.org	715-682-4889
Austin Community College	Austin	TX	78736	jpcaia@austincc.edu	512-223-8001
Austin Recovery	Austin	TX	78745	mmorales@austinrecovery.org	512-997-0101
Bay Central Job Center	Green Bay	WI	54301	brian.marquardt@dwd.wisconsin.gov	920-448-6760
Bay Central Job Center	Green Bay	WI	54301	derek.jablonicky@dwd.wisconsin.gov	920-448-6760
Bay East	Manitowoc	WI	54220	derek.jablonicky@dwd.wisconsin.gov	920-683-2888
Bay East	Manitowoc	WI	54220	thomas.beverly@dwd.wisconsin.gov	920-683-2888
Bay South	Sheboygan	WI	53081	brian.ognacevic@gotolc.edu	920-208-5856
Bay South	Sheboygan	WI	53081	michael.james@dwd.wisconsin.gov	920-208-5856
Berlin Job Center	Berlin	WI	54923	bmiller@fvwdb.com	920-361-3400
Berlin Job Center	Berlin	WI	54923	Cynthia.Holzman@dwd.wisconsin.gov	920-361-3400
BUREAU-MILWAUKEE CHILD WELFARE	Milwaukee	WI	53214	cheryl.quinn@wisconsin.gov	4143026100
CAP Services	Appleton	WI	54914	laurie.grable@wisconsin.gov	920-257-4702
CAP Services	Appleton	WI	54914	lori.seeke@dhs.wisconsin.gov	920-257-4702
Cardinal Stritch University	Milwaukee	WI	53217	career@stritch.edu	414-410-4000
CareerForce in Austin	Austin	MN	55912	careerforce.austin@state.mn.us	507-433-0555
CareerForce in Red Wing	Red Wing	MN	55066	careerforce.redwing@state.mn.us	651-385-6480
CareerForce in Rochester	Rochester	MN	55066	careerforce.rochester@state.mn.us	507-923-2828
CareerForce in Winona	Winona	MN	55987	careerforce.winona@state.mn.us	507-205-6060
Careers For Life	Austin	TX	78755	careersforlife@scic.com	512-349-3328
Catholic Charities	Saint Francis	WI		sxiong@ccmke.org	414-769-3415
CATHOLIC CHARITIES OF LAKE COUNTY	Waukegan	IL	60085	jsmall@catholiccharities.net	847-782-4000
Chippewa County Job Center	Chippewa Falls	WI	54729	duttong@workforceresource.org	715-723-2248
Clark County Job Center	Neillsville	WI	54456	connerj@workforceresource.org	715-743-4631
Creating Opportunities Networking Group - Wauwatosa Presbyterian Church	Wauwatosa	WI	53213	rshirley@elmbrook.org	262-780-1692
Crossroads Career Network - Hales Corners Lutheran Church	Hales Corners	WI	53130	arnotheron@mail.com	414-915-0866
Dane County Job Center	Madison	WI	53704	eugene.degner@dwd.wisconsin.gov	608-242-4900
Dane County Job Center	Madison	WI	53704	richard.forss@dwd.wisconsin.gov	608-242-4900
DARS DBS	Austin	TX	78756	cecilia.berrios@dars.state.tx.us	5123770575
Division of Vocational Rehabilitation	Manitowoc	WI	54220	brooke.dey@dwd.wisconsin.gov	920-683-4586
Division of Vocational Rehabilitation	Milwaukee	WI	53216	catrina.duncan@dwd.wisconsin.gov	414-874-1626
Division of Vocational Rehabilitation	Racine	WI	53406	jennifer.klein@dwd.wisconsin.gov	262-638-7216
Division of Vocational Rehabilitation	Eau Claire	WI	54703	kurt.kann@dwd.wisconsin.gov	715-836-4263
Domiciliary Care for Homeless Veterans	Milwaukee	WI	53295	camilla.doctor@va.gov	414-384-2000
Door County Job Center	Sturgeon Bay	WI	54235	brian.marquardt@dwd.wisconsin.gov	920-743-6915

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
Dunn County Job Center	Menomonie	WI	54751	brotens@workforceresource.org	715-232-7360
Dunn County Job Center	Menomonie	WI	54751	lienaum@workforceresource.org	715-232-7360
Eau Claire County Job Center	Eau Claire	WI	54703	BrianA.Peterson@dwd.wisconsin.gov	715-836-3036
Eau Claire County Job Center	Eau Claire	WI	54703	stendahlm@workforceresource.org	715-836-3036
Employment Networking Group (ENG) - Washington Park Library	Milwaukee	WI	53208	roger@varnerengineering.com	262-392-8001
Employment Readiness Solutions	Waukesha	WI	53186	office@employready.com	262-720-7752
Epilepsy Foundation	Austin	TX	78752	kflores@nfbtx.org	512-323-5444
Fond du Lac Area Job and Career Center	Fond du Lac	WI	54935	debra.warga@dwd.wisconsin.gov	920-929-3900
Forest County Job Center	Crandon	WI	54520	detweb@dwd.wisconsin.gov	715-478-3450
Fox Cities Workforce Development Center - Menasha	Menasha	WI	54952	charles.gintz@dwd.wisconsin.gov	920-997-3272
Fox Cities Workforce Development Center - Menasha	Menasha	WI	54952	jeffrey.murphy@dwd.wisconsin.gov	920-997-3272
Goodwill Industries of Central Texas	Austin	TX	78702	roberto.perez@austingoodwill.org	512-480-0772
Goodwill of North Central Wisconsin	Menasha	WI	54952	jmoore_gw@gwicc.org	920-968-6881
Goodwill Southeastern Wisconsin	Milwaukee	WI	53225	lisa.norman@goodwillsew.com	414-358-6525
Greater Madison Urban League	Madison	WI	53713	mbozeman@ulgm.org	608-729-1200
Green Bay Community Church	Green Bay	WI	54313	pat_cronin@sbcglobal.net	262-391-5406
Hire Heroes USA		TX		ltalbot@hireherosusa.org	
IDES - Lombard	Lombard	IL	60148	cornel.thomas@illinois.gov	630-495-4345
IDES - Lombard	Lombard	IL	60148	suzette.robinson@illinois.gov	630-495-4345
Independent Living Centers	Austin	TX	78745	sandra@txsilc.org	512-371-7353
International Institute of Wisconsin	Milwaukee	WI	53203	aldurtka@iivisconsin.org	414-225-6225
Iowa County Job Center	Dodgeville	WI	53533	napoleon.hardy@wi.gov	608-935-3116
Job Center of Wisconsin	Tomah	WI	54660	rickie.larson@dwd.wisconsin.gov	608-374-7740
Kenosha Achievement Center	Kenosha	WI	53143	geckstein@thekac.com	262-658-9500
Kenosha Achievement Center	Kenosha	WI	53142	info@thekac.com	262-658-9500
Kenosha County Job Center	Kenosha	WI	53143	alfonzo.garcia@dwd.wisconsin.gov	262-697-4500
Kenosha County Job Center	Kenosha	WI	53143	tim.thompson@kenoshacounty.org	262-697-4500
Lake County Workforce Development	Waukegan	IL	60085	elocke@lakecountyiil.gov	847-377-3450
Lake County Workforce Development	Waukegan	IL	60085	kathleen.wager@illinois.gov	847-377-3450
Lake County Workforce Development	Waukegan	IL	60085	rgaines@lakecountyiil.gov	847-377-3450
Lake County Workforce Development	Waukegan	IL	60085	wgiraldohernandez2@lakecountyiil.gov	847-377-3450
Marathon County Job Center	Wausau	WI	54403	gail.hurd@dwd.wisconsin.gov	715-261-8700
Marathon County Job Center	Wausau	WI	54403	Julie.Eder@dwd.wisconsin.gov	715-261-8700
Marathon County Job Center	Wausau	WI	54403	kristine.porter@dwd.wisconsin.gov	715-261-8700
McHenry County Workforce Center	Woodstock	IL	60098	michael.ruffner@illinois.gov	815-338-7100
Menominee Michigan Works! The Job Force	Menominee	MI	49858	bertagnolip@michigan.gov	(906) 863-9957
Milwaukee Area Technical College	Oak Creek	WI	53154	kuehnlm@matc.edu	414-570-4421
Milwaukee Careers Cooperative	Milwaukee	WI	53208	temery2010@hotmail.com	414-937-8260
Milwaukee Community Service Cops.	Milwaukee	WI	53205	mconsiglio@mcsawi.org	414-372-9040
Milwaukee Southeast Job Center (UMOS)	Milwaukee	WI	53207	jobcentersouth@umos.org	414-389-6600
Milwaukee Southeast Job Center (UMOS)	Milwaukee	WI	53207	leonor.rosas@umos.org	414-389-6600
Milwaukee Urban League	Milwaukee	WI	53210	bspeed@tmul.org	414-374-5850
MULTICULTURAL COMMUNITY SVC	Milwaukee	WI	53209	proder@mcs-milw.org	414-527-1010
N.E.W. Community Clinic	Green Bay	WI	54303	laura.robinson.ncc@gmail.com	920-431-0243
NAACP LAKE COUNTY BRANCH #3020	North Chicago	IL	60064	naacplakecounty@gmail.com	847-366-0011
National Alliance on Mental Illness	Austin	TX	78704	kjeschke@namitexas.org	

