

2021 FCC Unit Structure

FCC Unit: 13557 Wisconsin

Address	City	State	Postal Zip Code
1201 Mccann Dr	Altoona	WI	54720
133 N Mall Dr	Appleton	WI	54913
3520 Destination Dr	Appleton	WI	54915
3545 Plank Rd	Appleton	WI	54915
3845 E Calumet	Appleton	WI	54915
1810 Lakeshore Dr East	Ashland	WI	54806
E10704 State Highway 33	Baraboo	WI	53913
2016 Cranston Rd	Beloit	WI	53511
16010 W. Bluemound Rd.	Brookfield	WI	53005
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
1048 Mary Lane	Eau Claire	WI	54703
4058 Commonwealth Avenue	Eau Claire	WI	54701
2935 S Fish Hatchery Rd	Fitchburg	WI	53711
5151 Verona Rd	Fitchburg	WI	53711
165 Knights Way Ste 100	Fond Du Lac	WI	54935
243 Winnebago Dr	Fond Du Lac	WI	54935
279 Trowbridge Dr	Fond Du Lac	WI	54937
N 6663 Rolling Meadows Drive	Fond Du Lac	WI	54937
2350 S. Oneida Street	Green Bay	WI	54304
2580 W Mason St	Green Bay	WI	54303
727 Cormier Road	Green Bay	WI	54304
5200 S. 76th Street	Greendale	WI	53129
5475 W Abbott Ave	Greenfield	WI	53220
1348 Plainfield Ave	Janesville	WI	53545
3300 Milton Avenue	Janesville	WI	53545
N3760 Hwy DJ	Juneau	WI	53039
4039 State Hwy 28	Kohler	WI	53044
156 E Geneva Sq	Lake Geneva	WI	53147
22 E. Mifflin	Madison	WI	53703
2257 Zeier Road	Madison	WI	53704
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
3900 Hall Ave	Marinette	WI	54143

Address	City	State	Postal Zip Code
503 E Ives St	Marshfield	WI	54449
10130 W Appleton Ave	Milwaukee	WI	53225
1320 N Martin Luther King Jr Dr	Milwaukee	WI	53212
2226 N Prospect Avenue	Milwaukee	WI	53202
326 E Capitol Dr	Milwaukee	WI	53212
5423 Washington Avenue	Mount Pleasant	WI	53406
500 West Drexel Avenue	Oak Creek	WI	53154
1228 12th Ave South	Onalaska	WI	54650
9362 State Rd 16	Onalaska	WI	54650
1925 South Koeller Street	Oshkosh	WI	54902
N27 W23750 Paul Rd	Pewaukee	WI	53072
8801 88th Avenue	Pleasant Prairie	WI	53158
9901 77th Street	Pleasant Prairie	WI	53158
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
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
152440 Valley Inn Way	Wausau	WI	54401
853 McIntosh St	Wausau	WI	54403
2751 N Mayfair Rd	Wauwatosa	WI	53222
10730 W National Ave.	West Allis	WI	53227
1515 W Washington St	West Bend	WI	53095
2140 8th St South	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-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

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) 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
-----------	-------------------	------------------	------

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.

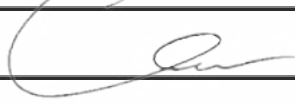
[Exhibit 3]

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: 13557 Wisconsin

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

UMOS Drive-through Job Fair

- March 31, 2021
- UMOs- Milwaukee, WI
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Over 200 Attendees

Maximus Employer Spotlight Event

- April 8, 2021
- Virtual
- Charter Representation: Recruiters
- Targeted Positions: All open positions
- Less than 50 attendees

