

2021 FCC Unit Structure

FCC Unit: 13558 Southern California South

Address	City	State	Postal Zip Code
3041 E Miraloma Ave	Anaheim	CA	92806
3430 E Miraloma Ave	Anaheim	CA	92806
300 S. Highland Springs Ave	Banning	CA	92220
14328 Lakewood Blvd	Bellflower	CA	90706
185 E Alder	Brea	CA	92821
2500 East Imperial Highway	Brea	CA	92821
5720 El Camino Real	Carlsbad	CA	92008
7030 Avenida Encinas	Carlsbad	CA	92013
13100 Alondra Blvd	Cerritos	CA	90703
17777 Center Court Drive	Cerritos	CA	90703
4036-J Grand Ave	Chino	CA	91710
15255 Salt Lake Ave	City of Industry	CA	91745
2204 North Long Beach Blvd	Compton	CA	90221
340 N. McKinley Street	Corona	CA	92879
560 S. Promenade Ave	Corona	CA	92879
811 Serrano Drive	Corona	CA	92879
1835 Newport Blvd	Costa Mesa	CA	92627
200 Paularino Ave	Costa Mesa	CA	92626
10000 Washington Blvd	Culver City	CA	90232
5575 Corporate Dr	Cypress	CA	90630
6824 Katella Ave	Cypress	CA	90630
21660 Copley Dr	Diamond Bar	CA	91765
12214 Lakewood Blvd	Downey	CA	90242
2345 Alaska Ave	El Segundo	CA	90245
2352 Utah Ave	El Segundo	CA	90245
550 North Continental Blvd	El Segundo	CA	90245
1437 S Harbor Blvd	Fullerton	CA	92832
10641 Stanford Avenue	Garden Grove	CA	92840
12051 Industry Ave	Garden Grove	CA	92841
7142 Chapman Avenue	Garden Grove	CA	92841
1730 Gardena Blvd	Gardena	CA	90247
1105 S Cawston Ave	Hemet	CA	92545
2887 West Florida Avenue	Hemet	CA	92545
4077 West Stetson Ave	Hemet	CA	92545
1529 Valley Dr	Hermosa Beach	CA	90254
3451 W Century Blvd	Inglewood	CA	90303
8843 Villa La Jolla Drive	La Jolla	CA	92037
14899 Artesia Blvd	La Mirada	CA	90638
31500 Grape Street	Lake Elsinore	CA	92532
556 Birch St	Lake Elsinore	CA	92530
4425 Candlewood Street	Lakewood	CA	90712
2310 Bellflower Blvd Unit 102	Long Beach	CA	90815
248 Pine Avenue	Long Beach	CA	90802
2935 Redondo Ave	Long Beach	CA	90806
3180 Imperial Hwy	Lynwood	CA	90262
30230 Haun Road	Menifee	CA	92584
12625 Frederick St, Suite F10	Moreno Valley	CA	92553
3602 Riverside Plaza Drive Suite 109	Riverside	CA	92506
7337 Central Ave	Riverside	CA	92504

Address	City	State	Postal Zip Code
113 S Las Posas Road,	San Marcos	CA	92078
215 North Santa Fe Street	Santa Ana	CA	92701
2230 E 17th Street	Santa Ana	CA	92705
27536 Ynez Road	Temecula	CA	92591
30975 La Serena Way	Temecula	CA	92591
19780 Hawthorne Blvd	Torrance	CA	90503
21515 Hawthorne Blvd	Torrance	CA	90503
16434 Beach Blvd	Westminster	CA	92683
15496 Whittier Blvd	Whittier	CA	90603
605 East G St	Wilmington	CA	90744

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

A. Name of Operator:

TIME WARNER CABLE

MSO Name:

CHARTER COMMUNICATIONS

B. Employment Unit's Mailing Address

7910 CRESCENT EXECUTIVE DRIVE

City

CHARLOTTE

State

NC

Zip Code

28217-

E-Mail Address (if available)

JENNIFER.GOAD@CHARTER.COM

FCC Registration Number:

Emp. Unit ID # 13558

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

ORANGE, CA

D. Category of Respondent (check applicable box)

☐ Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V☒ Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 7/1/2020-6/30/2021

F. Attachments: (See "Exhibit" buttons, below.)

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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Review the list of communities served on the previous year's submission and attach as Exhibit A any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS. [Exhibit 1]

SECTION III EEO POLICY AND PROGRAM REQUIREMENTS

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an explanation. [Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

SECTION IV ADDITIONAL INFORMATION

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

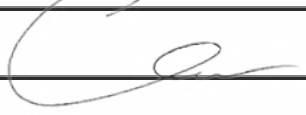
[Exhibit 3]

SECTION V CERTIFICATION

This report must be certified as follows:

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

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

Signed		Title	GVP, LABOR & EMPLOYEE RELATIONS
Date	9/28/2021	Name of Respondent	KEVIN SMITH
Telephone No. (include area code)		2037054832	

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

Exhibits

2020-2021 Recruitment Initiatives

FCC Unit: 13558 Southern California South

- 1. #11 - Sponsorship of at least one event in the community designed to inform and educate the public as to employment opportunities in multichannel video programming communications.**