Agency	City	State	Postal Code	Recipient Email(s)	Phone Number
NEW COMMUNITY CLINIC	Green Bay	WI	54301	healthbenefitsco@newcommunityclinic.org	9204379773
North Texas Job Corps	McKinney	TX		taylor.loretta@jobcorps.org	972-547-7720
Northeast Comprehensive Job Center	Milwaukee	WI	53212	geraldine.perry@dwd.wisconsin.gov	414-267-3233
Northeast Comprehensive Job Center	Milwaukee	WI	53212	michael.james@dwd.wi.gov	414-267-3233
Northern Advantage Job Center	Rhineland	WI	54501	gail.hurd@dwd.wisconsin.gov	715-365-1500
Northern Advantage Job Center	Rhineland	WI	54501	kristine.porter@dwd.wisconsin.gov	715-365-1500
Oconto County Job Center	Oconto	WI	54153	lynnratzburger@newcap.org	920-834-4621
Operations Good Jobs Goodwill Industries of Central Texas	Austin	TX	78753	erin.kingsbury@austingoodwill.org	
Oshkosh Job Center	Oshkosh	WI	54901	cynthia.holzman@dwd.wisconsin.gov	920-232-6273
OTTAWA UNIVERSITY	Brookfield	WI	53005	laurie.bartels@ottawa.edu	2628790200
Ozaukee County Workforce Development Center	Mequon	WI	53092	barbara.godsey@dwd.wisconsin.gov	262-238-2880
Ozaukee County Workforce Development Center	Mequon	WI	53092	wfdc-info@wctc.edu	262-238-2880
Project RETURN	Milwaukee	WI		andre@projectreturnmilwaukee.org	414-374-8029
Racine County Workforce Solutions	Racine	WI	53403	bradley.behling@racinecounty.com	262-638-6420
Racine County Workforce Solutions	Racine	WI	53403	joshua.tamayo@dwd.wisconsin.gov	262-638-6420
RAMP Employment Services	Rockford	IL	61107	jmunson@rampcil.org	
Rasmussen College-Green Bay Campus	Green Bay	WI	54303	vicki.strean@rasmussen.edu	9205938416
Re-employment Networking Group - Holy Family Catholic Church	Rockford	IL	61107	info@holysfamilyrockford.org	815-398-4280
Robert Morris University	Chicago	IL	60605	jamev132@robertmorris.edu	312-935-6800
Rock County Job Center	Janesville	WI	53546	edward.schroeder@dwd.wisconsin.gov	608-741-3400
Rock County Job Center	Janesville	WI	53546	g.graham@swwdb.org	608-741-3400
Rock County Job Center	Janesville	WI	53546	j.watson@swwdb.org	608-741-3400
Rock County Job Center	Janesville	WI	53546	napoleon.hardy@wi.gov	608-741-3400
Rock County Job Center	Janesville	WI	53546	William.matteson@dwd.wisconsin.gov	608-741-3400
Sauk County Job Center	Baraboo	WI	53913	eugene.degner@dwd.wisconsin.gov	608-355-3140
Southwest Wisconsin Job Center	Fennimore	WI	53809	kathie.edge@dwd.wisconsin.gov	608-822-3262
ST. NORBERT COLLEGE	De Pere	WI	54115	careers@snc.edu	9204033005
Still Waters Community United Methodist Church	Jackson	WI	53037	mellison@wi.rr.com	262-442-0388
The HS Group Inc	Green Bay	WI	54301	pdeleest@thehsgroup.com	9204327444
UNIVERSITY OF TEXAS-EL PASO	El Paso	TX		careers@utep.edu	9157475640
University of Wisconsin - Milwaukee	Milwaukee	WI	53211	careerplan@uwm.edu	414-229-4487
Urban League Workforce Development	Austin	TX	78754	darnise_bowens@aaul.org	512-478-7176
US NAVY TRANSITION ASSISTANCE PROGRAM	Great Lakes	IL	60088	gerard.metoyer@navy.mil	8476883603
Valley Packaging Industries Inc	Appleton	WI	54914	vpi@vpind.com	920-882-2800
Veteran Employment Center - TX		TX		norma.gutierrez.ctr@mail.mil	
Walworth County Job Center	Elkhorn	WI	53121	findjobs@walworthcountyjobcenter.com	262-741-5180
Walworth County Job Center	Elkhorn	WI	53121	napoleon.hardy@wi.gov	262-741-5180
Washington County Workforce Development Center	West Bend	WI	53090	Christopher.Coleman@dwd.wisconsin.gov	262-335-5300
Washington County Workforce Development Center	West Bend	WI	53090	wfdc-info@wctc.edu	262-335-5300
WAUKESHA CO TECHNICAL COLLEGE	Pewaukee	WI	53072	sesdept@wctc.edu	2626957801
Waukesha County Workforce Development Center	Pewaukee	WI	53072	csimons3@wctc.edu	262-695-8056
Waukesha County Workforce Development Center	Pewaukee	WI	53072	wfdc-info@wctc.edu	262-695-8056

<u>Agency</u>	<u>City</u>	<u>State</u>	<u>Postal Code</u>	<u>Recipient Email(s)</u>	<u>Phone Number</u>
WI Division of Vocational Rehabilitation	Milwaukee	WI	53209	meredith.dressel@dwd.state.wi.us	4144384877
Wisconsin Job Center	Marinette	WI	54143	thomas.beverly@dwd.wisconsin.gov	715-732-7840
Wisconsin Lutheran College	Milwaukee	WI	53226	thad.jahns@wlc.edu	414-443-8800
Workforce Development Center of Jefferson County	Jefferson	WI	53549	eugene.degner@dwd.wisconsin.gov	920-674-7500
Workforce Development Center of Jefferson County	Jefferson	WI	53549	Richard.forss@dwd.wisconsin.gov	920-674-7500
Workforce Development Center-Western Wisconsin	La Crosse	WI	54601	amy.grotzke@dwd.wisconsin.gov	608-789-5627
Workforce Development Center-Western Wisconsin	La Crosse	WI	54601	boeckere@westemtc.edu	608-789-5627
Workforce Development Center-Western Wisconsin	La Crosse	WI	54601	kathleen.olson@dwd.state.wi.us	608-789-5627
Workforce Development Center-Western Wisconsin	La Crosse	WI	54601	rickie.larson@dwd.wisconsin.gov	608-789-5627
Workforce Development Center-Western Wisconsin	La Crosse	WI	54601	ronald.stigler@dwd.wisconsin.gov	608-789-5627
Workforce Employment Solutions - Sterling, an Illinois workNet Center	Sterling	IL	61081	colleen.neary@illinois.gov	815-625-2313
Workforce Employment Solutions - Sterling, an Illinois workNet Center	Sterling	IL	61081	scott.haugh@illinois.gov	815-625-2313
Workforce Solutions	Lockhart	TX	78644	janie.chavez@ruralcapital.net	512-398-3491
Workforce Solutions Capital Area - East	Austin	TX	78702	bernadette.lopes@twc.state.tx.us	512-223-5400
Workforce Solutions Capital Area - North	Austin	TX	78752	tycin.thompson@tvc.texas.gov	
Workforce Solutions Capital Area - South	Austin	TX	78744	angelof123@live.com	512-381-4221
Workforce Solutions Capital Area - South	Austin	TX	78744	paul.julio@tvc.texas.gov	512-381-4221
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	craig.henry@ruralcapital.net	
Workforce Solutions, Rural Capital Area	Round Rock	TX	78681	rhonda.mack@ruralcapital.net	
WRTP/BIG STEP	Milwaukee	WI	53208	rberth@wrtp.org	414-573-1918