- 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: 13557 Wisconsin						
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
Access to Independence	amberf@accessoind.org	608-242-8484	2345 Atwood Ave	Madison	WI	53704-5602
Ad 2 Madison	lmostrowski@gmail.com	847-644-7228	Po Box 2394	Madison	WI	53701-2394
Advocates of Ozaukee	casemanager@advocates-oz.org		Po Box 80166	Saukville	WI	53080-0166
Aging and Disability Resource Center - Walworth County	jselz@co.walworth.wi.us	262-741-3400	Po Box 1005	Elkhorn	WI	53121-1005
Aging and Disability Resource Center - Waupaca County	dana.nelson@co.waupaca.wi.us		Po Box 621	Wautoma	WI	54982-0621
Amberton University	bgilbreath@amberton.edu	972-279-6511	3880 Parkwood Blvd	Frisco	TX	75034-1928
Association for Women in Communications - Southeast Wisconsin Chapter	lfistler@journalssentinel.com		Po Box 511847	Milwaukee	WI	53203-0311
Aurora Family Service	Robert.Marrs@aurora.org	414-342-4560	3200 W Highland Blvd	Milwaukee	WI	53208-3283
Austin Community College	jpcairn@austinncc.edu	512-223-8001	5930 Middle Fiskville Rd	Austin	TX	78752-4390
Bengali Cultural Society of Milwaukee	sudip_adh@yahoo.com	414-762-3361	Po Box 1704	Brookfield	WI	53008-1704
Bill J. Priest Institute for Economic Development	eccjobs@dcccc.edu	214-521-0407	1402 Corinth St	Dallas	TX	75215-2111
Black Data Processing Associates - Milwaukee	mail4crobinson@gmail.com	414-750-9495		Milwaukee	WI	
Boys & Girls Club of Dane County	tjackson@bgcdc.org	(608) 257-2606	2001 Taft St	Madison	WI	53713-1909
Brookhaven College	bhcjobs@dcccc.edu	972-860-4894	3939 Valley View Ln	Dallas	TX	75244-4906
Brown Girls Doc Mafia	bgdmoutreach@gmail.com		570 Jamaica Avenue	Brooklyn	NY	11208
Bryant & Stratton College	jmmarshall@bryantstratton.edu	(414) 276-5200	310 W Wisconsin Ave Ste 1380	Milwaukee	WI	53203-2215
Carthage College	LHinkley@carthage.edu	(262) 551-5959	2001 Alford Park Dr	Kenosha	WI	53140-1929
Casa Central - La Posada	mhernandez@casacentral.org	773-782-8820	3209 W Evergreen Ave	Chicago	IL	60651-2419
Chippewa County Job Center	haringsd@workforceresource.org	715-723-2248	770 Scheidler Rd Ste 2	Chippewa Falls	WI	54729-1597
City of Madison Department of Civil Rights	aajobs@cityofmadison.com	608-266-4910	210 Martin Luther King Jr Blvd Rm 523	Madison	WI	53703-3346
Community Re-Entry Program	crpfrankjames@sbcglobal.net	262-633-9591	214 7th St	Racine	WI	53403-1219
County Veterans Service Officers of Wisconsin - Wood County	rlarson@co.wood.wi.us	(715) 421-8420	Po Box 8095	Wisconsin Rapids	WI	54495-8095
Department of Workforce Development	chantel.kilmer@dwd.wisconsin.gov	608-405-4402	201 E Washington Ave	Madison	WI	53703-2866
Department of Workforce Development	Edward.schroeder@dwd.wisconsin.gov	608-741-3400	201 E Washington Ave	Madison	WI	53703-2866
Disabled American Veterans - Black Hawk Life Chapter 29	kline-john@att.net	815-519-6050	211 N Main St	Rockford	IL	61101-1010
Disabled American Veterans - Chippewa Valley Chapter 21	keljg4@hotmail.com	715-226-0629	709 Veronica St	Chippewa Falls	WI	54729-3439
Disabled American Veterans - DAV Manawa Chapter 53	sgtcv57@hotmail.com	715-823-5335	600 W Washington St	New London	WI	54961-1765
Disabled American Veterans - Elmer Rapp chapter 57	Al.Labelle.Dav@hotmail.com	715-486-9220	215 W Depot St	Marshfield	WI	54449-2030
Disabled American Veterans - La Crosse Chapter 12	hiddenspringwatercress@gmail.com	608-788-6494	Po Box 413	La Crosse	WI	54602-0413
Disabled American Veterans - Schumann Heink Chapter 30	mgunner96@rocketmail.com	715-592-4255	2970 Hickory Dr	Plover	WI	54467-2476
Disabled American Veterans - Wellington-Washbush Chapter #11	psanville@charter.net	920-923-0579	Po Box 265	Fond du lac	WI	54936-0265
Disabled American Veterans Auxiliary - Wellng Washbush #11	birschbach@juno.com	920-753-6172	500 Fond Du Lac Ave	Fond du lac	WI	54935-5442
Displaced Homemaker - NWTc	gema.garcia@nwtc.edu	920-498-6996	Po Box 19042	Green Bay	WI	54307-9042
Division of Vocational Rehabilitation-Elkhorn	napoleon.hardy@wi.gov	608-935-3116	1000 E Centralia St	Elkhorn	WI	53121-2049
Division of Vocational Rehabilitation-Elkhorn	theresa.schuerman@dwd.wisconsin.gov	262-741-5180	1000 E Centralia St	Elkhorn	WI	53121-2049
Division of Vocational Rehabilitation-MILWAUKEE NORTHWEST	joshua.johnson@dwd.wisconsin.gov	414-874-1673	7900 W Burleigh St	Milwaukee	WI	53222-4917
Division of Vocational Rehabilitation-Racine	amy.may@dwd.wisconsin.gov	262-638-7218	1516 S Green Bay Rd	Mount Pleasant	WI	53406-5789
Division of Vocational Rehabilitation-VIROQUA	erin.barstad@dwd.wisconsin.gov	608-637-6872	220 S Main St	Viroqua	WI	54665-1659
Division of Vocational Rehabilitation-Waukesha	james.hanover@dwd.wisconsin.gov	262-548-5874	141 Nw Barstow St	Waukesha	WI	53188-3789
Division of Vocational Rehabilitation-WEST BEND	lynn.biertzer@dwd.wisconsin.gov	(262) 335-5324	2200 Green Tree Rd	West Bend	WI	53090-1566
Dryhoothc.org	macus@dryhoothc.org	414-763-2785	1030 E Brady St	Milwaukee	WI	53202-1515
Dunn County Job Center	brodens@workforceresource.org	715-232-7360	401 Technology Dr E	Menomonie	WI	54751-2393
Elgin Division of Rehabilitation Services	Maria.Martinez-McKinley@illinois.gov	847-931-2360	452 N Mclean Blvd	Elgin	IL	60123-3273
Fort McCoy	usarmy.mccoy.imcom-fmwrc.mail.dfmwr-asep@mail.mil	608-388-3840	1654 S 11th Ave	Fort Mccoy	WI	54656-5125
Forward Service Corporation	awoller@fsc-corp.org	920-232-1339	2201 Oregon St	Oshkosh	WI	54902-7060
Forward Service Corporation	mmukka@fsc-corp.org	(608) 244-3526	2306 S Park St	Madison	WI	53713-1918
Fox Cities Chamber of Commerce	information@foxcitieschamber.com	920-734-7101	125 N Superior St	Appleton	WI	54911-4728
Fox Cities Workforce Development Center	jeffrey.murphy@dwd.wisconsin.gov	920-997-3272	1802 Appleton Rd	Menasha	WI	54952-1110
Gateway Technical College - Kenosha Campus (Student Employment Services)	Wilkes5@gtc.edu	262-564-2818	3520 30th Ave	Kenosha	WI	53144-1619
George Williams College of Aurora University	TNair@aurora.edu	(262) 245-8546	350 Constance Blvd	Williams Bay	WI	53191-9547
Goodman Community Center	lisa@goodmancenter.org	608-241-1574	2425 Atwood Ave	Madison	WI	53704-5604
Goodwill Industries of SE WI	lisa.norman@goodwillsew.com	414-358-6525	6055 N 91st St	Milwaukee	WI	53225-1710
Goodwill Industries of South Central Wisconsin	kbuenger@goodwillscwi.org	(608) 246-3140	1302 Mendota St	Madison	WI	53714-1059
Grand Avenue Club	joeschultz@grandavenueclub.org	414-727-3367	210 E Michigan St	Milwaukee	WI	53202-4901
Hmong Mutual Assistance Association of Sheboygan Inc.	mail@hmaaweb.org	920-458-0808	2304 Superior Ave	Sheboygan	WI	53081-2160
Hmong Mutual Assistance Association of Sheboygan Inc.	mychelle_yang@yahoo.com	(920) 458-0808	2304 Superior Ave	Sheboygan	WI	53081-2160
INROADS - Wisconsin	aalexander@inroads.org	312-361-1183	633 W Wisconsin Ave Ste 408	Milwaukee	WI	53203-1918
Integrated Community Work, Inc.	tmontiel@icwinc.org	(608) 276-9400	160 Westgate Mall	Madison	WI	53711-1063
Job Center of Lake County - Grayslake	wgiraldohernandez2@lakecountylil.gov	847-377-3450	800 Lancer Ln	Grayslake	IL	60030-2654
Kenosha Job Center	alfonzo.garcia@dwd.wisconsin.gov	262-697-4500	8600 Sheridan Rd	Kenosha	WI	53143-6506
Lakeside Curative Services, Inc.	penas@lakesidecurative.com	262-598-0098	2503 Lincolnwood Ct	Racine	WI	53403-3869
Langlade County Arc	cejkaan@antigopro.net	715-623-6572	N2437 Sunnyside Rd	Antigo	WI	54409-8869
Lawrence University	amanda.g.netzel@lawrence.edu	920-832-6561	115 S Drew St	Appleton	WI	54911-5732
Lincoln County Arc	sandragtank@aol.com	715-536-9267	Po Box 143	Merrill	WI	54452-0143
Lindenhurst Lake Villa Chamber of Commerce	llvchamber@sbcglobal.net	(847) 356-8446	500 E Grand Ave	Lake Villa	IL	60046-7807