Spectrum/IEEP Workforce Roundtable

- July 29, 2020
- Charter Representation: Recruiters, Directors, Managers
- Co-Sponsor- Inland Empire Economic Partnership (IEEP)
- Description: As the Inland Empire's regional economic development organization, the Inland Empire Economic Partnership (IEEP) works closely with business and government leaders to make the Inland Empire a great place to live, work and invest. However, the programs and strategies that met regional needs in the past must be adapted to meet both the challenges of today and those to come.
- Targeted Positions: All open positions
- Over 200 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: 13558 Southern California South							
Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip	
100 Black Men of Long Beach, Inc	jesse.johnson100@yahoo.com	323-806-0765	245 W Broadway Ste 100	Long Beach	CA	90802-4493	
American Indian Chamber of Commerce of California	stateadmin@aicccl.org	213-440-3232	555 W 5th St Fl 30	Los Angeles	CA	90013-1048	
Anaheim Chamber of Commerce	info@anaheimchamber.org	(714) 758-0222	201 E Center St	Anaheim	CA	92805-7204	
Anaheim Workforce Center	aldo.arrunategui@edd.ca.gov	714-518-2315	2450 E Lincoln Ave	Anaheim	CA	92806-4272	
Anaheim Workforce Center	Andrew.Tsai@edd.ca.gov	714-518-2315	2450 E Lincoln Ave	Anaheim	CA	92806-4272	
Bakersfield College	latasha.harris6706@email.bakersfieldcollege.edu	661-395-4550	1801 Panorama Dr	Bakersfield	CA	93305-1299	
Barstow Community College	nolson@barstow.edu	760-252-2411	2700 Barstow Rd	Barstow	CA	92311-6608	
Brown Girls Doc Mafia	bgdmoutreach@gmail.com		570 Jamaica Avenue	Brooklyn	NY	11208	
Burbank WorkForce Connection	burbankworkforceconnection@ci.burbank.ca.us	818-238-5021	141 N Glenoaks Blvd	Burbank	CA	91502-1204	
California Association for Bilingual Education	info@bilingualeducation.org	626-814-4441	16033 E San Bernardino Rd	Covina	CA	91722-3940	
California Baptist University	lsinger@calbaptist.edu	951-343-4344	8432 Magnolia Ave	Riverside	CA	92504-3206	
California Career Services	susan@californiacareerservices.com	323-933-2900	6024 Wilshire Blvd	Los Angeles	CA	90036-3607	
California Employment Development Department - Murrieta CA	randy.sandusky@edd.ca.gov	951-304-5900	30135 Technology Dr	Murrieta	CA	92563-2653	
California Employment Development Department - Murrieta CA	robert.ruiz@edd.ca.gov	951-304-5385	30135 Technology Dr	Murrieta	CA	92563-2653	
California Institute of the Arts	ayoung@calarts.edu		24700 Mcbean Pkwy	Valencia	CA	91355-2397	
California State University- Dominguez Hills	epowell@csudh.edu	310-243-3696	1000 E Victoria St	Carson	CA	90747-0001	
California State University- Long Beach	tarmstr3@csulb.edu	562-985-4151	1250 Bellflower Blvd	Long Beach	CA	90840-0004	
California State University- Los Angeles	careers@cslanet.calstatela.edu	323-343-3000	5151 State University Dr	Los Angeles	CA	90032-4226	
California State University- Northridge	ccemployer.relations@csun.edu	818-677-2878	18111 Nordhoff St	Northridge	CA	91330-8200	
California State University-Stanislaus	career@csustan.edu	209-667-3661	One University Circle	Turlock	CA	95382-0299	
Center for Employment Training - Temecula	pdeans@cet2000.org	951-699-8180	27941 Jefferson Ave	Temecula	CA	92590-6605	
Cerritos College	tmlopez@cerritos.edu	562-860-2451	11110 Alondra Blvd	Norwalk	CA	90650-6203	
Chabot College	dpreciado@chabotcollege.edu	510-723-6914	25555 Hesperian Blvd	Hayward	CA	94545-2447	
Chaffey College	counseling@chaffey.edu	909-652-6000	5885 Haven Ave	Rancho Cucamonga	CA	91737-3002	
Citrus College	jlopezjimenez@citruscollege.edu	(626) 963-0323	1000 W Foothill Blvd	Glendora	CA	91741-1885	
Citrus College	ndesimone@citruscollege.edu	(626) 963-0323	1000 W Foothill Blvd	Glendora	CA	91741-1885	
Cole Vocational Services	sandra.eillis@thementornetwork.com	714-628-9939	438 E Katella Ave	Orange	CA	92867-4839	
College of the Canyons - Veterans Office	veterans@canyons.edu	661-362-3469	26455 Rockwell Canyon Rd	Santa Clarita	CA	91355-1803	
College of the Desert	humanresources@collegeofthedesert.edu	760-346-8041	43500 Monterey Ave	Palm Desert	CA	92260-9399	
Colton-Redlands-Yucaipa Regional Occupational Program	christopher_mclung@cry-rop.org	909-793-3115	1214 Indiana Ct	Redlands	CA	92374-2896	
Communities Actively Living Independent and Free	lsanchez@calif-ilc.org	(213) 627-0477	849 S Broadway	Los Angeles	CA	90014-3206	
Community Access Center	hrs@ilcac.org	951-274-0358	6848 Magnolia Ave	Riverside	CA	92506-2857	
Community Interface Services	nvano@communityinterfaceservices.org	760-729-3866	2621 Roosevelt St	Carlsbad	CA	92008-1660	
Corona Vet Center	edward.martinez3@va.gov	951-734-0525	800 Magnolia Ave Ste 110	Corona	CA	92879-3123	
Disabled American Veterans - Alhambra Chapter 22	arthur.miranda@att.net	626-573-8900	327 Baltimore Ave	Monterey Park	CA	91754-1685	