2020 FCC Source Evaluation Report

FCC Unit: 13557

FCC Unit Description: Wisconsin

Source	Applicant Count	Interview Count	Hire Count
Ad - Broadcasting and Cable	3	3	1
Ad - Print	7	7	2
Ad - Radio Advertisement	73	72	46
Ad - TV Commercial Advertisement	2	2	2
Campaign - Indeed	75	75	48
Contractor - Conversion	3	3	3
Direct Sourcing - Agency	2	1	2
Direct Sourcing - ATS	19	19	14
Direct Sourcing - Indeed	127	127	91
Direct Sourcing - LinkedIn	3	3	3
Direct Sourcing - Other	3	3	2
Direct Sourcing - Recruiter Networking	1	1	1
Direct Sourcing - Sourcing Specialist	23	23	20
Diversity Career Fair	1	0	0
DOC Job Fair	1	0	0
Former Employee - Rehire	99	98	76
Goodwill Hiring Event	1	0	0
Internal - Internal Hire	42	41	37
Internet - Facebook.com	40	40	23
Internet - Glassdoor.com	3	3	2
Internet - Google	1	1	1
Internet - Indeed	812	810	481
Internet - LinkedIn	8	8	6
Internet - Other	4	3	4
Internet - Ziprecruiter	5	5	4
Job Fair - Diversity	2	2	1
Job Fair - External	7	7	3
Job Fair - Internal	8	8	5
Multi-Industry Job Fair	1	0	0
Onsite Hiring Event - Milwaukee, WI	1	0	0
Onsite Interview Event - Goodwill	1	0	0
Organization - Community Outreach	13	13	12
Referral - Employee Referral	432	432	292
Referral - Manager Referral	6	6	5
TextRecruit TextApply Ad	3	3	2
Website - External Career Site	12744	1570	253
WIPCCC Workforce Fair	1	0	0
Grand Total	14577	3389	1442

2020 FCC Source Report

FCC Unit: 13557
FCC Unit Description: Wisconsin

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
243863BR	Field Technician I Nonexempt				
		Website - External Career Site	24	5	0
		Internet - Indeed	1	1	1
244323BR	Store Associate Nonexempt				
		Website - External Career Site	140	14	1
		Referral - Employee Referral	2	2	1
		Former Employee - Rehire	2	1	1
		Internet - Indeed	2	2	1
244379BR	Field Technician I Nonexempt				
		Website - External Career Site	20	11	3
		Internet - Indeed	1	1	0
244380BR	Field Technician I Nonexempt				
		Website - External Career Site	8	2	0
		Internet - Indeed	1	1	1
244523BR	RSC Rep I Nonexempt				
		Website - External Career Site	28	8	0
		Direct Sourcing - Indeed	8	8	8
		Internal - Internal Hire	1	0	1
244671BR	Direct Sales Rep Exempt				
		Website - External Career Site	7	2	0
		Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	1
244702BR	PPI Mgr Exempt				
		Website - External Career Site	28	5	1
		Direct Sourcing - LinkedIn	1	1	1
		Internal - Internal Hire	1	1	1
244734BR	Store Associate Nonexempt				
		Website - External Career Site	59	4	0
		Former Employee - Rehire	1	1	1
244738BR	Store Associate Nonexempt				
		Website - External Career Site	12	0	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
244749BR	Residential Retention Rep Nonexempt				
		Website - External Career Site	388	46	1
		Internet - Indeed	34	34	21
		Referral - Employee Referral	12	12	10
		Former Employee - Rehire	4	4	3
		Campaign - Indeed	4	4	4
		Organization - Community Outreach	3	3	3
		Direct Sourcing - Sourcing Specialist	1	1	1
		Job Fair - Internal	1	1	1
		Internet - Ziprecruiter	1	1	1
244754BR	Store Associate Nonexempt				
		Website - External Career Site	25	3	0
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	1
		Internal - Internal Hire	1	1	1
		Internet - Indeed	1	1	0
244760BR	Asst Mgr, Store Exempt				
		Website - External Career Site	13	1	0
		Internet - LinkedIn	1	1	1
244771BR	Store Associate Nonexempt				
		Website - External Career Site	21	2	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
244842BR	Multimedia Journalist Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
244876BR		Website - External Career Site	33	4	1
	Store Associate Nonexempt				
		Website - External Career Site	47	9	0
		Internet - Indeed	3	3	2
244947BR					
	Field Technician I Nonexempt				
		Website - External Career Site	15	3	1
244966BR					
	Field Technician I Nonexempt				
		Website - External Career Site	37	10	1
		Internet - Indeed	1	1	1
245018BR					
	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	9	1	1
245044BR					
	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	82	9	2
		Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	1
245046BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	32	8	0
		Internet - Indeed	6	6	2
		Referral - Employee Referral	5	5	2
		Job Fair - External	1	1	0
245059BR					
	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	128	11	0
		Referral - Employee Referral	9	9	5
		Internet - Indeed	8	8	6
		Ad - Radio Advertisement	3	3	0
		Ad - Broadcasting and Cable	1	1	0
		Internal - Internal Hire	1	1	1
245064BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	10	0	0
		Internet - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
245066BR					
	Direct Sales Rep Exempt				
		Referral - Employee Referral	2	2	2
		Website - External Career Site	1	0	0
245070BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	3	2	0
		Referral - Employee Referral	1	1	1
		Internet - Indeed	1	1	0
		Job Fair - External	1	1	0
245102BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	4	1	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	1
245251BR					
	Account Executive Exempt				
		Website - External Career Site	40	4	0
		Internal - Internal Hire	2	2	2
		Direct Sourcing - ATS	1	1	0
		Referral - Employee Referral	1	1	1
245404BR					
	Store Associate Nonexempt				
		Website - External Career Site	8	0	0
		Former Employee - Rehire	1	1	1
245488BR					
	Direct Sales Rep Exempt				
		Internet - Indeed	2	2	1
		Website - External Career Site	1	0	0
245732BR					
	Field Technician I Nonexempt				
		Website - External Career Site	7	1	1
245805BR					
	Store Associate Nonexempt				
		Website - External Career Site	21	5	1
245824BR					
	Store Associate Nonexempt				
		Website - External Career Site	12	1	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Direct Sourcing - Indeed	1	1	1
245901BR	RSC Rep I Nonexempt				
		Website - External Career Site	37	12	2
		Direct Sourcing - Indeed	7	7	7
		Referral - Employee Referral	1	1	0
		Internal - Internal Hire	1	1	1
245939BR	Producer, Spectrum Reach Exempt				
		Website - External Career Site	34	1	0
		Referral - Manager Referral	1	1	1
245973BR	Direct Sales Rep Exempt				
		Website - External Career Site	3	1	0
		Referral - Employee Referral	2	2	2
		Internet - Indeed	1	1	0
245974BR	EAE-Enterprise Account Exec Exempt				
		Website - External Career Site	16	0	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
246099BR	Field Technician I Nonexempt				
		Website - External Career Site	70	14	0
		Internet - Indeed	4	4	3
		Referral - Employee Referral	3	3	0
		Internet - Google	1	1	1
		Goodwill Hiring Event	1	0	0
		Former Employee - Rehire	1	1	1
		Multi-Industry Job Fair	1	0	0
246100BR	Field Technician I Nonexempt				
		Website - External Career Site	12	1	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
246102BR	Field Technician I Nonexempt				
		Website - External Career Site	11	0	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
246268BR	Recruiting Coordinator Nonexempt				
		Website - External Career Site	30	0	0
		Internet - Indeed	1	0	1
246310BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	134	22	7
		Internet - Indeed	6	6	5
		Campaign - Indeed	4	4	4
		Referral - Employee Referral	3	3	2
		Former Employee - Rehire	2	2	2
		Direct Sourcing - Indeed	1	1	0
		Organization - Community Outreach	1	1	1
		Internet - LinkedIn	1	1	0
246426BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	189	27	9
		Internet - Indeed	13	13	9
		Referral - Employee Referral	8	8	7
		Ad - Radio Advertisement	3	3	3
		Direct Sourcing - Indeed	2	2	1
		Campaign - Indeed	2	2	0
		Internet - Ziprecruiter	1	1	1
		Internet - Facebook.com	1	1	0
246436BR	Store Associate Nonexempt				
		Website - External Career Site	28	3	1
		Internet - Indeed	2	2	2
246462BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	39	1	0
		Referral - Employee Referral	3	3	2
		Internet - Indeed	2	2	2
246465BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	203	18	1
		Referral - Employee Referral	16	16	11