Madison Area Technical College - Turning Point (Displaced Homemakers)	mthomasson@madisoncollege.edu	608-243-4286	1701 Wright St	Madison	WI	53704-2599
Marian University	careerservices@marianuniversity.edu	920-923-8799	45 S National Ave	Fond du lac	WI	54935-4621
Marquette University	career.services@marquette.edu	414-288-7424	Po Box 1881	Milwaukee	WI	53201-1881
Marquette University College of Communication	sheena.carey@marquette.edu	414-288-7026	1131 W Wisconsin Ave	Milwaukee	WI	53233-2313
Menominee County Veterans Affairs	mdellisse@menomineecc.com	906-863-5691	839 10th Ave	Menominee	WI	49858-3000
Milwaukee Area Technical College	mcgillij@matc.edu	414-297-6610	700 W State St	Milwaukee	WI	53233-1419
Milwaukee Center for Independence	lindsey.mcmahon@mcfi.net	414-937-2020	2020 W Wells St	Milwaukee	WI	53233-2720
Milwaukee Job Center, NE	geraldine.perry@dwd.wisconsin.gov	414-267-3233	1915 N M L King Dr	Milwaukee	WI	53212-3675
Milwaukee Job Corps Center	Staiduhar.Shane@jobcorps.org	(414) 353-5914	6665 N 60th St	Milwaukee	WI	53223-5805
Milwaukee Muslim Women's Coalition	staff@mmwonline.org	414-727-4900	5235 S 27th St	Greenfield	WI	53221-3721
Milwaukee Office of Veteran Services	michael.james@dwd.wisconsin.gov	920-208-5856	2701 S Chase Ave	Milwaukee	WI	53207-1482
Milwaukee Rescue Mission	bob.stukenberg@milmission.org	414-344-2211	830 N 19th St	Milwaukee	WI	53233-1616
Milwaukee Veteran's Regional Office	joshua.tamayo@dwd.wisconsin.gov	262-638-6420	5400 W National Ave	Milwaukee	WI	53214-3461
Milwaukee Women's Center	latricebuck@aol.com		611 N Broadway # 230	Milwaukee	WI	53202-5002
Moraine Park Technical College	employmentservices@morainepark.edu	920-924-3512	Po Box 1940	Fond du lac	WI	54936-1940
Moraine Park Technical College	msabel@morainepark.edu		Po Box 1940	Fond du lac	WI	54936-1940
National Federation of the Blind of Wisconsin	president@nfbwis.org	608-758-4800	27824 Nuthatch Rd	Kendall	WI	54638-8699
National-Louis University	careerservices@nl.edu	312-261-3270	122 S Michigan Ave	Chicago	IL	60603-6191
NAVUBPP - National Association Veterans Upward Bound - Milwaukee	howardst@uwm.edu	(414) 229-5758	3203 N Downer Ave	Milwaukee	WI	53211-3187
Navy Club of the USA - Green Bay	navyclubntl@aol.com	920-499-6358	1345 Velp Ave	Green Bay	WI	54303-4348
Neighborhood House of Milwaukee, Inc.	nespy@nh-milw.org	(414) 933-6161	2819 W Richardson Pl	Milwaukee	WI	53208-3547
New Hope Center, Inc.	glogemann@newhopeinc.org	920-849-9351	443 Manhattan St	Chilton	WI	53014-1565
Nonprofit Tech - Madison	allgood2@gmail.com		266 Waubesa St # 2	Madison	WI	53704-5736
Northcentral Technical College - Diversity	willis@ntc.edu	715-803-1372	1000 W Campus Dr	Wausau	WI	54401-1880
Northcott Neighborhood House	flee@northcotthouse.org	(414) 372-3770	2460 N 6th St	Milwaukee	WI	53212-2756
Northland College	mmetz@northland.edu		1411 Ellis Ave	Ashland	WI	54806-3925
Oconto County Job Center	lynnratzburg@newcap.org	920-834-4621	1201 Main St	Oconto	WI	54153-1541
Office of Veterans Services	Jessica.Maple@dwd.wisconsin.gov	(715) 339-7255	639 S 2nd St	Medford	WI	54451-2058
Olive Harvey College	chaymond-bussell@ccc.edu	(773) 291-6100	10001 S Woodlawn Ave	Chicago	IL	60628-1645
Operation Fresh Start, Inc.	bkean@operationfreshstart.org	608-244-4721	1925 Winnebago St	Madison	WI	53704-5314
Operation Welcome Home	zhaukeness@gmail.com	608-335-6171	100 E Main St	Madison	WI	53703-3316
Options For Independent Living	outreachofficeapl@yahoo.com	920-997-9999	820 W College Ave Ste 3	Appleton	WI	54914-5275
Parents Place	executivedirector@ppacinc.org	262-549-5575	1570 E Moreland Blvd	Waukesha	WI	53186-3913
Project RETURN	andre@projectreturnmilwaukee.org	414-374-8029	2821 N 4th St Ste 202	Milwaukee	WI	53212-2350
Public Allies, Inc.	timh@publicallies.org	414-273-0533	735 N Water St Ste 550	Milwaukee	WI	53202-4104
Rasmussen College Green Bay Campus	cari.clayton@rasmussen.edu	920-593-8416	904 S Taylor St	Green Bay	WI	54303-2349
Remedies- Renewing Lives	JBounds@remediesrenewinglives.org	(815) 966-1285	516 Green St	Rockford	IL	61102-2218
River Source Family Center	riverresource@sbcglobal.net	715-720-1841	403 N High St	Chippewa Falls	WI	54729-2528
Rock County Job Center	andrew.phelps@dwd.wisconsin.gov	608-267-9613	1900 Center Ave	Janesville	WI	53546-2801
Rock County Job Center	David.walters@dwd.wisconsin.gov	(608) 741-3400	1900 Center Ave	Janesville	WI	53546-2801
Rock County Job Center	Edward.schroeder@dwd.wisconsin.gov	608-741-3400	1900 Center Ave	Janesville	WI	53546-2801
Rock County Job Center	William.matteson@dwd.wisconsin.gov	608-741-3400	1900 Center Ave	Janesville	WI	53546-2801
Social Development Commission	slane@cr-sdc.org	(414) 906-2700	4041 N Richards St	Milwaukee	WI	53212-1232
Society for Marketing Professional Services (SMPS) - Wisconsin	jjuley@HNTB.com	608-877-0018	2100 Roby Rd	Stoughton	WI	53589-5462
Society's Assets Inc - Racine	KKopp@societysassets.org	(262) 637-9128	5200 Washington Ave	Racine	WI	53406-4238
St. Norbert College Women's Center	cvc@snc.edu	920-403-4116	100 Grant St	De Pere	WI	54115-2002
Supported Employment Services (Reach, Inc.)	sesreach@reach-inc.org	715-833-7755	405 S Farwell St	Eau Claire	WI	54701-3772
The Arc Dane County	arcdanecounty@gmail.com	608-833-1199	6602 Grand Teton Plz	Madison	WI	53719-1091
The Women's Community, Inc.	Erica@womenscommunity.org	888-665-1234	3200 Hilltop Ave	Wausau	WI	54401-4026
Time Out Family Abuse Shelter	bolson.tofas@gmail.com	800-924-0556	Po Box 406	Ladysmith	WI	54848-0406
United Asian Services of WI, Inc.	regmikamala@yahoo.com	608-256-6400	312 N 3rd St	Madison	WI	53704-4741
University of Wisconsin - La Crosse	advising@uwlax.edu	608-785-8624	1725 W State St Fl 2nd	Milwaukee	WI	53233-1121
University of Wisconsin - La Crosse	bvianden@uwlax.edu	608-785-8624	1725 W State St Fl 2nd	Milwaukee	WI	53233-1121
University of Wisconsin - Oshkosh	pagestad@uwosh.edu	920-424-2181	800 Algoma Blvd	Oshkosh	WI	54901-8601
University of Wisconsin-Marathon County - Multicultural Resource Center	mrc@uwc.edu	715-261-6353	518 S 7th Ave	Wausau	WI	54401-5362
UW-Milwaukee College of Engineering & Applied Science Career Services	jlpicker@uwm.edu	414-229-3208	Po Box 784	Milwaukee	WI	53201-0784
Vision Forward Association	bonnie@hrsherpaz.com	414-615-0101	912 N Hawley Rd	Milwaukee	WI	53213-3222
Vocational Rehabilitation Services - Menominee County	carows@michigan.gov	906-863-2286	2612 10th St	Menominee	WI	49858-1904
Wausau Vet Center	David.Wetuski@va.gov	715-842-1724	605 S 24th Ave Ste 24	Wausau	WI	54401-1705
WCAIO - Wisconsin Coalition of Asian Indian Organi..	admin@knkins.com	262-241-1700	11518 N Port Washington Rd Ste 204	Mequon	WI	53092-3464
Western Technical College	Calll@westerntc.edu	608-785-9200	400 7th St N	La Crosse	WI	54601-3368
Wil-Mar Neighborhood Center	stacieh@wil-mar.org	608-257-4576	953 Jennifer St	Madison	WI	53703-3521
Winneshiek County Veterans Affairs	veterans@co.winneshiek.ia.us	563-382-5786	201 W Main St	Decorah	IA	52101-1713
Wisconsin African American Women's Center - Waaw	waaw@wi.rr.com	414-933-1652	3020 W Villet St	Milwaukee	WI	53208-2461
Wisconsin Community Services - WIA Youth Program	ccresci@wiscs.org	414-297-8371	700 W State St	Milwaukee	WI	53233-1419
Wisconsin County Veterans Service Officers Association - Lafayette	samuel.fuller@lafayettecountywi.org	(715) 626-6545	Po Box 67	Antigo	WI	54409-0067
Wisconsin County Veterans Service Officers Association - Lincoln	rwolf@co.lincoln.wi.us	(715) 626-6545	801 N. Sales St., Suite 104	Merrill	WI	5442-1100
Wisconsin County Veterans Service Officers Association - Marathon	gwen.loiz@co.marathon.wi.us	715-261-1141	212 River Dr Ste 1	Wausau	WI	54403-5476