Disabled American Veterans - Jack Fisher Chapter 23	angelsalis@aol.com	714-974-4698	Po Box 17399	Anaheim	CA	92817-7399	
Disabled American Veterans - Lillian Bushnell # 123	ray.sczesniak@sbcglobal.net	310-216-7281	4117 Overland Ave	Culver City	CA	90230-3733	
Disabled American Veterans - San Bernardino #12	richarddav12@aol.com	909-838-2634	2491 Vanda Ln	Highland	CA	92346-2292	
Disabled American Veterans - Tri-Cities Chapter 95	bradfoore@aol.com	760-630-1935	4620 Briar Ridge Rd	Oceanside	CA	92056-2232	
Disabled Resources Center, Inc.	samanthamam@drcinc.org	(562) 427-1000	2750 E Spring St	Long Beach	CA	90806-2249	
East County Job and Career Center	john.jackson@ventura.org	805-955-2282	980 Enchanted Way	Simi Valley	CA	93065-0911	
Easter Seals - Southern California	lorena.martinez@essc.org	626-281-9404	2721 W Valley Blvd	Alhambra	CA	91803-1824	
Eastern Los Angeles Regional Center	ejohns@elarc.org		1000 S Fremont Ave	Alhambra	CA	91803-8800	
El Segundo Chamber of Commerce	info@elsegundochamber.org	310-322-1220	427 Main St	El Segundo	CA	90245-3003	
Employment Development Department - Los Angeles	crystal.prendiz@edd.ca.gov	323-242-6727	12700 Avalon Blvd	Los Angeles	CA	90061-2730	
Employment Development Department - Los Angeles	Olga.Duran@edd.ca.gov	(323) 242-6727	12700 Avalon Blvd	Los Angeles	CA	90061-2730	
Employment Development Department - Irvine	monica.arredondo@oconestop.com	949-341-8046	125 Technology Dr Ste 200	Irvine	CA	92618-2477	
Employment Development Department - Irvine	stephen.lindsey@edd.ca.gov	(949) 341-8066	125 Technology Dr Ste 200	Irvine	CA	92618-2477	
Employment Development Department - Irvine	stephen.springer@edd.ca.gov	949-341-8000	125 Technology Dr Ste 200	Irvine	CA	92618-2477	
Fullerton College	workforce@fullcoll.edu	714-992-7136	321 E Chapman Ave	Fullerton	CA	92832-2095	
Glendale Community College	rbishop@glendale.edu	(818) 240-1000	1500 N Verdugo Rd	Glendale	CA	91208-2809	
High Desert Employment Resource Center	cwatson@wdd.sbcounty.gov	760-552-6552	17310 Bear Valley Rd	Victorville	CA	92395-7773	
Hollywood Chamber of Commerce	leron@hollywoodchamber.net	323-469-8311	7018 Hollywood Blvd	Hollywood	CA	90028-6000	
Hope International University	careerservices@hiu.edu	714-879-3901	2500 Nutwood Ave	Fullerton	CA	92831-3104	
Humphreys College - Stockton	jwalker@humphreys.edu	(209) 478-0800	6650 Ingleswood Ave	Stockton	CA	95207-3861	
Huntington Beach Chamber of Commerce	aanderson@hbcoc.com	714-536-8888	2134 Main St Ste 100	Huntington Beach	CA	92648-6439	
Imperial Valley College	vicky.figueroa@imperial.edu	(760) 352-8320	380 E Aten Rd	Imperial	CA	92251-9653	
Jenesse Center, Inc.	aparker@jenesse.org	323-299-9496	Po Box 8476	Los Angeles	CA	90008-0476	
La Sierra University	careers@lasierra.edu	951-785-2237	4500 Riverwalk Pkwy	Riverside	CA	92505-3344	
LA Works One-Stop Career Center	susannek@laworks.org		5200 Irwindale Ave Ste 210	Irwindale	CA	91706-2014	
Laney College	prcabbtree@peralta.edu	510-834-5740	900 Fallon St	Oakland	CA	94607-4808	
Las Positas College	vhamilton@laspositascollege.edu	925-424-1000	3033 Collier Canyon Rd	Livermore	CA	94551-9797	
Lincoln Training Center	kimn@lincolntc.org	626-442-0621	2643 Loma Ave	South El Monte	CA	91733-1419	
Los Angeles County Department of Military and Veterans Affairs	sstone@mva.lacounty.gov	213-744-4827	2615 S Grand Ave	Los Angeles	CA	90007-2608	
Los Angeles Job Corps Center	hodge.s.angela@jobcorps.org	213-748-0135	1106 S Broadway	Los Angeles	CA	90015-2206	
Los Angeles Vet Center	elder.natareno@va.gov	(310) 767-1221	1045 W Redondo Beach Blvd Ste 150	Gardena	CA	90247-4198	
Monterey Peninsula College	lnguyen@mpc.edu	831-646-4000	980 Fremont St	Monterey	CA	93940-4704	
National Council of Jewish Women	info@ncjwla.org	323-651-2930	543 N Fairfax Ave	Los Angeles	CA	90036-1715	
Orange Coast College	rquinoz@occ.cccd.edu	714-432-5988	2701 Fairview Rd	Costa Mesa	CA	92626-5563	
Oxnard Job & Career Center	david.navarrete@edd.ca.gov	805-204-5100	635 S Ventura Rd	Oxnard	CA	93030-6506	
Pacific Asian Consortium in Employment (PACE)	drosenheck@westlake-worksource.org	213-353-1677	1055 Wilshire Blvd Ste 1436	Los Angeles	CA	90017-2474	
Pacific Oaks College	rpage@lbcc.edu	562-938-3920	5 Westmoreland Pl	Pasadena	CA	91103-3592	
Palo Verde College	irma.dagnino@paloverde.edu	760-921-5500	One College Drive	Blythe	CA	92225-9561	
Pico Youth and Family Center	PicoYouth@gmail.com	310-396-7101	715 Pico Blvd	Santa Monica	CA	90405-1226	
Project Independence	ccompton@proindependence.org	714-549-3464	3505 Cadillac Ave	Costa Mesa	CA	92626-1429	
Randolph County Veteran Services	tmvanviet@co.randolph.nc.us		158 Worth Street	Asheboro	NC	27203	