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
246468BR		Internet - Indeed	9	9	7
		Ad - Radio Advertisement	8	8	2
		Ad - Print	2	2	1
		Former Employee - Rehire	2	2	1
		Ad - Broadcasting and Cable	1	1	0
Rep 1, Cust Svc Video Repair Nonexempt					
246491BR		Website - External Career Site	258	42	19
		Internet - Indeed	17	17	11
		Referral - Employee Referral	9	9	8
		Direct Sourcing - Indeed	8	8	6
		Internet - Facebook.com	7	7	3
		Ad - Radio Advertisement	6	6	4
Field Technician IV Nonexempt					
246700BR		Former Employee - Rehire	1	1	1
Sup, Production Account Mgr Exempt					
246731BR		Website - External Career Site	25	2	1
Store Associate Nonexempt					
246783BR		Website - External Career Site	22	3	0
		Referral - Employee Referral	1	1	1
Direct Sales Rep Exempt					
246805BR		Referral - Employee Referral	3	3	3
		Website - External Career Site	2	1	0
Store Associate Nonexempt					
246807BR		Website - External Career Site	9	1	1
Store Associate Nonexempt					
246946BR		Website - External Career Site	6	0	0
		Direct Sourcing - Sourcing Specialist	1	1	0
		Referral - Employee Referral	1	1	1
Field Technician I Nonexempt					
246962BR		Website - External Career Site	5	4	0
		Internet - Indeed	3	3	2
		Former Employee - Rehire	1	1	1
Field Technician I Nonexempt					
247015BR		Website - External Career Site	41	16	3
		Internet - Indeed	5	4	4
Store Associate Nonexempt					
247019BR		Website - External Career Site	22	1	1
		Internal - Internal Hire	1	1	1
Store Associate Nonexempt					
247034BR		Website - External Career Site	18	1	0
		Internet - Indeed	1	1	1
Direct Sales Rep Exempt					
247035BR		Website - External Career Site	18	3	0
		Internet - Indeed	6	6	4
		Referral - Employee Referral	3	3	1
		Job Fair - External	1	1	0
Direct Sales Rep Exempt					
247039BR		Website - External Career Site	5	1	0
		Referral - Employee Referral	2	2	1
		Internet - Indeed	1	1	1
Direct Sales Rep Exempt					
247040BR		Website - External Career Site	7	1	0
		Internet - Indeed	3	3	1
		Referral - Employee Referral	2	2	2
		Job Fair - External	1	1	1
Direct Sales Rep Exempt					
247041BR		Website - External Career Site	10	2	0
		Internet - Indeed	3	3	2
		Internal - Internal Hire	1	1	0
Direct Sales Rep Exempt					
		Internet - Indeed	3	3	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
247066BR		Website - External Career Site	2	1	0
		Referral - Employee Referral	2	2	2
Residential Retention Rep Nonexempt					
247080BR		Website - External Career Site	223	31	4
		Referral - Employee Referral	3	3	2
		Internet - Indeed	3	3	2
		Organization - Community Outreach	1	1	1
		Direct Sourcing - Indeed	1	1	1
		Former Employee - Rehire	1	1	0
		Field Technician I Nonexempt			
247090BR		Website - External Career Site	11	2	0
		Internet - Indeed	1	1	1
Field Business Plan Analyst Exempt					
247193BR		Website - External Career Site	17	4	0
		Direct Sourcing - Indeed	1	1	1
Mgr, Workforce Management Exempt					
247267BR		Website - External Career Site	40	0	0
		Former Employee - Rehire	1	1	1
Store Associate Nonexempt					
247575BR		Website - External Career Site	9	2	1
Store Associate Nonexempt					
247641BR		Website - External Career Site	41	2	0
		Internet - Indeed	2	2	2
		Former Employee - Rehire	1	1	1
Direct Sales Rep Exempt					
247984BR		Website - External Career Site	3	0	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	0
RSC Rep I Nonexempt					
248076BR		Website - External Career Site	25	11	1
		Referral - Employee Referral	1	1	0
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	0
Field Technician I Nonexempt					
248272BR		Website - External Career Site	70	15	0
		Internet - Indeed	9	9	3
		Referral - Employee Referral	1	1	0
Residential Retention Rep Nonexempt					
248333BR		Website - External Career Site	388	35	1
		Internet - Indeed	31	31	18
		Referral - Employee Referral	9	9	6
		Job Fair - Diversity	2	2	1
		Former Employee - Rehire	1	1	1
		Organization - Community Outreach	1	1	1
		Onsite Hiring Event - Milwaukee, WI	1	0	0
RSC Rep I Nonexempt					
248335BR		Website - External Career Site	192	14	0
		Internet - Indeed	10	10	7
		Referral - Employee Referral	9	9	7
		Internal - Internal Hire	1	1	1
		Former Employee - Rehire	1	1	1
Field Technician I Nonexempt					
248544BR		Website - External Career Site	15	3	1
Account Executive Exempt					
248632BR		Website - External Career Site	6	0	0
		Internet - Indeed	1	1	1
Rep 1, Cust Svc Video Repair Nonexempt					
		Website - External Career Site	184	31	13
		Referral - Employee Referral	13	13	10
		Internet - Indeed	7	7	4
		Ad - Radio Advertisement	6	6	4
		Internet - Facebook.com	5	5	4
		Direct Sourcing - Indeed	4	4	2