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
Wisconsin Job Center- Dane County	ebingham@eata.org	(608) 242-4562	1819 Aberg Ave	Madison	WI	53704-4201
Wisconsin Job Center- Dane County	RCephas@worksmartnetwork.org	(608) 242-4562	1819 Aberg Ave	Madison	WI	53704-4201
Wisconsin Job Center- Northeast Wisconsin	brian.pelon@dwd.state.wi.us	920-448-6760	701 Cherry St	Green Bay	WI	54301-4932
Work Plus, Inc.	KSchoepp@workplus.org	608-238-6018	2318 Vondron Rd	Madison	WI	53718-6734
WorkSmart Madison College-South	jneira@madisoncollege.edu	608-243-4200	2238 S Park St	Madison	WI	53713-1916
Wounded Warrior Project	jfranzese@woundedwarriorproject.org	619-981-9644	230 W Monroe St	Chicago	IL	60606-4703
YWCA - Job Options and Displaced Homemaker Program	programassistantywca@gmail.com	608-255-3098	3101 Latham Dr	Madison	WI	53713-4613
YWCA of the Coulee Region	ajeffer@ywcalax.org	608-781-2783	3219 Commerce St	La Crosse	WI	54603-1755
Zablocki VA Medical Center	anne.nelson@va.gov	414-384-2000	5000 W National Ave	Milwaukee	WI	53295-0001