Riverside County Workforce Development Center	lance.sayavong@edd.ca.gov	951-955-3100	1325 Spruce St	Riverside	CA	92507-0502	
Saint Mary's College Of California	cng4@stmarys-ca.edu		1928 Saint Marys Rd	Moraga	CA	94556-2715	
San Bernardino Valley College	stillman@valleycollege.edu	(909) 384-4400	701 S Mount Vernon Ave	San Bernardino	CA	92410-2798	
San Diego Center for the Blind - Vista	kscott@sdcbl.org	760-758-5956	1385 Bonair Rd	Vista	CA	92084-4164	
San Diego County Veterans Services - Chula Vista	amy.fowler@sdccounty.va.gov	760-466-7054	700 E Naples Ct	Chula Vista	CA	91911-6821	
San Diego Vet Center	alfonso.carmona@va.gov	858-642-1500	2790 Truxtun Rd Ste 130	San Diego	CA	92106-6135	
Santa Ana WORK Center	dflores@santa-ana.org	714-565-2600	1000 E Santa Ana Blvd Ste 200	Santa Ana	CA	92701-3900	
Santa Ana WORK Center	elenz@santa-ana.org	(714) 565-2600	1000 E Santa Ana Blvd Ste 200	Santa Ana	CA	92701-3900	
Santa Ana WORK Center	frank.fletcher@edd.ca.gov	714-565-2600	1000 E Santa Ana Blvd Ste 200	Santa Ana	CA	92701-3900	
Santa Ana WORK Center	kendall.tidwell@edd.ca.gov	714-565-2661	1000 E Santa Ana Blvd Ste 200	Santa Ana	CA	92701-3900	
Santa Ana WORK Center	Kim.Sykes@edd.ca.gov	714-241-4900	1000 E Santa Ana Blvd Ste 200	Santa Ana	CA	92701-3900	
Santa Rosa Junior College - Santa Rosa Campus	studentemployment@santarosa.edu	707-527-4011	1501 Mendocino Ave	Santa Rosa	CA	95401-4395	
SASSFA Worksource Center	jcapp@sassfa.org	562-946-2237	10400 Pioneer Blvd Ste 9	Santa Fe Springs	CA	90670-3728	
Scripps College	avaldez@scrippscollege.edu	909-621-8180	1030 Columbia Ave	Claremont	CA	91711-3905	
Sepulveda Vet Center	byron.rodriguez@va.gov	818-892-9227	9737 Haskell Ave	Sepulveda	CA	91343-2016	
Simpson University	pschalo@simpsonu.edu	530-224-5600	2211 College View Dr	Redding	CA	96003-8601	
Soka University of America	ahoughton@soka.edu		1 University Dr	Aliso Viejo	CA	92656-8081	
South Bay Workforce Investment Board	rchavez@sbwib.org	310-680-3700	11539 Hawthorne Blvd	Hawthorne	CA	90250-2381	
South County Career Center	michael.hines@edd.ca.gov	(619) 628-0300	1111 Bay Blvd Ste E	Chula Vista	CA	91911-2692	
South County Career Center	ricardo.hernandez@edd.ca.gov	619-628-0300	1111 Bay Blvd Ste E	Chula Vista	CA	91911-2692	
South Orange County Vet Center	jeffrey.andrade@va.gov	949-348-6700	26431 Crown Valley Pkwy	Mission Viejo	CA	92691-6360	
Southern California Rehabilitation Services	scrsnicolas@aol.com	562-862-6531	7830 Quill Dr	Downey	CA	90242-3440	
Step Up on Second, Inc.	amy@stepuponsecond.org	310-394-6889	1328 2nd St	Santa Monica	CA	90401-1122	
Step Up Women's Network	national@suwn.org	213-382-9161	510 S Hewitt St	Los Angeles	CA	90013-2298	
Student Veteran Organization - California State U..	va@csuchico.edu	530-898-5911	400 W 1st St	Chico	CA	95929-0001	
Temecula Vet Center	mark.parker@va.gov	(951) 302-4849	40935 County Center Dr	Temecula	CA	92591-6055	
The Arc of Imperial Valley	weaver@arciv.org	760-352-0180	Po Box 1828	El Centro	CA	92244-1828	
The ARC of Riverside County	barbaraarcr@aol.com	951-688-5141	8138 Mar Vista Ct	Riverside	CA	92504-4324	
The Women's Center - UCSD	women@ucsd.edu	858-822-0074	9500 Gilman Dr	La Jolla	CA	92093-5004	
University of the Pacific, Stockton Campus	wscrc@pacific.edu		3601 Pacific Ave	Stockton	CA	95211-0110	
US Department of Veterans Affairs - Los Angeles Regional Office	Ronald.Osborne@va.gov	(310) 235-7722	11000 Wilshire Blvd	Los Angeles	CA	90024-7066	
Verdugo Jobs Center	gwashington@ci.glendale.ca.us	818-409-0476	1255 S Central Ave	Glendale	CA	91204-2529	
Verdugo Jobs Center	leonard.johnson@edd.ca.gov	818-409-0474		Glendale	CA	91204-2529	
Verdugo Jobs Center	njimenez@glendaleca.gov	818-409-0476		Glendale	CA	91204-2529	
Vocational Rehabilitation - City of Commerce Branch	adrian.lazaro@dor.ca.gov	323-720-4073	5400 E Olympic Blvd	Commerce	CA	90022-5147	
Vocational Rehabilitation - Laguna Hills Branch	vfrutos@dor.ca.gov	949-598-7942	24012 Calle De La Plata	Laguna Hills	CA	92653-3621	
Vocational Rehabilitation - Norwalk Branch	saguiar@dor.ca.gov	562-864-8521	12501 Imperial Hwy	Norwalk	CA	90650-3179	
Vocational Rehabilitation - Ontario Branch	michael.locklear@dor.ca.gov	(909) 948-6050	3595 Inland Empire Blvd	Ontario	CA	91764-5920	
Vocational Rehabilitation - Ontario Branch	pauline.A.pina@dor.ca.gov	909-948-6050	3595 Inland Empire Blvd	Ontario	CA	91764-5920	
Vocational Rehabilitation - Orange / San Gabriel District	jfincken@dor.ca.gov	714-991-0800	222 S Harbor Blvd	Anaheim	CA	92805-3700	
Vocational Rehabilitation - Oxnard-Ventura Branch	dodonaghe@dor.ca.gov	805-385-2400	1701 Pacific Ave	Oxnard	CA	93033-2745	
Vocational Rehabilitation - Santa Clarita Branch	dgaudy@dor.ca.gov	661-799-1020	23838 Valencia Blvd	Santa Clarita	CA	91355-5319	
Vocational Rehabilitation - Temecula Branch	cortiz@dor.ca.gov	951-693-4451	2755				