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
248770BR	ROC Specialist I Nonexempt	Internet - LinkedIn	1	1	0
		Internet - Glassdoor.com	1	1	1
248803BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	10	4	0
		Former Employee - Rehire	2	2	2
		Internal - Internal Hire	1	1	1
248960BR	Direct Sales Rep Exempt	Website - External Career Site	2	1	0
		Direct Sourcing - Indeed	2	2	1
248983BR	Asst Mgr, Store Exempt	Website - External Career Site	5	1	0
		Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	0
249056BR	Direct Sales Rep Exempt	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
249058BR	Direct Sales Rep Exempt	Website - External Career Site	24	8	0
		Internet - Indeed	7	7	2
		Referral - Employee Referral	5	5	3
		Internal - Internal Hire	2	2	2
249073BR	Direct Sales Rep Exempt	Website - External Career Site	6	0	0
		Internet - Indeed	3	3	1
		Referral - Employee Referral	2	2	0
		Internal - Internal Hire	1	1	1
249099BR	Store Associate Nonexempt	Website - External Career Site	10	0	0
		Referral - Employee Referral	1	1	1
249188BR	Acct Exec, Spec Comm Sol Exempt	Website - External Career Site	1	0	0
		Former Employee - Rehire	1	1	1
249318BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	125	8	1
		Internet - Indeed	17	17	9
		Referral - Employee Referral	7	7	3
		Former Employee - Rehire	3	3	2
		Ad - Radio Advertisement	2	2	1
		TextRecruit TextApply Ad	1	1	0
249490BR	Residential Retention Rep Nonexempt	Website - External Career Site	140	7	0
		Referral - Employee Referral	3	3	3
		Internet - Indeed	2	2	2
		Diversity Career Fair	1	0	0
249526BR	Field Technician III Nonexempt	Referral - Employee Referral	1	1	1
249555BR	Account Executive Exempt	Website - External Career Site	10	1	0
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
249789BR	Direct Sales Rep Exempt	Website - External Career Site	7	0	0
		Internet - Indeed	6	6	1
		Referral - Employee Referral	1	1	0
249790BR	Account Executive Exempt	Website - External Career Site	8	0	0
		Direct Sourcing - ATS	1	1	1
249810BR	RSC Rep I Nonexempt				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
249887BR		Website - External Career Site	33	14	2
		Direct Sourcing - Indeed	6	6	5
		Internet - Indeed	3	3	1
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
249911BR	Field Technician I Nonexempt	Website - External Career Site	72	29	3
		Direct Sourcing - Indeed	3	3	3
		Internet - Indeed	2	2	0
249948BR	Store Associate Nonexempt	Website - External Career Site	43	3	0
		Referral - Employee Referral	1	1	1
249953BR	Store Associate Nonexempt	Website - External Career Site	5	2	1
		Website - External Career Site	14	2	1
250067BR	Field Technician I Nonexempt	Website - External Career Site	13	3	0
		Internet - Indeed	2	2	1
		Internet - Indeed	2	2	1
250068BR	Field Technician I Nonexempt	Website - External Career Site	48	10	0
		Internet - Indeed	8	8	2
		Referral - Employee Referral	6	6	4
		Former Employee - Rehire	1	1	0
		Former Employee - Rehire	1	1	0
250071BR	Store Associate Nonexempt	Website - External Career Site	7	3	0
		Internet - Indeed	1	1	1
250188BR	Direct Sales Rep Exempt	Website - External Career Site	6	1	0
		Internet - Indeed	1	1	1
250200BR	Direct Sales Rep Exempt	Website - External Career Site	2	0	0
		Referral - Employee Referral	1	1	1
250302BR	Maintenance Technician III Nonexempt	Website - External Career Site	2	0	0
		Referral - Employee Referral	1	1	1
250355BR	Warehouse Technician Nonexempt	Former Employee - Rehire	1	1	1
		Former Employee - Rehire	1	1	1
250400BR	Store Associate Nonexempt	Website - External Career Site	25	6	1
		Website - External Career Site	20	1	0
250493BR	Production Account Mgr Exempt	Referral - Employee Referral	1	1	1
		Referral - Employee Referral	1	1	1
250530BR	Residential Retention Rep Nonexempt	Website - External Career Site	9	1	1
		Website - External Career Site	9	1	1
250558BR	Field Technician I Nonexempt	Website - External Career Site	409	28	3
		Internet - Indeed	20	20	11
		Referral - Employee Referral	10	10	4
		Former Employee - Rehire	2	2	0
		Organization - Community Outreach	1	1	1
		Internet - Glassdoor.com	1	1	0
		Direct Sourcing - Indeed	1	1	1
		Ad - TV Commercial Advertisement	1	1	1
		Internet - Ziprecruiter	1	1	1
		Internet - Ziprecruiter	1	1	1
250745BR	Store Associate Nonexempt	Website - External Career Site	8	2	0
		Internet - Indeed	1	1	1
250747BR	Store Associate Nonexempt	Website - External Career Site	111	7	0
		Referral - Employee Referral	1	1	1
		Former Employee - Rehire	1	1	0
		Internet - Indeed	1	1	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
250920BR	Store Greeter Nonexempt	Website - External Career Site	70	7	0
		Referral - Employee Referral	1	1	1
251076BR	Store Associate Nonexempt	Website - External Career Site	7	1	0
		Internet - Indeed	1	1	1
251078BR	Field Technician III Nonexempt	Website - External Career Site	1	1	1
251088BR	Direct Sales Rep Exempt	Website - External Career Site	8	1	0
		Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	1
251091BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	9	2	0
		Direct Sourcing - Indeed	1	1	1
251094BR	Multi-Tenant Sales Rep Exempt	Direct Sourcing - ATS	1	1	1
251095BR	Producer, Spectrum Reach Exempt	Website - External Career Site	10	0	0
		Former Employee - Rehire	1	1	1
251098BR	Direct Sales Rep Exempt	Website - External Career Site	7	1	0
		Internet - Indeed	2	2	2
		Referral - Employee Referral	2	2	0
251105BR	Store Associate Nonexempt	Website - External Career Site	3	0	0
		Internet - Indeed	1	1	1
251111BR	Direct Sales Rep Exempt	Website - External Career Site	14	6	0
		Internal - Internal Hire	2	2	2
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
251296BR	Direct Sales Rep Exempt	Website - External Career Site	6	2	0
		Internet - Indeed	4	4	4
251300BR	Maintenance Technician I Nonexempt	Website - External Career Site	13	1	0
		Internet - Indeed	1	1	1
251345BR	Store Associate Nonexempt	Website - External Career Site	25	1	0
		Former Employee - Rehire	1	1	1
251444BR	Store Associate - PT Nonexempt	Website - External Career Site	15	1	0
		Referral - Employee Referral	1	1	1
251472BR	Store Associate Nonexempt	Website - External Career Site	24	2	0
		Internet - Other	1	1	1
251625BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	144	16	0
		Internet - Indeed	30	30	17
		Referral - Employee Referral	8	8	5
		Former Employee - Rehire	7	7	6
		Ad - Radio Advertisement	3	3	3
		TextRecruit TextApply Ad	1	1	1
251820BR	Intern Nonexempt	Website - External Career Site	19	0	1
251990BR	Recruiter I Exempt	Website - External Career Site	14	2	1
	Direct Sales Rep Exempt				

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
252029BR	Field Technician I Nonexempt	Website - External Career Site	4	1	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	1	1	0
252092BR	Field Technician I Nonexempt	Website - External Career Site	1	0	0
		Referral - Employee Referral	1	1	1
252093BR	Field Technician I Nonexempt	Website - External Career Site	8	0	0
		Onsite Interview Event - Goodwill	1	0	0
		DOC Job Fair	1	0	0
		Internet - Indeed	1	1	1
252105BR	Direct Sales Rep Exempt	Website - External Career Site	63	13	0
		Referral - Employee Referral	8	8	4
		Internet - Indeed	7	7	2
		Job Fair - Internal	1	1	1
252195BR	Direct Sales Rep Exempt	Website - External Career Site	2	0	0
		Referral - Employee Referral	1	1	1
252360BR	Store Associate Nonexempt	Website - External Career Site	2	1	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
252439BR	Store Associate Nonexempt	Website - External Career Site	12	4	0
		Internet - Indeed	1	1	1
252446BR	Direct Sales Rep Exempt	Website - External Career Site	8	4	0
		Internet - Indeed	1	1	1
252454BR	Sup, Customer Service Exempt	Website - External Career Site	6	1	0
		Internet - Indeed	2	2	1
		Referral - Employee Referral	2	2	1
252796BR	ROC Specialist I Nonexempt	Website - External Career Site	79	2	1
		Internal - Internal Hire	1	1	1
252947BR	Mgr, Sales Strategic Accts Exempt	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
253002BR	Store Associate Nonexempt	Website - External Career Site	22	1	0
		Internet - LinkedIn	1	1	1
		Referral - Manager Referral	1	1	0
253015BR	Residential Retention Rep Nonexempt	Website - External Career Site	14	1	0
		Former Employee - Rehire	1	1	1
		Website - External Career Site	336	32	6
		Internet - Indeed	10	10	9
		Referral - Employee Referral	7	7	3
		Former Employee - Rehire	3	3	3
		Internal - Internal Hire	2	2	1
253026BR	Direct Sales Rep Exempt	Organization - Community Outreach	2	2	2
		Internet - Facebook.com	1	1	1
		Website - External Career Site	25	8	0
253056BR	Direct Sales Rep Exempt	Internet - Indeed	6	6	2
		Referral - Employee Referral	1	1	0
253117BR	Field Technician I Nonexempt	Internet - Indeed	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>
253118BR	Field Technician I Nonexempt	Website - External Career Site	24	6	1
		Internet - Indeed	1	1	1
253143BR	Direct Sales Rep Exempt	Website - External Career Site	13	2	1
253168BR	Field Technician I Nonexempt	Website - External Career Site	16	6	0
		Internet - Indeed	4	4	1
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	0
253450BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	7	2	0
		Referral - Employee Referral	1	1	1
253549BR	Store Associate Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	1	0	0
		Direct Sourcing - Indeed	1	1	1
253550BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	13	3	1
		Internet - Indeed	2	2	2
253643BR	Account Executive Exempt	Campaign - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	9	1	0
		Referral - Employee Referral	1	1	1
253748BR	Direct Sales Rep Exempt	Website - External Career Site	13	0	0
		Internet - Indeed	1	1	1
253781BR	Direct Sales Rep Exempt	Website - External Career Site	3	0	0
		Direct Sourcing - Indeed	1	1	1
253865BR	Rep 1, Cust Svc Billing Nonexempt	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	91	9	1
		Internet - Indeed	9	9	6
		Referral - Employee Referral	4	4	4
		Ad - Print	2	2	1
		Internet - Other	2	2	2
		Job Fair - External	1	1	1
		Ad - Radio Advertisement	1	1	1
		Former Employee - Rehire	1	1	1
253883BR	Field Technician II Nonexempt	Job Fair - Internal	1	1	1
253927BR	Field Technician I Nonexempt	Website - External Career Site	87	16	0
		Internet - Indeed	12	12	8
		Job Fair - Internal	5	5	2
		Referral - Employee Referral	4	4	1
253931BR	Field Technician I Nonexempt	Website - External Career Site	16	1	0
		Internet - Indeed	1	1	1
253969BR	Asst Mgr, Store Exempt	Website - External Career Site	10	4	0
		Former Employee - Rehire	1	1	1
254183BR	Direct Sales Rep Exempt	Website - External Career Site	10	2	0
		Internet - Indeed	8	8	0
		Referral - Employee Referral	2	2	1
254247BR					