2021 FCC Source Evaluation Report

FCC Unit: 13557 Wisconsin

Source	Applicant Count	Interview Count	Hire Count
Ad - Broadcasting and Cable	1	1	0
Ad - Print	1	1	1
Ad - Radio Advertisement	21	14	10
Ad - TV Commercial Advertisement	7	7	5
Campaign - Indeed	107	107	52
College - Campus Recruiting	1	1	1
Contractor - Conversion	6	6	6
Direct Sourcing - ATS	47	47	23
Direct Sourcing - Indeed	151	143	70
Direct Sourcing - Introduce Yourself	1	1	0
Direct Sourcing - LinkedIn	7	7	7
Direct Sourcing - Other	11	11	7
Former Employee - Rehire	85	82	56
Internal - Internal Hire	17	17	0
Internet - Facebook.com	13	8	6
Internet - Glassdoor.com	1	1	1
Internet - Google	4	4	2
Internet - Indeed	517	474	261
Internet - LinkedIn	6	5	5
Internet - Other	1	1	0
Internet - Ziprecruiter	7	7	1
Organization - Community Outreach	3	3	0
Other	30	25	18
Referral - Employee Referral	300	279	169
Referral - Manager Referral	8	8	8
TextRecruit TextApply Ad	1	1	1
Website - External Career Site	9575	1046	94
Total	10929	2307	804