Agency	Recipient Email(s)	Recipient Phone Number	Agency Address	Agency City	Agency State	Agency Zip
Wilshire - Metro WorkSource Center (Community Career Development, Inc.)	rrose@communitycareer.org	213-365-9829	3550 Wilshire Blvd	Los Angeles	CA	90010-2401
Women Helping Women	brendaw@whw.org	9496312333	1800 E Mcfadden Ave Ste 1a	Santa Ana	CA	92705-4787
Wounded Warrior	CLoftland@woundedwarriorproject.org	619-981-9644	8880 Rio San Diego Dr Ste 1095	San Diego	CA	92108-1645
WTS-Women's Transportation Seminar-Inland Empire Chapter	mchavez@epccconsultants.com	310-479-7100	Po Box 904	Riverside	CA	92502-0904
YWCA Gardena Valley	ywcagardenavalley@live.com	310-327-5356	1341 W Gardena Blvd	Gardena	CA	90247-4827
YWCA North Orange County	dmasseeth-jones@ywcancoc.org	714-871-4488	215 E Commonwealth Ave Ste F	Fullerton	CA	92832-1957

2021 FCC Source Evaluation Report

FCC Unit: 13558 Southern California South

Source	Applicant Count	Interview Count	Hire Count
Brazen	1	1	1
Campaign - Indeed	234	232	90
Contractor - Conversion	9	9	8
Direct Sourcing - ATS	7	7	5
Direct Sourcing - Indeed	1	1	1
Direct Sourcing - LinkedIn	13	13	12
Direct Sourcing - Other	15	15	9
Direct Sourcing - Recruiter Networking	1	1	1
Former Employee - Rehire	28	28	24
Internal - Internal Hire	18	18	1
Internet - Glassdoor.com	1	1	1
Internet - Google	1	1	1
Internet - Indeed	169	169	122
Internet - LinkedIn	1	1	1
Internet - Ziprecruiter	1	1	1
Other	1	1	1
Referral - Employee Referral	76	74	53
Referral - Manager Referral	5	5	5
Website - External Career Site	7850	672	49
Total	8432	1250	386