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
254306BR	Account Executive Exempt	Website - External Career Site	9	1	0
		Direct Sourcing - Sourcing Specialist	1	1	1
254314BR	Field Technician I Nonexempt	Website - External Career Site	58	16	0
		Internet - Indeed	3	3	2
		Direct Sourcing - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
254361BR	Account Executive Exempt	Website - External Career Site	21	5	0
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
254375BR	Store Associate Nonexempt	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
254416BR	Account Executive Exempt	Website - External Career Site	22	2	0
		Referral - Manager Referral	1	1	1
254446BR	Facilities Technician I Nonexempt	Website - External Career Site	32	2	0
		Direct Sourcing - Indeed	1	1	1
254458BR	Account Coordinator Nonexempt	Website - External Career Site	23	1	1
254461BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	98	10	1
		Internet - Indeed	8	8	5
		Referral - Employee Referral	6	6	2
		Ad - Radio Advertisement	4	4	2
		Former Employee - Rehire	1	1	0
254462BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	64	5	0
		Internet - Indeed	11	11	4
		Ad - Radio Advertisement	2	2	1
		Referral - Employee Referral	2	2	1
254492BR	Account Executive Exempt	Website - External Career Site	5	0	0
		Direct Sourcing - ATS	1	1	1
254539BR	RSC Rep I Nonexempt	Website - External Career Site	29	7	0
		Direct Sourcing - Indeed	5	5	2
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	1	1	0
254575BR	Mgr, Executive Producer Exempt	Website - External Career Site	9	0	0
		Contractor - Conversion	1	1	1
254627BR	MAE - Government & Education Exempt	Website - External Career Site	16	0	0
		Direct Sourcing - Agency	1	1	1
254632BR	MAE - Major Account Exec Exempt	Website - External Career Site	46	4	0
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	1
254694BR	MAE - Government & Education Exempt	Website - External Career Site	15	1	0
		Direct Sourcing - Agency	1	0	1
254761BR	ROC Specialist I Nonexempt	Website - External Career Site	4	3	0
		Referral - Employee Referral	1	1	1
	MAE - Major Account Exec Exempt	Website - External Career Site	12	0	0
		Internet - LinkedIn	1	1	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
254870BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	297	53	20
		Internet - Indeed	19	19	13
		Referral - Employee Referral	9	9	7
		Direct Sourcing - Indeed	9	9	5
		Ad - Radio Advertisement	9	9	6
		Campaign - Indeed	1	1	1
		Job Fair - External	1	1	0
		Former Employee - Rehire	1	1	0
254944BR	Direct Sales Rep Exempt				
		Website - External Career Site	41	15	0
		Internet - Indeed	7	7	2
		Referral - Employee Referral	4	4	2
255008BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	119	12	0
		Internet - Indeed	14	14	5
		Referral - Employee Referral	10	10	6
		Former Employee - Rehire	5	5	4
		Ad - Radio Advertisement	2	2	1
		Ad - Print	2	2	0
255027BR	Direct Sales Rep Exempt				
		Website - External Career Site	16	5	0
		Internet - Indeed	7	7	3
255038BR	Direct Sales Rep Exempt				
		Website - External Career Site	19	4	0
		Internet - Indeed	4	4	3
255040BR	Residential Retention Rep Nonexempt				
		Website - External Career Site	383	32	1
		Internet - Indeed	34	34	19
		Referral - Employee Referral	9	9	6
		Internet - Facebook.com	1	1	1
		Direct Sourcing - Other	1	1	1
		Former Employee - Rehire	1	1	1
		Ad - Broadcasting and Cable	1	1	1
		Internal - Internal Hire	1	1	1
255041BR	Field Technician I Nonexempt				
		Website - External Career Site	13	1	0
		Internet - Indeed	2	2	1
255093BR	RSC Rep I Nonexempt				
		Website - External Career Site	205	13	0
		Internet - Indeed	8	8	3
		Referral - Employee Referral	4	4	3
		Former Employee - Rehire	2	2	2
255105BR	Store Associate Nonexempt				
		Website - External Career Site	10	3	0
		Referral - Employee Referral	1	1	1
255157BR	Direct Sales Rep Exempt				
		Website - External Career Site	12	1	0
		Direct Sourcing - Indeed	1	1	1
255158BR	Direct Sales Rep Exempt				
		Website - External Career Site	4	0	0
		Direct Sourcing - Indeed	2	2	1
255285BR	Store Associate Nonexempt				
		Website - External Career Site	73	0	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	1
255565BR	Store Associate Nonexempt				
		Website - External Career Site	20	5	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
255651BR	Direct Sales Rep Exempt				
		Website - External Career Site	7	1	0
		Internet - Indeed	4	4	3

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
255781BR		Referral - Employee Referral	2	2	1
	Field Technician I Nonexempt				
		Website - External Career Site	53	9	0
		Internet - Indeed	3	3	0
		WIPCCC Workforce Fair	1	0	0
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	0
255900BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	4	0	0
		Internet - Indeed	3	3	3
255901BR					
	Field Technician III Nonexempt				
		Direct Sourcing - Indeed	1	1	1
256041BR					
	Store Associate Nonexempt				
		Website - External Career Site	4	1	1
256184BR					
	Field Technician II Nonexempt				
		Internet - Indeed	1	1	1
256381BR					
	Fleet Administrator Nonexempt				
		Website - External Career Site	23	4	1
256386BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	39	8	0
		Internet - Indeed	3	3	2
		Referral - Employee Referral	2	2	1
256398BR					
	Store Associate Nonexempt				
		Website - External Career Site	83	4	1
		Internet - Indeed	1	1	0
256439BR					
	Sr Mgr, Assistant News Direct Exempt				
		Website - External Career Site	21	4	0
		Former Employee - Rehire	1	1	1
256455BR					
	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	152	25	15
		Referral - Employee Referral	9	9	6
		Internet - Indeed	8	8	6
		Direct Sourcing - Indeed	6	6	2
		Internet - Facebook.com	2	2	0
		Ad - Radio Advertisement	1	1	0
		Direct Sourcing - Recruiter Networking	1	1	1
		Ad - TV Commercial Advertisement	1	1	1
		Job Fair - External	1	1	1
256573BR					
	RSC Rep I Nonexempt				
		Website - External Career Site	41	13	2
		Direct Sourcing - Indeed	2	2	2
		Internal - Internal Hire	1	1	1
		Former Employee - Rehire	1	1	1
256577BR					
	Residential Retention Rep Nonexempt				
		Website - External Career Site	314	42	0
		Internet - Indeed	18	18	7
		Campaign - Indeed	16	16	12
		Referral - Employee Referral	12	12	11
		Direct Sourcing - Sourcing Specialist	6	6	5
		Internet - Ziprecruiter	1	1	0
256584BR					
	Store Associate Nonexempt				
		Website - External Career Site	20	2	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
256625BR					
	Direct Sales Rep Exempt				
		Website - External Career Site	4	1	0
		Referral - Employee Referral	2	2	2
		Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	1	1	0
256711BR					
	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	135	23	12
		Internet - Indeed	11	11	5