2021 FCC Source Report

FCC Unit: 13557 Wisconsin

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
265384BR	Rep 1, Cust Svc Video Repair	Ad - Radio Advertisement	1	1	1
		Website - External Career Site	340	70	0
265644BR	Rep 1, Cust Svc Billing	Internet - Indeed	1	1	1
		Website - External Career Site	181	37	0
265646BR	Rep 1, Cust Svc Billing	Referral - Employee Referral	1	1	1
		Website - External Career Site	240	67	0
267201BR	Store Associate	Website - External Career Site	37	12	1
267413BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	1	1	1
		Internet - Indeed	12	12	2
		Referral - Employee Referral	7	7	2
		Website - External Career Site	148	6	0
268099BR-2	Operations Specialist - FO	Website - External Career Site	187	12	1
		Direct Sourcing - Indeed	9	9	0
		Direct Sourcing - Introduce Yourself	1	1	0
268213BR	Rep 1, Cust Svc Video Repair	Internet - Facebook.com	3	3	0
		Internet - Indeed	32	32	0
		Other	2	2	0
		Referral - Employee Referral	14	14	1
		Website - External Career Site	222	2	0
		Ad - Radio Advertisement	9	9	2
		Direct Sourcing - Indeed	6	6	2
268510BR	Rep 1, Cust Svc Video Repair	Internet - Facebook.com	2	2	0
		Internet - Indeed	34	34	9
		Internet - Ziprecruiter	2	2	0
		Other	3	3	1
		Referral - Employee Referral	15	15	3
		Website - External Career Site	299	6	0
268921BR	Residential Retention Rep	Campaign - Indeed	12	12	0
		Direct Sourcing - ATS	9	9	0
		Direct Sourcing - Indeed	5	5	0
		Former Employee - Rehire	5	5	0
		Internet - Facebook.com	1	1	0
		Internet - Indeed	17	17	0
		Referral - Employee Referral	11	11	1
		Website - External Career Site	217	31	0
269513BR	Store Associate	Campaign - Indeed	1	1	0
		Website - External Career Site	11	4	1
269516BR	Store Associate	Website - External Career Site	69	14	1
269578BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Indeed	3	3	2
		Internet - Indeed	9	9	7
		Other	3	3	3
		Referral - Employee Referral	7	7	7
		Website - External Career Site	169	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
269754BR	Client Success Coordinator Nonexempt	Website - External Career Site	37	3	1
269776BR	Strategic Account Spec - HC	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	25	2	0
		Campaign - Indeed	9	9	0
		Direct Sourcing - ATS	2	2	0
		Direct Sourcing - Indeed	3	3	0
269843BR	Residential Retention Rep	Former Employee - Rehire	5	5	0
		Internet - Indeed	20	20	2
		Internet - Ziprecruiter	1	1	0
		Referral - Employee Referral	13	13	1
		Website - External Career Site	257	36	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
269895BR	Maintenance Technician I Nonexempt	Website - External Career Site	13	2	0
		Former Employee - Rehire	1	1	1
		Website - External Career Site	7	5	0
269897BR	ROC Specialist I Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	7	5	0
270171BR	Store Associate	Website - External Career Site	14	2	1
270341BR	Rep 1, Cust Svc Billing	Ad - Print	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	14	14	12
		Other	1	1	0
		Referral - Employee Referral	8	8	5
		Website - External Career Site	168	14	0
		Ad - Radio Advertisement	1	1	1
270342BR	Rep 1, Cust Svc Billing	Former Employee - Rehire	5	5	5
		Internet - Facebook.com	1	1	1
		Internet - Indeed	20	20	11
		Other	1	1	1
		Referral - Employee Referral	15	15	8
		Website - External Career Site	258	6	0
		Direct Sourcing - Indeed	6	6	4
270651BR	RSC Rep I	Direct Sourcing - Other	2	2	2
		Former Employee - Rehire	2	2	2
		Referral - Employee Referral	2	2	2
		Website - External Career Site	61	38	2
		Direct Sourcing - Indeed	6	6	4
270708BR	Client Success Coordinator Nonexempt	Website - External Career Site	23	2	1
270787BR	Producer, Spectrum Reach	Referral - Manager Referral	1	1	1
		Website - External Career Site	35	3	0
270851BR	Direct Sales Rep	Internet - Indeed	5	5	2
		Website - External Career Site	29	28	0
270861BR	Direct Sales Rep	Internet - Indeed	8	8	2
		Website - External Career Site	19	14	0
270863BR	Direct Sales Rep	Internet - Indeed	4	4	1
		Website - External Career Site	17	13	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270876BR	Account Executive	Internet - LinkedIn	1	1	1
		Website - External Career Site	16	4	0
270903BR	Residential Retention Rep	Ad - Broadcasting and Cable	1	1	0
		Ad - TV Commercial Advertisement	1	1	0
		Campaign - Indeed	10	10	9
		Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	4	4	1
		Former Employee - Rehire	4	4	2
		Internet - Facebook.com	1	1	1
		Internet - Google	1	1	0
		Internet - Indeed	35	35	21
		Referral - Employee Referral	18	18	7
		Website - External Career Site	286	28	4
271060BR	Strategic Account Spec - HC	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	15	1	0
271408BR	Regional Operations Analyst	Internal - Internal Hire	1	1	0
		Internet - LinkedIn	1	1	1
		Website - External Career Site	17	3	0
271420BR	Maintenance Technician I Nonexempt	Website - External Career Site	5	1	1
271458BR	Direct Sales Rep	Former Employee - Rehire	1	1	1
		Internet - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	10	6	0
271482BR	Rep 1, Cust Svc Video Repair	Ad - Radio Advertisement	1	1	1
		Direct Sourcing - Indeed	7	7	7
		Former Employee - Rehire	1	1	1
		Internet - Indeed	21	21	14
		Internet - Ziprecruiter	1	1	1
		Other	1	1	1
		Referral - Employee Referral	10	10	9
		Website - External Career Site	229	12	0
271505BR	Store Associate	Campaign - Indeed	1	1	1
		Website - External Career Site	17	5	0
271572BR	Mgr, Local Sales	Referral - Manager Referral	1	1	1
		Website - External Career Site	9	1	0
271658BR	Residential Retention Rep	Campaign - Indeed	2	2	1
		Direct Sourcing - Indeed	3	3	1
		Internet - Facebook.com	1	1	1
		Internet - Indeed	12	12	7
		Referral - Employee Referral	5	5	2
		Website - External Career Site	136	16	2
271731BR	Warehouse Technician Nonexempt	Website - External Career Site	6	5	1
271738BR	Commercial Voice MSS Spec Exempt	Direct Sourcing - LinkedIn	1	1	1
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	63	9	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271894BR	Asst Mgr, Store	Referral - Manager Referral	1	1	1
		Website - External Career Site	11	3	0
271925BR	Vertical Data MSS Spec Exempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	7	3	0
271945BR	Store Associate	Website - External Career Site	15	3	1
272031BR	News Content Associate Nonexempt	Contractor - Conversion	3	3	3
		Website - External Career Site	57	0	0
272035BR	Producer/Editor	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	64	1	0
272037BR	Technical Director 1 Nonexempt	Contractor - Conversion	2	2	2
		Website - External Career Site	20	0	0
272038BR	Anchor/Reporter	Contractor - Conversion	1	1	1
		Website - External Career Site	16	0	0
272106BR	Sup, Customer Service	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	28	0	0
272112BR	Sup, Customer Service	Internet - Indeed	1	1	1
		Website - External Career Site	19	0	0
272225BR	Store Associate	Referral - Employee Referral	2	2	2
		Website - External Career Site	26	4	0
272260BR	Field Technician II	Website - External Career Site	22	13	2
272261BR	Field Technician II	Former Employee - Rehire	1	1	1
		Website - External Career Site	11	5	2
272344BR	Residential Retention Rep	Direct Sourcing - ATS	3	3	3
		Direct Sourcing - Indeed	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	8	8	3
		Referral - Employee Referral	5	5	4
		Website - External Career Site	110	19	2
272397BR	Store Associate	Website - External Career Site	25	4	1
272455BR	MAE - Major Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	27	0	0
272459BR	Major Account Manager	Referral - Manager Referral	1	1	1
		Website - External Career Site	17	1	0
272463BR	Major Account Manager	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	30	3	0
272515BR	Store Associate	Referral - Employee Referral	1	1	0
		Website - External Career Site	37	4	1
272622BR	Direct Sales Rep	Direct Sourcing - Indeed	4	4	3
		Internet - Indeed	4	4	2
		Website - External Career Site	11	6	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272625BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	8	8	0
272643BR	Field Technician II	Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
		Website - External Career Site	72	47	2
272644BR	Field Technician II	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	25	11	0