2021 FCC Source Report

FCC Unit: 13558 Southern California South

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
268198BR	Direct Sales Rep	Website - External Career Site	50	15	1
268320BR	MAE - Major Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	87	5	0
269196BR	Intern	Website - External Career Site	159	4	1
269197BR	Intern	Brazen	1	1	1
		Website - External Career Site	239	3	0
269230BR	Associate Producer	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	162	0	0
269239BR	Acct Exec, Comm Sol Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	15	4	0
269408BR	Store Associate - PT	Internet - Ziprecruiter	1	1	1
		Website - External Career Site	44	5	0
269434BR	Producer/Editor	Direct Sourcing - Recruiter Networking	1	1	1
		Website - External Career Site	320	3	0
269485BR	Account Executive	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	34	4	0
269498BR	Network Engineer II	Website - External Career Site	38	8	1
269673BR	Mgr, Network Engineering	Referral - Employee Referral	1	1	1
		Website - External Career Site	63	16	0
269723BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	17	7	0
269878BR	Asst Mgr, Store	Direct Sourcing - Other	1	1	1
		Website - External Career Site	45	9	0
269948BR	Special Pricing Analyst	Former Employee - Rehire	1	1	1
		Website - External Career Site	42	8	0
270154BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Website - External Career Site	10	8	0
270160BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	15	11	0
270175BR	Direct Sales Rep	Campaign - Indeed	27	27	5
		Former Employee - Rehire	2	2	1
		Referral - Employee Referral	3	3	0
		Website - External Career Site	90	70	0
270294BR	Direct Sales Rep	Campaign - Indeed	6	6	1
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	4	4	1
		Website - External Career Site	13	7	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
270451BR	Store Associate - PT	Internet - Indeed	2	2	1
		Website - External Career Site	23	6	0
270514BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	18	4	0
270593BR	Sr Broadcast Engineer	Contractor - Conversion	1	1	1
		Website - External Career Site	34	0	0
270597BR	Associate Producer	Contractor - Conversion	1	1	1
		Website - External Career Site	51	0	0
270607BR	Associate Producer	Contractor - Conversion	1	1	1
		Website - External Career Site	55	0	0
270609BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	27	5	0
270698BR	Producer	Contractor - Conversion	1	1	1
		Website - External Career Site	25	0	0
270759BR	EAM-Enterprise Account Manager	Referral - Employee Referral	1	1	1
		Website - External Career Site	23	2	0
270786BR	Multi-Tenant Sales Rep	Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	42	8	1
270810BR	Store Associate	Referral - Employee Referral	1	1	1
		Website - External Career Site	22	3	1
270823BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	37	4	0
270830BR	Physical Security Specialist I Nonexempt	Direct Sourcing - Other	1	1	1
		Website - External Career Site	190	2	0
270864BR	Direct Sales Rep	Internet - Indeed	4	4	3
		Website - External Career Site	28	2	0
270884BR	Acct Exec, Comm Sol Exempt	Website - External Career Site	18	1	1
270907BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	33	3	0
270969BR	Multimedia Journalist	Direct Sourcing - LinkedIn	2	2	1
		Website - External Career Site	57	2	0
271069BR	Fiber Technician I Nonexempt	Website - External Career Site	47	9	1
271082BR	Network Engineer II	Website - External Career Site	74	8	1
271308BR	Enterprise Data MSS Spec Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	9	1	0
271349BR	National Account Manager G1 Exempt	Referral - Manager Referral	1	1	1
		Website - External Career Site	19	2	0
271444BR	Vertical Voice MSS Spec Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	12	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
271586BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Referral - Employee Referral	1	1	0
		Website - External Career Site	18	14	0
271592BR	Direct Sales Rep	Campaign - Indeed	16	16	6
		Former Employee - Rehire	1	1	0
		Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	0
		Website - External Career Site	73	47	0
271596BR	Mgr, Direct Sales	Referral - Employee Referral	1	1	1
		Website - External Career Site	85	7	0
271600BR	Direct Sales Rep	Campaign - Indeed	2	2	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	7	4	0
271733BR	Mgr, Voice MSS Commercial Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	30	5	0
271735BR	Commercial Data MSS Spec Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	12	3	0
271855BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	8	1	0
271880BR	Direct Sales Rep	Internet - Indeed	5	5	3
		Website - External Career Site	23	4	1
271963BR	Direct Sales Rep	Campaign - Indeed	2	2	1
		Direct Sourcing - Other	1	1	0
		Referral - Employee Referral	2	2	0
		Website - External Career Site	14	12	1
272213BR	Project Manager	Website - External Career Site	101	74	1
272275BR	Sales Engineer II - Vertical Exempt	Website - External Career Site	20	2	1
272412BR	Field Technician II	Internet - Indeed	6	6	6
		Referral - Employee Referral	1	1	1
		Website - External Career Site	184	9	0
272484BR	Mgr, Planning	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	33	0	0
272486BR	Marketing Coordinator Nonexempt	Website - External Career Site	360	5	1
272530BR	Field Technician II	Internet - Indeed	3	3	2
		Website - External Career Site	58	10	0
272690BR	Account Executive	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	36	14	0
272799BR	Account Executive	Internal - Internal Hire	5	5	0
		Referral - Employee Referral	4	4	3
		Website - External Career Site	77	28	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
272936BR	Account Executive	Internal - Internal Hire	1	1	0
		Internet - Indeed	1	1	1
		Website - External Career Site	19	9	1
273161BR	Direct Sales Rep	Campaign - Indeed	18	18	7
		Website - External Career Site	51	44	0
273162BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	1
		Website - External Career Site	6	6	0
273178BR	Direct Sales Rep	Internet - Indeed	4	4	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	46	39	6
273181BR	Multi-Tenant Sales Rep	Internet - Indeed	1	1	1
		Website - External Career Site	48	18	1
273196BR	Direct Sales Rep	Campaign - Indeed	3	3	3
		Website - External Career Site	6	5	0
273199BR	Direct Sales Rep	Campaign - Indeed	21	21	11
		Referral - Employee Referral	1	1	1
		Website - External Career Site	65	61	0
273222BR	Direct Sales Rep	Internet - Indeed	7	7	5
		Website - External Career Site	60	9	2
273231BR	MAE - Major Account Exec	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	24	1	0
273291BR	Store Associate	Internet - Indeed	2	2	2
		Website - External Career Site	11	4	0
273340BR	Asst Mgr, Store	Referral - Employee Referral	1	1	1
		Website - External Career Site	20	0	0
273475BR	Direct Sales Rep	Campaign - Indeed	5	5	3
		Direct Sourcing - Other	7	7	4
		Former Employee - Rehire	1	1	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	17	14	0
273479BR	Warehouse Technician Nonexempt	Contractor - Conversion	2	2	1
		Former Employee - Rehire	2	2	2
		Website - External Career Site	13	8	0
273507BR	Store Greeter Nonexempt	Internet - Indeed	2	2	1
		Website - External Career Site	51	4	0
273566BR	Store Greeter Nonexempt	Internet - Indeed	1	1	0
		Website - External Career Site	27	4	1
273608BR	Asst Mgr, Store	Internet - Indeed	1	1	1
		Website - External Career Site	30	8	0
273616BR	Store Greeter Nonexempt	Internet - Indeed	1	1	0
		Website - External Career Site	40	7	1
273621BR	Store Greeter Nonexempt	Website - External Career Site	31	3	1
273685BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	27	1	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
273798BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	12	1	0
273800BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	4	0	0
273815BR	EAE-Enterprise Account Exec	Former Employee - Rehire	1	1	1
		Website - External Career Site	25	2	0
273900BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	39	5	0
274047BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	16	1	0
274112BR	Field Technician III	Internet - Indeed	1	1	1
		Website - External Career Site	1	0	0
274130BR	Field Technician II	Internet - Indeed	6	6	6
		Website - External Career Site	64	7	0
274133BR	Field Technician II	Internet - Indeed	4	4	3
		Website - External Career Site	96	8	0
274137BR	Field Technician II	Internet - Indeed	5	5	3
		Website - External Career Site	41	0	0
274138BR	Field Technician II	Internet - Indeed	4	4	2
		Website - External Career Site	83	14	0
274159BR	MAE - Major Account Exec	Referral - Manager Referral	1	1	1
		Website - External Career Site	20	4	0
274190BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	35	2	0
274192BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	12	2	0
274193BR	Account Executive	Direct Sourcing - Indeed	1	1	1
		Referral - Employee Referral	1	1	1
		Website - External Career Site	30	9	0
274341BR	Store Greeter Nonexempt	Website - External Career Site	51	7	1
274382BR	Field Technician II	Internet - Indeed	7	7	5
		Website - External Career Site	130	17	0
274624BR	Operator 2, Programming Ops Nonexempt	Contractor - Conversion	1	1	1
		Website - External Career Site	74	0	0
274636BR	Operator 2, Programming Ops Nonexempt	Contractor - Conversion	2	2	2
		Website - External Career Site	83	0	0
274713BR	Coord, Department Nonexempt	Website - External Career Site	141	1	1
274834BR	Associate Producer	Website - External Career Site	166	2	1
274852BR	Client Services Manager	Former Employee - Rehire	1	1	1
		Website - External Career Site	23	6	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
274873BR	Construction Coordinator I	Referral - Employee Referral	1	1	1
		Website - External Career Site	26	18	0
274888BR	Direct Sales Rep	Campaign - Indeed	13	13	3
		Referral - Employee Referral	2	2	2
		Website - External Career Site	19	17	0
274899BR	Direct Sales Rep	Campaign - Indeed	13	13	6
		Referral - Employee Referral	3	3	3
		Website - External Career Site	42	38	0
274951BR	Acct Exec, Comm Sol Exempt	Former Employee - Rehire	1	1	1
		Website - External Career Site	10	0	0
275100BR	Store Greeter Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	15	0	0
275182BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	15	5	0
275311BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	13	2	1
275463BR	Direct Sales Rep	Campaign - Indeed	2	2	1
		Referral - Employee Referral	2	2	2
		Website - External Career Site	8	8	0
275526BR	Business Planning Analyst Exempt	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	142	1	0
275671BR	Store Associate	Website - External Career Site	19	3	1
275676BR	Store Associate - PT	Internet - Indeed	1	1	1
		Website - External Career Site	26	0	0
275677BR	Asst Mgr, Store	Website - External Career Site	19	5	1
275680BR	Store Associate	Internet - Google	1	1	1
		Website - External Career Site	14	1	0
275727BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	11	11	9
		Website - External Career Site	100	7	0
275729BR	Field Technician II	Internet - Indeed	9	9	7
		Website - External Career Site	94	5	0
275803BR	Sup, Direct Sales	Campaign - Indeed	1	1	1
		Website - External Career Site	12	3	0
276006BR	Account Executive	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	8	4	0
276139BR	Sales Engineer III - Vertical Exempt	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	19	1	0
276141BR	MAE - Government & Education	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	5	0	0
276398BR	Field Technician III	Former Employee - Rehire	1	1	1