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
256721BR		Direct Sourcing - Indeed	7	7	4
		Referral - Employee Referral	3	3	2
		Internet - Facebook.com	3	3	1
		Ad - Radio Advertisement	2	2	1
		Former Employee - Rehire	1	1	0
256721BR	Direct Sales Rep Exempt				
256760BR		Referral - Employee Referral	1	1	1
256763BR	Direct Sales Rep Exempt	Website - External Career Site	16	1	0
		Internet - Indeed	5	5	3
		Referral - Employee Referral	1	1	0
256765BR	Direct Sales Rep Exempt	Website - External Career Site	13	2	0
		Internet - Indeed	2	2	0
		Referral - Employee Referral	2	2	1
257407BR	Store Associate Nonexempt	Website - External Career Site	14	4	0
		Referral - Employee Referral	1	1	1
257435BR	Store Associate Nonexempt	Website - External Career Site	11	1	0
		Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	0
257447BR	Account Executive Exempt	Website - External Career Site	73	13	2
		Referral - Employee Referral	1	1	1
		Former Employee - Rehire	1	1	1
257456BR	Rep 1, Cust Svc Billing Nonexempt	Internal - Internal Hire	1	1	1
		Website - External Career Site	45	2	0
		Internet - Indeed	6	6	2
		Referral - Employee Referral	3	3	3
		Ad - Radio Advertisement	1	1	1
		Ad - Print	1	1	0
257589BR	Strategic Managed Services Spe Exempt	Organization - Community Outreach	1	1	1
257713BR	Store Associate Nonexempt	Website - External Career Site	10	1	0
		Direct Sourcing - LinkedIn	1	1	1
257739BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	25	13	0
		Internal - Internal Hire	2	2	2
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
257876BR	Account Executive Exempt	Website - External Career Site	4	1	0
		Direct Sourcing - ATS	1	1	1
257982BR	Store Associate Nonexempt	Website - External Career Site	4	0	0
		Direct Sourcing - Sourcing Specialist	1	1	1
258007BR	Workforce Mgmt Care Coord I Nonexempt	Website - External Career Site	27	5	1
		Internet - Indeed	3	3	1
		Internal - Internal Hire	1	1	1
258109BR	Sr Supply Chain Coordinator Nonexempt	Website - External Career Site	29	5	0
		Direct Sourcing - Indeed	3	3	2
		Direct Sourcing - ATS	1	1	1
		Internal - Internal Hire	1	1	1
258109BR	Sr Supply Chain Coordinator Nonexempt	Website - External Career Site	11	4	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
258131BR	Field Technician I Nonexempt				
		Website - External Career Site	2	0	0
		Internet - Indeed	1	1	1
258166BR	Store Associate Nonexempt				
		Website - External Career Site	11	1	0
		Internet - Indeed	1	1	1
258249BR	Store Associate Nonexempt				
		Website - External Career Site	21	2	0
		Direct Sourcing - Sourcing Specialist	1	1	1
258304BR	Residential Retention Rep Nonexempt				
		Website - External Career Site	323	40	2
		Campaign - Indeed	27	27	14
		Referral - Employee Referral	8	8	4
		Internet - Indeed	8	8	6
		Direct Sourcing - Sourcing Specialist	7	7	6
		Former Employee - Rehire	4	4	4
		Direct Sourcing - Indeed	2	2	2
		Internal - Internal Hire	1	1	1
		Direct Sourcing - ATS	1	1	1
258331BR	Maintenance Technician II Nonexempt				
		Website - External Career Site	1	1	1
258358BR	Direct Sales Rep Exempt				
		Website - External Career Site	5	1	0
		Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	1	1	1
258373BR	Warehouse Technician Nonexempt				
		Website - External Career Site	5	1	0
		Referral - Employee Referral	1	1	1
258389BR	Account Executive Exempt				
		Website - External Career Site	7	1	0
		Referral - Employee Referral	1	1	1
258402BR	Direct Sales Rep Exempt				
		Website - External Career Site	1	0	0
		Referral - Employee Referral	1	1	1
258443BR	Direct Sales Rep Exempt				
		Website - External Career Site	21	3	0
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
258506BR	Assoc Desktop Supp Specialist Nonexempt				
		Website - External Career Site	78	2	0
		Internet - Other	1	0	1
258574BR	Account Executive Exempt				
		Website - External Career Site	33	5	1
		Referral - Employee Referral	1	1	1
258719BR	Direct Sales Rep Exempt				
		Internet - Indeed	4	4	2
		Website - External Career Site	3	0	0
		Referral - Employee Referral	1	1	1
258722BR	Direct Sales Rep Exempt				
		Website - External Career Site	9	1	0
		Internet - Indeed	3	3	2
		Direct Sourcing - Indeed	1	1	1
258736BR	Direct Sales Rep Exempt				
		Website - External Career Site	4	0	0
		Referral - Employee Referral	1	1	1
258761BR	Multi-Tenant Sales Rep Exempt				
		Website - External Career Site	4	1	0
		Direct Sourcing - Indeed	1	1	1
258860BR	Sr Dir, IT Exempt				
		Website - External Career Site	36	0	0

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
258921BR	Strategic Account Spec - G/E Exempt	Contractor - Conversion	1	1	1
258935BR	Account Coordinator Nonexempt	Website - External Career Site	2	0	0
		Former Employee - Rehire	1	1	1
258957BR	Reg Channel Sales Mgr Ent Exempt	Website - External Career Site	12	3	1
259103BR	Store Associate Nonexempt	Website - External Career Site	11	0	0
		Internet - LinkedIn	1	1	1
259119BR	Store Associate Nonexempt	Website - External Career Site	21	7	0
		Internet - Indeed	2	2	2
259182BR	Store Associate Nonexempt	Website - External Career Site	69	6	0
		Internal - Internal Hire	1	1	1
		Referral - Employee Referral	1	1	1
259243BR	Store Associate Nonexempt	Website - External Career Site	43	11	0
		Internet - Indeed	2	2	1
		Direct Sourcing - Sourcing Specialist	1	1	1
259312BR	Store Associate Nonexempt	Website - External Career Site	4	0	0
		Internet - Indeed	1	1	1
259322BR	Sr Supply Chain Analyst-RegHub Exempt	Website - External Career Site	21	1	0
		Internet - Indeed	1	1	1
259328BR	Asst Mgr, Store Exempt	Website - External Career Site	9	3	0
		Internet - Glassdoor.com	1	1	1
259333BR	Asst Mgr, Store Exempt	Website - External Career Site	14	1	0
		Internet - Indeed	1	1	1
259346BR	Field Technician I Nonexempt	Website - External Career Site	11	4	0
		Referral - Employee Referral	1	1	1
259363BR	ROC Specialist I Nonexempt	Website - External Career Site	32	8	0
		Internet - Indeed	3	3	1
259533BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	11	0	0
		Former Employee - Rehire	1	1	1
259681BR	Store Associate Nonexempt	Website - External Career Site	257	19	22
		Internet - Indeed	37	37	29
		Internet - Facebook.com	9	9	6
		Referral - Employee Referral	7	7	6
		Direct Sourcing - Indeed	6	6	3
		Ad - Radio Advertisement	2	2	2
		Former Employee - Rehire	1	1	1
259804BR	Multi-Tenant Sales Rep Exempt	Website - External Career Site	10	2	0
		Internet - Indeed	2	2	2
260009BR	Advanced Advertising Planner Exempt	Website - External Career Site	5	0	0
		Direct Sourcing - ATS	1	1	1
260036BR	Store Greeter Nonexempt	Website - External Career Site	25	1	0
		Referral - Manager Referral	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
260041BR	Account Executive Exempt	Website - External Career Site	83	0	0
		Referral - Employee Referral	1	1	1
260150BR	Account Executive 3 Exempt	Website - External Career Site	3	1	0
		Referral - Employee Referral	1	1	1
260369BR	Residential Retention Rep Nonexempt	Website - External Career Site	37	11	0
		Internet - LinkedIn	1	1	1
260382BR	Store Associate Nonexempt	Website - External Career Site	190	24	1
		Campaign - Indeed	16	16	9
		Referral - Employee Referral	10	10	7
		Direct Sourcing - ATS	7	7	3
		Internet - Indeed	2	2	1
		Direct Sourcing - Indeed	2	2	0
		Former Employee - Rehire	1	1	0
260384BR	Asst Mgr, Store Exempt	Website - External Career Site	14	3	0
		Referral - Employee Referral	1	1	1
260482BR	Rep 1, Cust Svc Video Repair Nonexempt	Website - External Career Site	13	1	1
260559BR	Rep 1, Cust Svc Billing Nonexempt	Website - External Career Site	134	14	6
		Referral - Employee Referral	7	7	7
		Internet - Indeed	7	7	4
		Direct Sourcing - Indeed	4	4	4
		Ad - Radio Advertisement	1	1	0
		Internet - LinkedIn	1	1	1
260623BR	Store Associate Nonexempt	Website - External Career Site	113	7	1
		Referral - Employee Referral	11	11	3
		Internet - Indeed	10	10	5
		Former Employee - Rehire	4	4	1
		Internet - Facebook.com	1	1	0
		TextRecruit TextApply Ad	1	1	1
		Organization - Community Outreach	1	1	1
260670BR	Warehouse Technician Nonexempt	Website - External Career Site	18	4	0
		Internet - Indeed	1	1	1
260767BR	Digital Journalist Exempt	Website - External Career Site	5	2	1
260795BR	Store Associate Nonexempt	Website - External Career Site	110	1	0
		Organization - Community Outreach	1	1	1
261169BR	Store Associate Nonexempt	Website - External Career Site	27	6	0
		Internet - Indeed	1	1	1
261299BR	Store Associate Nonexempt	Website - External Career Site	20	3	0
		Internet - Indeed	1	1	1
261359BR	Facilities Technician I Nonexempt	Website - External Career Site	16	4	0
		Internet - Indeed	1	1	1
261370BR	Producer Exempt	Website - External Career Site	49	12	1
		Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	1	1	0
		Website - External Career Site	28	2	0
		Referral - Employee Referral	1	1	1
		Referral - Manager Referral	1	1	1