272645BR	Field Technician II	Direct Sourcing - Other	1	1	1
		Website - External Career Site	13	8	0
272647BR	Field Technician II	Website - External Career Site	9	4	1
272710BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	35	5	0
272722BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	1
		Internet - Indeed	1	1	1
		Website - External Career Site	12	6	0
272728BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	0
		Internet - Indeed	2	2	2
		Website - External Career Site	11	7	0
272831BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	15	4	2
272833BR	News Content Associate Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	22	0	0
272899BR	Direct Sales Rep	Internet - Indeed	4	4	2
		Referral - Employee Referral	1	1	0
		Website - External Career Site	18	17	0
272945BR	Residential Retention Rep	Campaign - Indeed	1	1	0
		Direct Sourcing - ATS	6	6	4
		Direct Sourcing - Indeed	4	4	2
		Former Employee - Rehire	5	5	3
		Internal - Internal Hire	1	1	0
		Internet - Indeed	9	9	6
		Referral - Employee Referral	13	13	9
		Website - External Career Site	178	13	0
272966BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	11	1	1
272981BR	Enterprise Voice MSS Spec Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	14	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273053BR	Rep 1, Cust Svc Video Repair	Ad - Radio Advertisement	4	4	2
		Direct Sourcing - Indeed	4	4	3
		Former Employee - Rehire	1	1	1
		Internet - Facebook.com	2	2	1
		Internet - Indeed	13	13	8
		Other	5	5	3
		Referral - Employee Referral	8	8	5
		Website - External Career Site	171	6	0
273317BR	Account Executive	Internal - Internal Hire	2	2	0
		Internet - Indeed	3	3	2
		Referral - Employee Referral	2	2	2
		Website - External Career Site	24	17	0
273363BR	Store Associate	Website - External Career Site	36	13	2
273396BR	Intern	Referral - Employee Referral	1	1	1
		Website - External Career Site	19	5	0
273404BR	Intern	College - Campus Recruiting	1	1	1
		Website - External Career Site	13	3	0
273442BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	2	2	2
		Website - External Career Site	7	5	0
273480BR	Producer	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	21	1	0
273482BR	Meteorologist 1	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	48	3	0
273502BR	Asst Mgr, Store	Referral - Employee Referral	1	1	0
		Website - External Career Site	18	3	1
273603BR	Client Success Coordinator Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	18	3	0
273635BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	1	0
273773BR	RSC Rep I	Direct Sourcing - Indeed	10	10	9
		Direct Sourcing - Other	5	5	3
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	87	62	2
		Former Employee - Rehire	2	2	2
273774BR	RSC Rep I	Internal - Internal Hire	1	1	0
		Internet - Indeed	8	8	6
		Referral - Employee Referral	1	1	1
		Website - External Career Site	137	46	1
		Referral - Employee Referral	1	1	1
273897BR	Account Executive	Referral - Manager Referral	1	1	1
		Website - External Career Site	4	0	0
		Referral - Manager Referral	1	1	1
273929BR	Account Executive	Website - External Career Site	4	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273949BR	EAE-Enterprise Account Exec	Referral - Employee Referral	2	2	1
		Website - External Career Site	3	0	0
273952BR	Strategic Account Spec - G/E	Direct Sourcing - Other	1	1	1
		Website - External Career Site	9	1	0
273981BR	Direct Sales Rep	Direct Sourcing - Indeed	4	4	3
		Website - External Career Site	12	12	0
274007BR	Field Technician II	Website - External Career Site	23	6	2
274010BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	21	7	2
274049BR	Residential Retention Rep	Ad - TV Commercial Advertisement	1	1	1
		Campaign - Indeed	8	8	5
		Direct Sourcing - ATS	3	3	2
		Direct Sourcing - Indeed	3	3	2
		Former Employee - Rehire	2	2	0
		Internet - Google	1	1	0
		Internet - Indeed	20	20	12
		Internet - Ziprecruiter	1	1	0
		Organization - Community Outreach	1	1	0
		Referral - Employee Referral	6	6	3
		Website - External Career Site	285	39	5
274058BR	Direct Sales Rep	Direct Sourcing - Indeed	10	10	4
		Website - External Career Site	43	34	0
274075BR	Maintenance Technician I Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	9	1	0
274107BR	Multi-Tenant Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	1	0	0
274256BR	Rep 1, Cust Svc Billing	Ad - TV Commercial Advertisement	1	1	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	11	11	8
		Other	6	6	4
		Referral - Employee Referral	5	5	1
		TextRecruit TextApply Ad	1	1	1
		Website - External Career Site	186	8	0
274314BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	13	1	0
274360BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	21	3	0
274364BR	Account Executive 2	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	8	5	0
274365BR	Store Associate	Website - External Career Site	15	2	1
274527BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	2	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274664BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	9	8	0
274728BR	Rep 1, Cust Svc Video Repair	Direct Sourcing - Indeed	6	6	5
		Former Employee - Rehire	2	2	2
		Internet - Indeed	8	8	5
		Other	2	2	2
		Referral - Employee Referral	3	3	3
		Website - External Career Site	187	13	1
274832BR	Client Success Planner Exempt	Internet - Indeed	1	1	1
		Website - External Career Site	2	1	0
274859BR	Direct Sales Rep	Former Employee - Rehire	1	1	0
		Internet - Indeed	5	5	1
		Website - External Career Site	14	12	0
274932BR	Direct Sales Rep	Direct Sourcing - Indeed	4	4	2
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	15	13	0
274938BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	15	2	0
274939BR	Field Technician II	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	5	1	0
274940BR	Field Technician II	Internet - Indeed	1	1	1
		Website - External Career Site	9	4	0
274954BR	Planning Editor Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	8	0	0
275122BR	Client Success Coordinator Nonexempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	29	2	1
275219BR	Direct Sales Rep	Internet - Indeed	3	3	3
		Website - External Career Site	7	4	0
275300BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	16	3	1
275329BR	Residential Retention Rep	Campaign - Indeed	26	26	14
		Direct Sourcing - ATS	1	1	0
		Direct Sourcing - Indeed	8	8	2
		Former Employee - Rehire	5	5	4
		Internet - Indeed	5	5	2
		Organization - Community Outreach	1	1	0
		Referral - Employee Referral	8	8	6
		Website - External Career Site	225	17	3
275349BR	Asst Mgr, Store	Referral - Employee Referral	1	1	1
		Website - External Career Site	12	3	0
275406BR	Assoc Desktop Supp Specialist Nonexempt	Internet - LinkedIn	1	1	1
		Website - External Career Site	10	4	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
275520BR	Store Associate	Website - External Career Site	5	1	1
275665BR	Intern	Website - External Career Site	126	32	1
275892BR	Rep 1, Cust Svc Video Repair	Ad - Radio Advertisement	3	3	2
		Direct Sourcing - Indeed	2	2	1
		Internet - Facebook.com	2	2	2
		Internet - Indeed	15	15	7
		Internet - LinkedIn	1	1	0
		Referral - Employee Referral	9	9	8
		Website - External Career Site	234	18	0
275896BR	Account Executive	Internal - Internal Hire	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	6	3	0
276026BR	Account Executive	Referral - Manager Referral	1	1	1
		Website - External Career Site	3	0	0
276089BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	20	8	1
276280BR	Store Greeter Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	28	1	0
276283BR	Store Greeter Nonexempt	Former Employee - Rehire	1	1	0
		Website - External Career Site	20	7	1
276350BR	Residential Retention Rep	Campaign - Indeed	18	18	10
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	0
		Internet - Indeed	12	12	6
		Referral - Employee Referral	3	3	3
		Website - External Career Site	224	12	1
276378BR	Capital Coordinator Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	17	6	0
276401BR	Store Associate	Website - External Career Site	4	1	1
276540BR	Rep 1, Cust Svc Billing	Internet - Indeed	8	8	4
		Internet - Ziprecruiter	1	1	0
		Organization - Community Outreach	1	1	0
		Referral - Employee Referral	8	8	6
		Website - External Career Site	124	12	1