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
276438BR	Sr Project Manager	Website - External Career Site	50	5	1
276445BR	Field Technician II	Internet - Indeed	11	11	7
		Website - External Career Site	108	7	0
276446BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	37	6	0
276448BR	Field Technician II	Internet - Indeed	3	3	3
		Website - External Career Site	61	6	0
276450BR	Field Technician II	Internet - Indeed	7	7	4
		Website - External Career Site	113	6	0
276452BR	Field Technician II	Former Employee - Rehire	1	1	1
		Internet - Indeed	3	3	3
		Website - External Career Site	65	3	0
276461BR	Multi-Tenant Sales Rep	Website - External Career Site	38	5	1
276489BR	Direct Sales Rep	Internet - Indeed	4	4	0
		Website - External Career Site	12	7	3
276514BR	National Account Manager G2 Exempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	14	1	0
276644BR	Direct Sales Rep	Campaign - Indeed	7	7	3
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	2	2	1
		Website - External Career Site	23	21	0
276668BR	Direct Sales Rep	Campaign - Indeed	14	14	6
		Referral - Employee Referral	4	4	1
		Website - External Career Site	34	34	0
276678BR	MAE - Major Account Exec	Former Employee - Rehire	1	1	1
		Website - External Career Site	21	3	0
276684BR	Direct Sales Rep	Campaign - Indeed	5	5	2
		Referral - Employee Referral	1	1	0
		Website - External Career Site	9	7	0
276890BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	20	1	0
277055BR	Multi-Tenant Sales Rep	Campaign - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	7	1	0
277114BR	Intern	Referral - Employee Referral	1	1	1
		Referral - Manager Referral	1	1	1
		Website - External Career Site	205	11	1
277325BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	14	5	0
277369BR	Maintenance Technician I Nonexempt	Other	1	1	1
		Website - External Career Site	15	12	0
277551BR	Store Associate - PT	Internet - Indeed	1	1	1
		Website - External Career Site	5	0	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
277554BR	Store Associate	Direct Sourcing - ATS	1	1	0
		Internet - Indeed	2	2	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	70	7	2
277556BR	Account Executive	Referral - Employee Referral	1	1	1
		Website - External Career Site	7	4	0
277564BR	Store Associate - PT	Website - External Career Site	33	3	1
277601BR	EAE-Enterprise Account Exec	Internal - Internal Hire	1	1	1
		Website - External Career Site	5	0	0
277612BR	Field Technician II	Internet - Indeed	2	2	1
		Website - External Career Site	111	8	0
277628BR	Direct Sales Rep	Campaign - Indeed	3	3	2
		Direct Sourcing - Other	1	1	1
		Website - External Career Site	3	3	0
277663BR	Producer, Segments	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	59	1	0
277799BR	ISP Engineer I	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	22	7	0
278042BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	8	0	0
278089BR	EAM-Enterprise Account Manager	Referral - Manager Referral	1	1	1
		Website - External Career Site	9	0	0
278135BR	Field Technician II	Internet - Indeed	4	4	4
		Website - External Career Site	30	2	0
278164BR	Intern	Referral - Employee Referral	1	1	1
		Website - External Career Site	67	0	0
278180BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	10	4	0
278183BR	Store Greeter Nonexempt	Internet - Indeed	1	1	1
		Website - External Career Site	2	1	0
278249BR	Account Executive	Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	8	3	0
278263BR	Store Associate - PT	Internet - Indeed	1	1	1
		Website - External Career Site	3	1	0
278659BR	SAM - Strategic AM Hospitality	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	5	0	0
278666BR	Direct Sales Rep	Campaign - Indeed	13	13	4
		Former Employee - Rehire	1	1	0
		Referral - Employee Referral	3	3	2
		Website - External Career Site	21	13	0
278670BR	Direct Sales Rep	Campaign - Indeed	6	6	1
		Website - External Career Site	8	4	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
278676BR	Multi-Tenant Sales Rep	Former Employee - Rehire	2	2	1
		Website - External Career Site	3	3	0
278702BR	Account Executive	Campaign - Indeed	1	1	1
		Website - External Career Site	26	13	0
278714BR	VP, Human Resources	Website - External Career Site	100	2	1
278798BR	Store Associate	Internet - Indeed	1	1	1
		Website - External Career Site	3	0	0
279081BR	Waste Management Area Coord	Referral - Employee Referral	1	1	1
		Website - External Career Site	9	1	0
279154BR	EAE-Enterprise Account Exec	Direct Sourcing - ATS	1	1	1
		Website - External Career Site	19	5	0
279156BR	Multi-Tenant Sales Rep	Referral - Employee Referral	2	2	1
		Website - External Career Site	8	0	0
279244BR	Area Manager	Internet - LinkedIn	1	1	1
		Website - External Career Site	52	6	0
279258BR	Store Associate - PT	Internet - Indeed	1	1	1
		Website - External Career Site	16	2	0
279472BR	Direct Sales Rep	Internet - Indeed	4	4	1
		Website - External Career Site	32	32	2
279546BR	Store Associate	Website - External Career Site	14	3	1
279575BR	Sup, Direct Sales	Referral - Employee Referral	1	1	1
		Website - External Career Site	13	9	0
279700BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Direct Sourcing - Other	4	4	2
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	3	3	0
279904BR	Strategic Account Spec - HC	Former Employee - Rehire	1	1	1
		Website - External Career Site	4	1	0
280029BR	Field Technician II	Internet - Indeed	2	2	2
		Website - External Career Site	27	4	0
280032BR	Field Technician II	Internet - Indeed	3	3	3
		Website - External Career Site	38	8	0
280038BR	Field Technician II	Internet - Glassdoor.com	1	1	1
		Internet - Indeed	1	1	0
		Website - External Career Site	38	7	2
280041BR	Field Technician II	Internet - Indeed	7	7	4
		Referral - Employee Referral	2	2	2
		Website - External Career Site	107	11	0
280066BR	Account Executive	Referral - Employee Referral	2	2	1
		Website - External Career Site	5	2	0
280109BR	Area Manager	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	38	2	0