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
261373BR	Account Executive Exempt				
		Website - External Career Site	7	0	0
		Referral - Manager Referral	1	1	1
261432BR	Store Associate Nonexempt				
		Website - External Career Site	11	1	0
		Referral - Employee Referral	1	1	1
261556BR	Asst Mgr, Store Exempt				
		Website - External Career Site	24	3	1
261601BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	211	36	23
		Internet - Indeed	16	16	10
		Direct Sourcing - Indeed	10	10	8
		Referral - Employee Referral	4	4	2
		Internet - Facebook.com	3	3	2
		Internal - Internal Hire	1	1	1
261812BR	Store Associate Nonexempt				
		Website - External Career Site	6	0	0
		Referral - Employee Referral	1	1	1
261919BR	Store Associate Nonexempt				
		Website - External Career Site	6	3	0
		Internet - Indeed	2	2	1
261997BR	SAM - Strategic AM Healthcare Exempt				
		Website - External Career Site	9	0	0
		Direct Sourcing - LinkedIn	1	1	1
262169BR	Multimedia Journalist Exempt				
		Website - External Career Site	36	2	0
		Contractor - Conversion	1	1	1
262256BR	Store Associate Nonexempt				
		Website - External Career Site	40	3	0
		Former Employee - Rehire	2	2	2
		Internet - Indeed	2	2	1
262270BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	164	4	0
		Internet - Indeed	21	21	16
		Referral - Employee Referral	12	12	5
		Ad - Radio Advertisement	9	9	7
		Campaign - Indeed	4	4	3
		Former Employee - Rehire	2	2	2
		Direct Sourcing - Other	1	1	0
		Internet - Facebook.com	1	1	1
262272BR	Sr Mgr, Adv Advertising Sales Exempt				
		Website - External Career Site	11	3	0
		Referral - Employee Referral	1	1	1
262381BR	Store Associate Nonexempt				
		Website - External Career Site	134	9	0
		Direct Sourcing - ATS	1	1	1
		Referral - Employee Referral	1	1	1
		Former Employee - Rehire	1	1	0
		Internet - Indeed	1	1	1
262406BR	Store Associate Nonexempt				
		Website - External Career Site	6	1	0
		Referral - Employee Referral	1	1	1
262446BR	Store Associate - PT Nonexempt				
		Website - External Career Site	16	0	0
		Internet - Indeed	1	1	1
262511BR	Store Associate Nonexempt				
		Website - External Career Site	23	1	0
		Internet - Indeed	1	1	1
262665BR	Store Associate Nonexempt				
		Website - External Career Site	13	2	0
		Direct Sourcing - Sourcing Specialist	1	1	1

Requisition	Job Title	Source	Applicant Count	Interview Count	Hire Count
		Internet - Indeed	1	1	1
262671BR	Store Greeter Nonexempt				
		Website - External Career Site	38	1	0
		Referral - Employee Referral	1	1	1
262720BR	Rep 1, Cust Svc Video Repair Nonexempt				
		Website - External Career Site	339	32	18
		Internet - Indeed	25	25	15
		Referral - Employee Referral	7	7	7
		Ad - Radio Advertisement	7	6	6
		Direct Sourcing - Indeed	5	5	5
		Internet - Facebook.com	5	5	3
		Internet - Ziprecruiter	1	1	1
		Internal - Internal Hire	1	1	1
262773BR	Store Associate Nonexempt				
		Website - External Career Site	20	5	0
		Internet - Indeed	3	3	2
		Internal - Internal Hire	1	1	0
262880BR	Store Associate Nonexempt				
		Website - External Career Site	19	1	0
		Internet - Indeed	2	2	1
262977BR	Store Associate Nonexempt				
		Website - External Career Site	41	14	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Internal - Internal Hire	1	1	1
263067BR	Workforce Mgmt Care Coord I Nonexempt				
		Website - External Career Site	23	2	0
		Former Employee - Rehire	1	1	1
263079BR	Store Associate Nonexempt				
		Website - External Career Site	12	2	0
		Direct Sourcing - Sourcing Specialist	1	1	1
		Former Employee - Rehire	1	1	1
263159BR	Rep 1, Cust Svc Billing Nonexempt				
		Website - External Career Site	140	6	1
		Internet - Indeed	17	17	12
		Referral - Employee Referral	6	6	3
		Former Employee - Rehire	4	4	4
263432BR	Residential Retention Rep Nonexempt				
		Website - External Career Site	128	5	2
		Referral - Employee Referral	13	13	11
		Internet - Indeed	10	10	6
		Direct Sourcing - Indeed	5	5	5
		Former Employee - Rehire	5	5	4
		Direct Sourcing - Other	1	1	1
		Direct Sourcing - ATS	1	1	1
		Organization - Community Outreach	1	1	0
		Internet - Facebook.com	1	1	1
263451BR	Store Associate Nonexempt				
		Website - External Career Site	64	2	0
		Internal - Internal Hire	2	2	2
		Direct Sourcing - Sourcing Specialist	1	1	1
		Former Employee - Rehire	1	1	1
263495BR	Direct Sales Rep Exempt				
		Website - External Career Site	11	3	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
263506BR	Store Greeter Nonexempt				
		Website - External Career Site	44	0	0
		Internet - Indeed	1	1	1
263543BR	Direct Sales Rep Exempt				
		Website - External Career Site	17	0	0
		Internet - Indeed	3	3	1
		Referral - Employee Referral	1	1	0
263546BR	Direct Sales Rep Exempt				

<u>Requisition</u>	<u>Job Title</u>	<u>Source</u>	<u>Applicant Count</u>	<u>Interview Count</u>	<u>Hire Count</u>
		Website - External Career Site	24	5	0
		Internet - Indeed	4	4	3
		Referral - Employee Referral	2	2	2
		Internal - Internal Hire	1	1	1
Grand Total			14577	3389	1442