276571BR	Assoc Desktop Supp Specialist Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	34	2	0
276688BR	Field Technician II	Direct Sourcing - ATS	1	1	1
		Internet - Indeed	4	4	3
		Referral - Employee Referral	2	2	1
		Website - External Career Site	65	36	0
276693BR	Field Technician II	Direct Sourcing - ATS	2	2	2
		Internet - Indeed	2	2	2
		Referral - Employee Referral	2	2	2
		Website - External Career Site	17	9	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276695BR	Field Technician II	Direct Sourcing - ATS	2	2	1
		Website - External Career Site	10	5	0
276696BR	Field Technician II	Direct Sourcing - ATS	1	1	0
		Internet - Indeed	2	2	2
		Website - External Career Site	16	8	0
276703BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	20	10	0
276705BR	Field Technician II	Internet - Indeed	4	4	3
		Referral - Employee Referral	1	1	1
		Website - External Career Site	27	12	0
276707BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	7	4	0
276757BR	News Content Associate Nonexempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	38	1	0
276805BR	Workforce Mgmt Care Coord I Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	14	3	0
276933BR	Direct Sales Rep	Internet - Indeed	3	3	1
		Website - External Career Site	4	2	0
276936BR	Residential Retention Rep	Ad - TV Commercial Advertisement	1	1	1
		Campaign - Indeed	3	3	2
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	12	12	6
		Referral - Employee Referral	3	3	2
		Website - External Career Site	144	10	4
276962BR	Direct Sales Rep	Direct Sourcing - Other	1	1	0
		Internet - Indeed	2	2	1
		Website - External Career Site	8	5	0
277049BR	Rep 1, Cust Svc Billing	Ad - Radio Advertisement	2	2	1
		Former Employee - Rehire	1	1	1
		Internet - Indeed	8	8	4
		Internet - Ziprecruiter	1	1	0
		Other	3	3	1
		Referral - Employee Referral	6	6	6
		Website - External Career Site	101	8	1
277077BR	Account Executive	Former Employee - Rehire	1	1	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	5	1	0
277196BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	2	1	0
277213BR	Direct Sales Rep	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277271BR	Direct Sales Rep	Internet - Indeed	3	3	2
		Website - External Career Site	2	2	0
277335BR	Store Associate	Website - External Career Site	17	7	1
277446BR	Mgr, Construction	Former Employee - Rehire	1	1	1
		Website - External Career Site	6	4	0
277604BR	Asst Mgr, Store	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	7	3	0
277730BR	EAE-Enterprise Account Exec	Referral - Employee Referral	1	1	1
		Website - External Career Site	2	0	0
277845BR	Residential Retention Rep	Campaign - Indeed	4	4	3
		Direct Sourcing - ATS	2	2	1
		Direct Sourcing - Indeed	4	4	0
		Former Employee - Rehire	2	2	1
		Internet - Glassdoor.com	1	1	1
		Internet - Google	1	1	1
		Internet - Indeed	23	23	17
		Referral - Employee Referral	6	6	3
		Website - External Career Site	327	18	4
277848BR	Capital Coordinator Nonexempt	Website - External Career Site	10	2	1
278024BR	Store Greeter Nonexempt	Website - External Career Site	24	13	1
278163BR	Sr Human Resources Generalist	Internet - Google	1	1	1
		Website - External Career Site	15	4	0
278229BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	6	5	0
278361BR	RSC Rep I	Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	2	2	1
		Internal - Internal Hire	1	1	0
		Internet - Indeed	11	11	10
		Other	1	1	1
		Referral - Employee Referral	3	3	2
		Website - External Career Site	116	66	1
278363BR	Project Manager-FO	Website - External Career Site	27	5	1
278399BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	3	1	0
278626BR	Store Associate	Referral - Employee Referral	2	2	2
		Website - External Career Site	8	1	0
278787BR	Account Executive	Former Employee - Rehire	1	1	1
		Website - External Career Site	8	4	0
278824BR	Store Associate	Referral - Employee Referral	2	2	2
		Website - External Career Site	16	2	1
278844BR	Sup, Supply Chain	Internet - Indeed	1	1	1
		Website - External Career Site	16	10	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278998BR	Residential Retention Rep	Direct Sourcing - ATS	2	2	1
		Direct Sourcing - Indeed	2	2	1
		Former Employee - Rehire	2	2	2
		Internet - Indeed	12	12	8
		Internet - Other	1	1	0
		Referral - Employee Referral	4	4	3
		Website - External Career Site	134	9	5
279289BR	Direct Sales Rep	Internet - Indeed	1	1	1
279292BR	Direct Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	6	6	0
279364BR	Store Associate	Website - External Career Site	15	5	1
279416BR	Direct Sales Rep	Direct Sourcing - Other	1	1	0
		Internet - Indeed	2	2	1
		Website - External Career Site	8	5	0
279433BR	Direct Sales Rep	Internet - Indeed	2	2	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	4	3	0
279486BR	Direct Sales Rep	Direct Sourcing - Indeed	3	3	2
		Website - External Career Site	3	2	0
279518BR	Construction Coordinator III Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	4	1	0
279615BR	Field Technician II	Campaign - Indeed	1	1	1
		Website - External Career Site	12	7	0
279617BR	Field Technician II	Internal - Internal Hire	1	1	0
		Other	1	1	1
		Website - External Career Site	8	6	0
279619BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	26	19	0
279628BR	Field Technician II	Internet - Indeed	3	3	1
		Website - External Career Site	8	7	0
279629BR	Field Technician II	Referral - Employee Referral	1	1	1
		Website - External Career Site	10	3	0
279631BR	Field Technician II	Website - External Career Site	6	4	1
279634BR	Field Technician II	Direct Sourcing - Indeed	2	2	1
		Internet - Indeed	1	1	1
		Website - External Career Site	17	10	1
279810BR	Maintenance Technician I Nonexempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	1	0	0
279880BR	EAE-Enterprise Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	1	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
279992BR	Residential Retention Rep	Ad - TV Commercial Advertisement	3	3	2
		Campaign - Indeed	10	10	6
		Direct Sourcing - ATS	3	3	1
		Direct Sourcing - Indeed	1	1	0
		Former Employee - Rehire	3	3	2
		Internet - Indeed	10	10	6
		Other	1	1	0
		Referral - Employee Referral	14	14	11
		Website - External Career Site	253	17	3
280001BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	48	3	0
280193BR	Field Technician IV	Former Employee - Rehire	1	1	1
280196BR	Store Associate	Website - External Career Site	4	1	1
280207BR	Major Account Manager	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	4	0
280254BR	Store Associate	Website - External Career Site	11	2	1
280457BR	Account Executive	Website - External Career Site	2	1	1
280677BR	Field Technician III	Former Employee - Rehire	1	1	1
280717BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	1	0	0
280732BR	Direct Sales Rep	Direct Sourcing - Indeed	7	7	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	8	8	0
281238BR	Direct Sales Rep	Direct Sourcing - Indeed	1	1	1
		Website - External Career Site	2	2	0
281270BR	Account Executive	Internet - LinkedIn	1	1	1
		Website - External Career Site	2	1	0
281419BR	Accounts Payable Specialist Nonexempt	Internet - LinkedIn	1	1	1
		Website - External Career Site	16	11	0
281698BR	Residential Retention Rep	Campaign - Indeed	1	1	0
		Direct Sourcing - Indeed	2	2	0
		Former Employee - Rehire	7	7	3
		Internet - Indeed	8	8	4
		Referral - Employee Referral	16	16	2
		Website - External Career Site	240	18	3
281699BR	Direct Sales Rep	Internet - Indeed	2	2	1
		Website - External Career Site	5	5	0
281831BR	Direct Sales Rep	Direct Sourcing - Indeed	2	2	1
		Website - External Career Site	4	3	0
281941BR	Store Associate	Website - External Career Site	9	1	1
281950BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	6	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
282343BR	Direct Sales Rep	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	1	0	0
282383BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	1	0	0
282666BR	Direct Sales Rep	Direct Sourcing - ATS	2	2	0
		Direct Sourcing - Indeed	2	2	0
		Former Employee - Rehire	1	1	1
		Referral - Employee Referral	2	2	0
		Website - External Career Site	35	31	0
283157BR	Strategic Account Spec - HC	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	2	0	0
283919BR	Store Specialist Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	5	0	0