Requisition ID	Job Title	Source	Applicant Count	Interview Count	Hire Count
280128BR	Multi-Tenant Sales Rep	Campaign - Indeed	1	1	1
		Former Employee - Rehire	1	1	1
		Website - External Career Site	4	0	0
280230BR	Store Associate - PT	Website - External Career Site	13	2	1
280432BR	Mgr, National Account Sales	Former Employee - Rehire	1	1	1
		Website - External Career Site	10	0	0
280725BR	Store Greeter Nonexempt	Referral - Employee Referral	1	1	1
		Website - External Career Site	10	3	0
280799BR	Account Executive	Internal - Internal Hire	1	1	0
		Referral - Employee Referral	1	1	1
		Website - External Career Site	11	5	0
280895BR	Store Associate	Former Employee - Rehire	1	1	1
		Website - External Career Site	12	0	0
281180BR	Mgr, Production	Direct Sourcing - LinkedIn	1	1	1
		Website - External Career Site	32	0	0
281203BR	Field Technician III	Former Employee - Rehire	1	1	1
281211BR	Direct Sales Rep	Campaign - Indeed	24	24	9
		Referral - Employee Referral	2	2	2
		Website - External Career Site	32	30	0
281218BR	Multi-Tenant Sales Rep	Former Employee - Rehire	1	1	1
		Website - External Career Site	1	1	0
281228BR	Direct Sales Rep	Campaign - Indeed	9	9	2
		Website - External Career Site	8	8	0
281236BR	Direct Sales Rep	Campaign - Indeed	4	4	2
		Referral - Employee Referral	1	1	1
		Website - External Career Site	13	12	0
281243BR	Sup, Sr Producer, Digital	Referral - Employee Referral	1	1	1
		Website - External Career Site	18	3	0
281308BR	Store Associate	Website - External Career Site	2	1	1
281435BR	Store Associate - PT	Internet - Indeed	2	2	2
		Website - External Career Site	11	0	0
281734BR	Strategic Account Spec - HC	Direct Sourcing - ATS	1	1	0
		Former Employee - Rehire	1	1	1
		Internal - Internal Hire	1	1	0
		Website - External Career Site	11	3	0
281827BR	Direct Sales Rep	Campaign - Indeed	3	3	1
		Referral - Employee Referral	2	2	0
		Website - External Career Site	5	4	0